



Messenger

<http://www.weac.org/HSEA>

A newsletter published for the education employees of the Howard-Suamico School District

Volume 11, Number 9

April 17, 2011

**Howard-Suamico
Education Association**

Jason Berna
President

Dave Wickert
Vice President

Bev Schacht
Treasurer

Candice Perz
Secretary

Calendar of Events

April 25 and May 9
Board of Education meeting
6 p.m., BP Forum Room

May 3
HSEA Retirement dinner
5:30 p.m., Townline

May 5 and May 19
Executive Board meeting
4 p.m., BLUE Office

May 12
General Assembly meeting
4 p.m., Townline

Message from the President *by Jason Berna, HSEA President*

Since my last update (sent out Friday April 9, 2011) we have gained some very valuable information about our organization, personal feelings/ambitions for the betterment of education, and the status of our concerns. Last week I had the opportunity to meet with Bay Harbor and Meadowbrook teachers which was really good for me to see some of the faces of the people that our Association has been working very hard to support. I was unable to meet with Suamico, Forest Glen, and Lineville due to conflicting meeting times. Howard had a cancellation that we hope to be able to reschedule and Bay Port, well, you get to see me every month whether you like it or not. ☺

On Tuesday, we had a Recertification Team in attendance at the BLUE office to discuss the future of Unions in our state. At this meeting we discussed the impact of "Act 10" and the new "Budget Bill." Basically we are in a holding pattern until one or both of these laws are actually enacted. What that means for you is there are no changes to anything that you do until they are enacted. If neither bill is law as of September 1, we will continue under our current contract, just as we did for the last year-and-a-half prior to ratification of our contract in late February. If on October 4 (pick any day of the next year for that matter) either or both of the laws go into effect, then we will see changes. What will those changes actually be? That is a good question. It is too early to tell and anybody you ask all say the same thing: "I really don't know."

One of the biggest questions that many of you have right now is; "why should I continue to support or be part of HSEA if the State is removing Collective Bargaining." After Tuesday's meeting, Kurt Prien, (rep from Bay View) organized a flier for you (see attachment to this email). Kurt focused on what you will continue to receive by being part of the HSEA versus what you will have if we do not exist. Please take a look at it. Even before we present this information, it was impressive to see based on our very quick straw poll last weekend, that 92% of us still wanted to retain our rights as a Union. I would suspect that to increase once you see the document that Kurt has created for us.

Wednesday Candice Perz, HSEA Secretary, and I were able to meet with Mr. LaCroix and Mr. Freeman. At this meeting, we presented the 10 most common questions that have been discussed over the past two months as well as data that was determined from our survey. We asked about the status of our LMS program, how graduate credits/masters courses will be treated, about a "Administrative Policies Handbook," layoff prognosis for 2011-12, transfers, seniority, and how to determine the actual cost per employee per pay period. The answers were expected to a point. "We just don't know." (I will not tell you what was really said because I don't want to "sound negative again in my newsletter.") Many of these questions will depend on the outcome/timing of

the budget laws going in place. One really awesome thing that the District has been pursuing is trying to get between \$100 and \$300 added to the lowest spending schools in the State. Mr. LaCroix and Board members have traveled to Madison and attended meetings with the Joint Finance Committee with a plan on how to do this. I told Damian that “this was an awesome idea, and to let us know how we could help.” He told me that he would “think about it.”

Because we are contracted through June 30, we will see no immediate changes. Based on our survey results, we will continue to try and move ahead with a contract extension for the 2009-11 contract. Monday, April 25, 2011, is the next School Board meeting. They will be establishing their committees for the next year. Please put that date on your calendar, bring friends and parents that will advocate for us and attend. You will not be required to say anything, just be present. If you really do want an extension and some consistency for the next two years, you need to adjust your schedule to attend for an hour. It is your livelihood. With your continued professionalism, we did not force the District to close its doors over the past two months. You have continued to focus on your job in the classroom, kept things student centered, and found new friendships within your buildings, houses, or departments. The Board needs to see that we are united and do expect them to “reward” us for efforts. As some members have stated, “emails, notes, and letters are all nice, but actions will speak louder.”

Have a Happy Easter and safe travels to you and your family. See you on the 25th.

Thank you, Jason

HSEA General Assembly Meeting—April 7, 2011 Newsletter Summary

Treasurer's Report

- Balances of accounts and list of expenses paid given.
- Discussion about what to do for the 2011-2012 HSEA budget.

