

CRUE/WEAC Region 4 Office Closed During School Shutdown

Due to the COVID-19 the CRUE office staff will be working remotely. If you have employment matters to discuss call the office and leave a voice mail or send an e-mail. Staff will be checking their voice mail and e-mail regularly throughout the work week and will return your message as soon as possible. 608-781-1234

Coronavirus Related Employment Issues

Educator Effectiveness- The DPI suggests evaluators and Summary Year educators collaboratively make decisions about how to complete the Summary Year with an emphasis on learning. Even if all of the Educator Effectiveness requirements were not met or completed, evaluators could still schedule and conduct an End-of-Cycle Summary meeting with each of their Summary Year educators before the end of the year. (Note: Evaluators could conduct the meeting virtually.) During these meetings, evaluators and Summary Year educators can come to an agreement on whether the Professional Practice Goal (PPG) and School/Student Learning Objective (SLO) processes, observations, and coaching conversations completed to date have resulted in a meaningful and supportive learning process, which provides a clear plan for next steps and continuous improvement. [READ More](#)

Protecting yourself online- Wisconsin schools are closed, and the line between our work and personal lives is blurring. To protect privacy - for students and ourselves - WEAC recommends the following best practices for online learning and communicating with students and families.

- Protect your privacy by being cognizant of what students are seeing or hearing in the background of your home (e.g. posters, artwork, music, family members, etc.). Keep it clean and professional.
- Protect your reputation by not posting anything on social media that you would not want your mother, your grandmother, your boss or a future employer to read. Refrain from making work related posts on social media. Refrain from making posts that give a perception that you are not engaged in your professional duties during the workday.

[READ More](#)

Non-Renewal of Teaching Contract- Wisconsin Statute §118.22 applies to all full-time teachers (with the exception of Milwaukee teachers). The statute requires that school boards give preliminary notice of non-renewal by April 30. A teacher receiving preliminary notice of nonrenewal may request a private conference before the school board, but said request must be submitted within 5 days of receiving the

preliminary notice. A teacher can only be nonrenewed by a majority vote of the full board. *Please contact Kristen or Steve immediately* if you receive a preliminary notice of non renewal or have a discussion with administration regarding nonrenewal. It is very advantageous for the employee to determine if employment issues can be resolved prior to receiving a formal preliminary notice of non-renewal.

The district must give final notice of renewal or non-renewal on or before May 15. Teachers must accept or reject contracts no later than June 15.

Coronavirus Aid, Relief, and Economic Security (CARES) Act

Impact on Benefits- this sweeping legislation provides a provision to allow individuals to use their Flexible Spending Account (FSA), Health Reimbursement Arrangements (HRA), and Health Savings Account (HSA) funds tax free to purchase over-the-counter medications without the need for a doctor's prescription. In addition, health plans can now cover telehealth services prior to the minimum HSA-qualified deductible having been met without affecting HSA eligibility.

Additionally, all menstrual care products (including tampons, pads, liners, cups, sponges, or similar products for menstruation) will now be considered medical care under IRC § 213(d) and can be reimbursed from a Health Care FSA (other than a limited health FSA), § 213(d) HRA, or HSA, without any action required from an employer. This change is made effective retroactive to January 1, 2020.

Please consult your plan administrator to confirm these benefit changes.



[**CLICK HERE**](#) for updated **COVID-19** information from **WEAC**



Coronavirus Aid, Relief, and Economic Security (CARES) Act

On March 27, the \$2-trillion Coronavirus Aid, Relief and Economic Security (CARES) Act was signed into law. The bill is a good start and, while not perfect, does address many needs of our students, educators, and schools. It is intended to help stabilize workers, families, and the economy during the COVID-19

public health crisis and is the third relief package Congress has passed during the coronavirus pandemic. NEA is also advocating for additional stimulus funds in a fourth package. The student loan debt relief measures go into effect Friday, April 10. At that time, borrowers can ask for a refund of payments made since March 13, 2020. Payment waivers for federal student loans due after April 10 are automatically applied.

Visit [WEAC's resource page](#) for more info and access to a recorded webinar on this topic.

Annual Representative Assembly for CRUE/Region 4 is Rescheduled

Due to current meeting restrictions, the annual Rep Assembly has been rescheduled to a virtual meeting on Wednesday, May 27.

Each local association is awarded delegates based on total number of members. Leaders will be receiving electronic communication on this meeting next week.

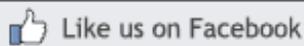


Request Absentee Ballots for Fall Elections



Registered voters may request absentee ballots for the August partisan primary or November general election today.

[Request your mail ballots now](#)



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Associate Staff: Jenna Radmer

This is an 11.0101(10)(b)(1) communication with CRUE/Region 4 members.