

The Leader

October 2018

New year, new administration

For the past six years MPS has been blessed with what one School Board member described as "...two of the best Superintendents in the nation." Many of us probably didn't appreciate fully how very lucky we were to have Dr. Thornton and Dr. Driver as our dear leader, but as for me, I was fortunate enough to interact with them personally and to help many of our members endure the beneficence of each of them. As we have learned, Dr. Thornton was not as well appreciated in his next assignment and was given the opportunity to find other employment. It remains to be seen how Dr. Driver's future pans out.

Now as many of you know all too well, I could spend this plus many other newsletters fleshing out the basis for my conclusions regarding the past two Superintendents, but I wear myself out recalling all of their outrages and failures. So I'll pass. I probably should press on simply to help us recall some of the individuals and moments we were introduced to (they fade all too easily in one's memory – thankfully), but I'll let it go. Oh, I just can't. Remember Dennis Queen? All right, enough.

I doubt that there are many who did not know who Dr. Keith Posley is prior to his appointment as our new Superintendent. If you don't know him, he is a longtime employee of MPS and resident of Milwaukee. I have known him for more than twenty years and, during that time, in several different capacities.

As is always the case when the District hires from "within," his hiring is not without controversy and not without severely divergent opinions regarding his character, competence, and potential. Our office has received many, many phone calls from folks registering their approval/disapproval of this selection. Under both of the past Superintendents I criticized (sparingly) above, he was a loyal and

dutiful aide and confidant. Because of that, and because of my tendency to be brutally honest and my preference for consistency, he and I tangled from time to time. Throughout the years we were both sometimes disappointed in the other, and I know that we also worked together with great success more often than not.

ASC Christmas/holiday Party

When:	December 7, 2018
Where:	Radisson Hotel/Mayfair Mall
Hours:	5 pm to ???

Admittedly, when I first heard that he was the new Superintendent, I was encouraged. Having known him for so long, and knowing that he has always been willing to listen, I believed that I could work with him and that problem-solving rather than confrontation would be what we would both prefer. I still feel that way.

I met with Dr. Posley shortly after he was appointed, primarily to offer my congratulations, and also to get a sense of what we could expect and how he views the ASC and our role in the District. He was a member of the ASC for many years. I found him unchanged from the person I knew. He was open and receptive, actually asked questions, and emphasized a keyword which he hoped would exemplify his administration. He said that he wanted his administration to be fair. Fair?! MPS?

Frankly, I believed him. I told him that he was the first MPS Superintendent I had dealt with over the past two decades who had used the word "fair" in conjunction with leadership and management. (At this point I am reminded of a previous Superintendent - not mentioned so far - who did actually use the word, but we both knew he meant that he would be anything but.)

So I ask you, all of you hard-working and under-appreciated members of our ASC to join with me in giving him your support and the benefit of the doubt. I intend to do just that. I believe that Dr. Posley deserves the best employee that each of you can be, and that he deserves the loyalty of all of us in his effort to lead this very difficult school district in

the year ahead. That not to say that anything will be overlooked or that errors and/or omissions will go unnoticed or unmentioned. It just means let's all join in giving the guy a chance.

Notary services and retirement support

The ASC provides free notary service to ASC members. In addition, we provide retirement pre-planning advice to those who may wish to retire under the "early retirement window" as it currently exists, or otherwise.

While it is not the general practice of the ASC to refer our members to outside sources for legal and other assistance, we have in the recent past made arrangements with attorneys and others who will provide special assistance to our members at a reduced rate for wills, trusts, retirement planning, estate planning, and other issues. We provide free attorney assistance for matters regarding your employment with MPS. More on that later.

ASC Website

The ASC has created a webpage (ASCMP5.com) which will be open and operable in late October. Our developer indicated that we will be on the web about October 25, though that is not set in stone.

We expect that the webpage will have downloadable forms for registering membership, contact information for the ASC via email, links to other important sites, breaking news, updates, retirement documents, calendars, and so on. This is a secure site, not a part of the MPS system, and should be used as you choose, but be aware that any correspondence which you send or receive through MPS is reviewable by the administration and it is archived. If you don't want others to be able to read what you have written, use your personal computer at home.

We will notify each of you by email when the site is available. By the way, many of our members have given us their email address at their workplace. While this is handy, we would prefer to have your personal email outside of MPS to keep any contact

as confidential as possible. Please email us with that information when you are able.

Legal Assistance Policy

(We publish this policy periodically as a reminder and for the benefit of new members.)

The ASC views legal representation for its members as a fundamental function of our organization. In furtherance of this responsibility the ASC maintains fully employed qualified staff and office facilities.

1. All members are entitled to confidential consultations with and representation by the ASC staff for all employment-related matters.
2. In the event that the ASC shall so determine, matters brought pursuant to this policy may be referred to an outside legal representative. At the determination of the ASC, the cost of such legal representation may be assumed by the ASC. In that instance, the ASC shall have status as client. In assuming this status the ASC has custody of the case for all purposes, including the exclusive right to terminate the case, reach a voluntary agreement, or to seek other litigation solutions.
3. Members who elect to hire their own legal representative without the prior approval of the ASC shall not be entitled to reimbursement of legal or other expenses.
4. Legal assistance is not available for criminal matters.
5. If a member selects other legal assistance, or is covered by insurance of any kind which applies to the action or proceeding, such assistance and/or insurance shall be deemed a primary and prior source of legal assistance.
6. In cases where a member is compensated monetarily for damages or other costs, the ASC shall be entitled to reimbursement for the costs of providing legal representation.