President's Report

- Continue to check BLUE website and Facebook page
- Board meeting report: Meadowbrook reported out
- Continue to fill out Good News cards
- Next administrative meeting is April 13
 - ✓ Opening negotiations for 2011-2013 contract
 - ✓ Community support for educational professionals
 - ✓ Public letter in support of Dave Hansen
 - ✓ HSEA survey information: all members received this survey in their home email. Survey will conclude Monday, April 11 at midnight.
- Negotiations 2011-13: Rick Schadewald was selected by the HSEA president and the Executive Board elected him as chief negotiator. Each building is looking for one member and one alternate for the HSEA negotiations team. Alternate is a great position for someone who is looking to learn more about negotiations.
- Amendments to Constitution and By-Laws:
 - ✓ Emergency voting
 - ✓ Appendix B: job descriptions of Executive Board members

- ✓ New negotiations team members requested and all buildings need a representative and an alternate
- Direction of the union: Increase community support of education!
 - ✓ HSEA Facebook page
 - ✓ Partake in local parades
 - ✓ Build an asset list
 - ✓ Creation of sticker/flyer for local businesses: “We support education and the professionals who provide it.”
 - ✓ Support pro-educator school board candidates/political candidates
 - ✓ Any HSEA member of a local club, organization, or church group: is a partnership doable?
- General Assembly meeting expectations for committee chairpersons discussed and outlined in agenda.
- Employee Portal: as of April 1, sick leave forms will need to be filled out online using the portal, printed out, and given to your building secretary. Paper copies will no longer be available.
- Employee Portal will have all your back pay information.
- HSEA contract now online under staff resources. Paper copies of contracts will no longer be available.
- 2011 elections: Election committee was set. All building representatives will be on this committee.

All nominations must be submitted by our next meeting May 5. Voting will occur at our General Assembly meeting on May 12.

- Additional Executive Board meeting on May 5 to prepare for the General Assembly meeting; setting up elections, etc. May 19 was added to the schedule due to the fact that the General Assembly meeting is a social event. May 19 will include building/committee reports.
- Please take any issues to the building administration and building reps first. Contact those involved prior to involving building administrators if it is between members.
- If your classrooms are cold, you need to record that in School Dude. Talk to your custodian and get it worked out. It may be a computer glitch and an easy fix.

Committee Reports

Legislative:

- Chairpersons: Tim Mulrain.
- Discussion about April 5th elections; recounts/recalls.

Political Action:

- Chairpersons: Justin Nelson and Jenny Johnston.
- No report.

Members' Rights:

- Chairpersons: Darlene Schoen and Mary Lu Sachs.
- Two issues being worked on; no comment on content of issues.

Public Relations:

- Chairpersons: Justin Nelson and Jenny Johnston.
- No report.

Negotiations:

- Chairperson: Rick Schadewald.
- Tying up loose ends from last negotiations and will open negotiations for the 2011-2013 contract.
- Looking for one member and one alternate from each building. Please get names to Jason by April 19.

Retired Liaison:

- Chairperson: Lynne Glinski.
- Has had one person volunteer to co-chair with Lynne.

Scholarship:

- Chairperson: Blake Bierowski.
- Information sent out; please make sure this information has been included in your school's newsletter. Applications due May 2. Reminder: faith-based organizations not sponsored.

Social:

- Chairperson: Kathy Krause.
- Spring social (May 12) and retirement dinner (May 3) held at Townline.
- Retirement invites have been sent out. If you need a new copy PLEASE go to the HSEA website to print one out for yourself.

Newsletter:

- Chairperson: Jenny Soucoup.
- Continue checking home emails regularly due to information coming from WEAC and HSEA.
- Feel free to submit any stories you think would be of interest.

Web page:

- Chairperson: Joyce Trembl.
- No report.

Building Reports:

Bay Harbor:

- Building Reps: Blake Bierowski and Michele Otradovec.
- No report.

Bay Port:

- Building Reps: Blake Griesinger, Justin Nelson, Kathy Krause, and Eric Sorensen.
- No report.

Bay View:

- Building Reps: Kurt Prien and Mark Campbell.
- No report.

Forest Glen:

- Buildings Reps: Mary Lu Sachs and Cathy Allen-Schneider.
- Clarification needed on how summer school instructors are chosen.

Howard:

- Building Reps: Sue Tegan and Mary Berg.
- No report.

Lineville:

- Building Reps: Joyce Trembl and Deb Servais.
- No report.

Meadowbrook:

- Building Reps: Darlene Schoen and Carrie Brunette.
- No report.

Suamico:

- Building Reps: Michelle Nigbur and Michelle Wick.
- No report.

