



ASC News

December
2024

ASC Administrators and Supervisors Council

President's Corner

I can hardly believe the Holiday season is fast approaching. I hope that your 1st trimester has been a successful one for you as a leader and for your school community. As we prepare to head into Cycle 2 of our School Improvement Plans be sure to reach out to the district for support in implementing the strategies.

Our work is daunting and we are responsible for so much that we sometimes forget to ask for help. The work of the leader cannot be done alone.

ASC continues to push the crucial issue of shared leadership as it relates to collaboration in our schools. We all know that we need more than 4 hours per month to do good work in moving our schools forward. We continue to face roadblocks in problem solving around this issue.

We will not give up because we know that shared leadership is everyone's responsibility and until we create systems that allow for meaningful collaboration we will not move the academic needle.

This work cannot solely be the responsibility of the leader. ASC will continue to fight for its leaders. As we look forward to our days off in November and December, remember to take some time for yourself. I know many of you will "work" over our breaks however please do be sure to unplug and spend time with yourself and your loved ones. ASC appreciates all the work that you do each day for the children and families of Milwaukee.

Take care of yourself, lead with patience, kindness and never doubt your leadership abilities. See you at our Holiday Party!

Marybell Nieves Harris
President

Executive Board Members

MARYBELL NIEVES HARRIS
414-702-9065
NIEVESMH@SBCGLOBAL.NET

JUAN BAEZ
414-429-4421
DRBAEZ@ATT.NET

MELINDA GLADNEY
414-207-1124
GLADNEYMELINDA2020@GMAIL.COM

SUZANN CANADY
414-704-3444
SUSIECANADY01@GMAIL.COM

LEON GROCE
414-467-6543
GROCELR@GMAIL.COM

JINEEN MCLENORE TORRES
414-339-2053
JINEEN@HOTMAIL.COM

TAYOTIS CLADWELL
414-640-9077
TAYOTISCALDWELL@GMAIL.COM

RENEE DRANE
414-527-0157
RENEE_WRIGHT@SBCGLOBAL.NET

JACLYN LABER (PRESIDENT OF
ASC RETIREES)
414-688-2205
FXDNCOM@GMAIL.COM

Executive Director's Updates

This school year has presented many challenges and uncertainties but our members have not wavered in their leadership, dedication, and commitment to the students and families of MPS.

The ASC remains committed to fighting for improved working conditions, increases in pay, expanded professional development opportunities, and enhanced safety. Though new challenges will certainly arise, our shared vision of excellence and collective resolve will remain steadfast.

Employee Rights Division and Complaints

The Employee Rights Division at Central Office is required to handle complaints about bullying, harassment, discrimination, and intimidation among employees. However, this provision is reportedly being used by some employees to file complaints against administrators for relatively minor grievances, such as being required to follow basic workplace expectations.

As a result, administrators often face uncomfortable investigations, leading to minor disciplinary actions, such as mandatory training sessions. This frequent use of complaints has created a challenging environment, with administrators feeling targeted over issues that may not warrant serious review.

It is alarming and disappointing to receive a notice that a complaint has been filed against you, and you are entitled to ASC representation at any hearing that follows. If you are contacted and told that you are being investigated for bullying and harassment please contact the ASC right away. I will prepare you for the hearing and attend the hearing with you.

Child Abuse Reporting

Wisconsin law mandates that all school staff report any suspicion of child abuse or neglect directly to Child Protective Services (CPS).

It is not for you to determine whether your suspicion is valid, only to report your suspicion to CPS. Staff should not seek permission from superiors before reporting, as state law provides them with immunity when they act in good faith.

Reports are confidential, and mandated reporters are protected from repercussions by law. When you do suspect abuse or neglect, it's essential to contact CPS without delay. Failure to do so can lead to criminal charges, fines, and job loss.

Retirement Planning Meetings

Retirement marks an essential milestone, and it's never too early to begin planning. Whether you're approaching retirement or still have years to go, a retirement planning meeting can provide you with guidance and support tailored to your needs. We recognize that retirement planning can feel overwhelming, but our goal is to simplify the process and ensure you're prepared.

These meetings will guide you through the details of your pension plan and benefits, covering eligibility requirements, payout options, and survivor benefits. Your retirement is a significant chapter, and we want you to feel fully supported as you plan for it. For more information or to set up a retirement planning meeting, call the ASC office at 414-453-4400.

ASC Facebook Page

The ASC has a Facebook group for members to connect, share ideas, and stay updated on district matters. This is a reminder to send Shirley an email (shirleyasc@gmail.com) to request to join the Facebook page if you have not done so already. Know that our Facebook group page offers our members an opportunity to connect with colleagues, to share ideas, and to offer support.

The ASC group helps keep members up to date regarding what is happening in our district and the ASC. Only ASC members can join our group and membership is dependent on individuals answering membership questions as well as having their membership verified by ASC. Membership is limited to only verified current and retired ASC members.

Finance and Responsibility

Please be aware that one of the primary causes for misconduct proceedings against our members has been in instances where there is an allegation of financial wrongdoing. Administrators, particularly principals and assistant principals, may face termination for alleged financial misconduct, regardless of intent.

MPS places ultimate accountability on building leaders for any violations occurring under their supervision—even those beyond their direct knowledge or control. Given the serious potential consequences, administrators are strongly advised to conduct regular audits, review financial documents such as timesheets meticulously, and participate in district-offered financial training to minimize both financial and disciplinary risks. If you have any questions, call the ASC.

ASC Holiday Party

Please mark your calendar for the ASC Holiday Party from 5:00 p.m. to 10:00 p.m. on January 17, 2025, at the Wisconsin Country Club. Join us for a night filled with delicious food, beverages, gifts, raffles, and dancing—a wonderful opportunity to celebrate all the fantastic work we do together. Looking forward to seeing everyone there!

ACT 10 Found Unconstitutional

On December 2, 2024, Dane County Judge Jacob Frost ruled provisions of Act 10 unconstitutional. Judge Frost ruled that Act 10 violates the equal protection guarantees in the Wisconsin Constitution by dividing public employees into two classes: “general” and “public safety” employees. The decision will certainly be appealed to the Wisconsin Supreme Court. We will keep you updated on further developments as they arise. This is exciting news and brings us one step closer to reclaiming the collective bargaining rights which were stolen from you in 2011.

As your Executive Director, I remain committed to supporting you in any way I can. Thank you once again for your outstanding service to our community. I wish you a joyful and restorative holiday season.

Steven Lubar
ASC Executive Director

Have a colleague that wants to be part of the ASC?

Share the link to our website page:
[Join ASC](#)

ASC Student Activity Award Application

ASC is committed to provide a one-time small "Activity Awards" to students. An "Activity Award" is a sponsorship to be used on a program or event that motivates students toward the successful completion of their education.

[ASC Student Activity Award-Application](#)

ASC Contacts

ASC Executive Director

Steven Lubar
414-453-4400 (Office)
414-534-4670 (Cell)
slubarasc@gmail.com

Executive Assistant

Shirley Winters
414-453-4400
shirleyasc@gmail.com

ASC Office

811 N Hawley Rd,
Suite 104
Milwaukee, WI 53213

Our Website

<http://ascmps.com/>

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