Old Business

- Discussion on attendance at Board meetings.

Buildings will be responsible for sending representatives to the School Board meetings on the dates listed: Suamico: April 25; Bay Port: May 9 and 23. Building reps be sure to send out an email to all staff about attending board meetings.

- Upcoming dates for HSEA Executive Board meetings for the 2010-2011 school year are as follows:
 - ✓ May 5, May 12 (General Assembly Meeting at Townline), and May 19.

Candice Perz, HSEA Secretary

**HSEA
GENERAL ASSEMBLY
MEETING**

**Thursday, May 12
4 p.m.
Townline**

Good News!



Bay Harbor:

- Two former Bay Harbor parents paraded around the school on St. Patrick's Day providing traditional Irish music for students.
- We had a fun assembly that promoted the following positive messages:
 - ✓ Never give up
 - ✓ Encourage others
 - ✓ Do your best
- Bay Harbor started their annual spring running club for the students.

Bay View:

- Bay View is working hard on March of Dimes fundraising to a great cause as we lead up to the March of Dimes walk April 30.

Forest Glen:

- Second grade food drive for The Giving Tree resulted in over 1,500 items donated.
- April is poetry month. Students choose a poem and go to other classrooms to share.

Howard:

- Howard School was awarded a grant to offer a summer library program.
- Fourth graders made home-made bread for The Giving Tree.

Lineville:

- Our sixth grade Battle of the Books team won the HSSD championship and the interscholastic battle.
- We received two grants from HSEF for technology.

Meadowbrook:

- Family Technology Night was attended by over 300 families; R2D2 was a huge hit!

Suamico:

- Thirty-six third and fourth graders are training for the Bellin Run three days a week with three teacher trainers.
- PTO approved spending \$10,000 to purchase mini-laptops for classrooms.
- Reading Olympics had an excellent turn out this year; 21 third and fourth graders.

GOLDEN APPLE TEACHERS OF DISTINCTION

Congratulations to the following HSEA members for being recognized by Golden Apple as Teachers of Distinction (award finalists whose superior teaching work was noted by the Selection Committee). The Teachers of Distinction are recognized for their distinguished contribution to teaching and are asked to participate in Golden Apple programs.

Sue Tegen, Howard Elementary

Forest Glen 4th Grade Team: Stephanie Faccio, Erica Kentop, Janette Shipley, Megan Zavernik

Meadowbrook Special Education Team: Sarah A we, Julaine Hale, Sarah VanBoxtel

5-12 Instrumental Music Team: Luther Appel, Tim Johnson, Geoff Stenson, Andy Zipperer and Sue Zipperer

Bay View Tribes Science Team: Jennifer Selissen and Amy Destache

Walker in Washington

Jason Berna has provided a link to a website for members to watch the U.S. Congressional hearing that Governor Walker testified at last week.

<http://www.c-spanvideo.org/program/Municipal>

Be warned that it is 3:10:24 long. Jason reports that “It does not get real interesting until about 40 minutes into it. It also explains a bit more why the school district wanted to split the retirement benefits in half. It is part of a national agenda by the Republican Party.”

How to determine the 5.8%

If/when the budget repair bill is enacted, you will be required to pay 5.8% towards your Wisconsin state retirement pension. The illustration below shows you how this amount will be determined.

Take your last pay stub out. Look at the **Gross** (Use **Current**, bottom left above **YTD**). Take that number, multiple it by 5.8% and then subtract it from the **Gross**. That is the deduction if the 5.8% is removed.

Example:

	Gross
Current	1,876.54
YTD	9,543.21

1876.54	(Gross Current)
x 0.058	(5.8%)
108.84	

1876.54	
-108.84	
1767.70	This would be your NEW Current Gross

HSEA Retirement Dinner

When: Tuesday May 3, 2011

Where: Townline Banquet Facility

5:30-6:30 p.m. (Cash Bar)

6:30 p.m. (Dinner)

These teachers will be honored for their many years of dedicated service to the Howard-Suamico School District.

Mary Jo Albrecht

John Biolo

Barbara Gabryszek

Jean Hamersky

Mary McKeough

Patricia Meyer

Sally Northrop

Garry Sievert

Judy Taylor

David Wickert

Kristen Zahn

***Please RSVP to:
Kathy Krause, Bay Port
by Thursday, April 21***

Name: _____

Number Attending: _____

Total Enclosed: _____

Retirees and Guests: \$15.00 per person (includes tax and tip)

Make checks payable to: HSEA