



Messenger

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

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

Volume 10, Number 9

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

April 26, 2010

Howard-Suamico Education Association

Jason Berna
President

Dave Wickert
Vice President

Bev Schacht
Treasurer

Candice Perz
Secretary

Calendar of Events

May 4
HSEA Retirement dinner
6:30 p.m., Townline

May 10 and 24
Board of Education meeting
6 p.m., BP Forum Room

May 13
General Assembly meeting
4 p.m., Townline

Prior to our spring break, many of you showed your compassion once again by signing a petition in support of Gail Burant and her family. I have delivered your petition as of April 21. We actually started discussing the issue of creating a sick leave bank for members several years ago in contract negotiations which has been denied both times. The two reasons that I have learned for its denial are cost and how a particular situation had been dealt with in the past. I have taken your concerns to Damian and Jim at our meetings in December, January, and again in February. We have come to a mutual agreement that this is the right thing to do and it needs to have a strict set of guidelines to prohibit any abuse. We are meeting on May 5, to discuss a set of guidelines and I hope to be able to have something in writing to share with you at the General Assembly meeting in May. This is a very important topic for all of us, not just teachers. Please share any ideas that you have with me directly, email me at (jasonberna@att.net), or present your ideas with your building reps at your earliest convenience. Your help is greatly appreciated.

In other news,

- If you still have concerns regarding the way in which you are being treated with absence forms, please see your building reps as to how we are handling this issue if it has not already been addressed at your building.
- The HSEA Retirement Dinner is scheduled for May 4. The social starts at 5:30 p.m. with dinner at 6:30 p.m. We will be meeting at the Townline Banquet Hall.
- Our final scheduled General Assembly meeting. for the year is May 13, starting at 4 p.m. This is also at the Townline Banquet Hall.
- The Bayland/UNE RA meeting. merger vote is May 19 at the Comfort Suites in Green Bay starting at 5:30 p.m.

Thanks for your continued support on your working conditions. Remember that all of us together are needed to continue “promoting higher standards in education.”

Jason

HSEA Executive Board Meeting—April 15, 2010

Newsletter Summary

Treasurer's Report

- Total expenses for March: \$344.96; Total for year: \$9,139.48
- Checking: \$1,492.31; Savings: \$20,450.00

President's Report

- Next meeting with Damian: April 21.
- Restated information from October newsletter about absence forms.
- Discussed WEAC RA on April 23-25; two members will be attending.
- Discussed UNE RA on May 19; 15 members can attend. Nine have already signed up. Need to support Bev in her re-election bid as UNE board member.
- Update/discussion/vote on the retirement grievance resolution. Motion to accept and vote (Prien); seconded (Bouchonville). Vote 17 yes and 0 no. Motion carried to accept resolution to the retirement grievance.
- Discussed WEAC formal complaint against HSSD I academy.
- Discussed Band proposal regarding lessons from private tutors during the school day. HSEA recommended that this should take place after school only and staffing shortages should be discussed as this is the real reason for this proposal.
- Positions to be filled for next year tabled until next meeting.
- Good news cards given out at the beginning of the meeting to document positive things happening in each building.
- Discussion of ideas on how HSSD can save money:
 - Curriculum restructuring; how could we make this work on all levels? State curriculum already paid for?
 - Set up flexible boundaries for schools; could help with class sizes in elementary.
 - Have “swap days” or “swap rooms” for buildings to share supplies and materials that aren't being used. So much sits in closets and cupboards unused.
 - Reduce or change roles of DO/TLC staff:
 - Over the past five/six years, the TLC department has grown from approximately three people to now approximately 13. While some of the people work directly with students, some do not. In order to do their jobs effectively during the work day, many meetings are held which results in a large sub pay expense and expertise loss from the classrooms. All of the people are excellent leaders and do a great job; however, the sheer dynamics of the roles leads to money spent in the district that does not always directly impact the child. We can have the best ideas, programs, and curriculum, but if the teachers are overworked with too many demands, or too large of class sizes to effectively implement it, ultimately it will not make it down to the student level. Coordination of curriculum and staff development is needed, but as case loads and class sizes increase, perhaps these people can spread to the classrooms more directly for even a portion of the day. Instead of “walk throughs” have teaching days with a teacher, offices in schools to allow for more class time, etc. With the addition of PLCs and already having some of the best and most qualified teachers

around, we can continue coordination and sharing of expertise without so much middle management. The distance between superintendent and the teacher/student has increased dramatically. The growth of the TLC/DO seems too fast and too large to sustain with our current economic times. The child should be the center of the circle so let's keep our focus on direct contact there, especially regarding small class sizes. Our test scores show that we have an excellent record in the state. We are confident that we will continue to excel if class sizes are kept manageable for teachers to ensure academic achievement for all students.

- Continued reminder to wear school colors on Tuesdays
- Motion to explore compensation of two appointed members to attend HSSD board meetings and report back to the HSEA executive board meetings. Motion (Sachs) seconded (Prien) Vote 9 yes and 0 no. Motion carried and will be presented to the treasurer and placed in budget.

Committee Reports

Members' Rights

- Concerns regarding retirees changing level of insurance coverage (single/family). At time of retirement, retirees were told they could change their level of coverage at any time, but when they ask to change they are being denied.

Negotiations

- In the process of mediation. District submitted their initial proposal to the mediator and HSEA sent their initial proposal as well.
- Mediation date set for June 10. Our mediator is Marshall Gratz.
- Meetings will continue throughout the summer and updates will continue through email and on our HSEA website.
- Discussion on contract language for conference times.

Retired Liaison

- Continued work on website for the "History of the HSEA." Lynne Glinski will be heading this up and looking for retirees to add the missing pieces of the puzzle.

Scholarship

- Information sent to building newsletters.

Social

- May 4: Retirement Dinner at Townline.
- May 13: General Assembly meeting at Townline.

Legislative/Political Action/Public Relations, Newsletter, Webpage: No report.

Building Reports:

Bay Port, Forest Glen, Meadowbrook, and Suamico: No report.

Bay Harbor:

- Will there be interest paid on our back pay? No
- Is the mediator the same person as the arbitrator? No
- Can we express our concerns over administration pay raises to parents? This would have to go through our action team members but if you are an HSEA member and a parent, you do have a say.
- What are the bylaws on chain of command? Does a member become vice president and then president? Our selection of officers is by election only; there is no automatic movement of officers. Anyone can run for any of the offices. We welcome all who are interested!

Bay View:

- Thanks for all the support for Gail Burant's petition; results pending.
- Teacher teams established.
- Master schedule finalized.

Howard:

- Kindergarten classes this year are at 24; other elementary school kindergarten classes are only at 15-16-17. What can be done about this?

Lineville:

- Staffing concerns for next year:
 - Two teachers need to move to elementary positions (voluntary/non-voluntary).
 - GT teacher is retiring and not being replaced.
 - Art teacher: one period a day will have to travel to elementary.

- Phy Ed teacher is retiring and being replaced by two part-time teachers.

- Administration told staff they will not add another teacher until student/teacher ratio goes over 32.

New Business

- Information given on merger of UNE and Bayland.
- Let Jason Berna know if you are interested in attending any of the following:
 - May 19: RA at Comfort Suites in Green Bay
 - April 23-25: WEAC RA in Green Bay
 - July 4: NEA RA in New Orleans

Candice Perz
HSEA Secretary

Absence form issues

Every month at the Executive Board meeting, at least one building rep reports that a member experienced difficulty regarding how they filled out their absence form.

Please see your building reps as to how we are handling this issue if it has not already been addressed at your building.



GOOD NEWS!

Bay Harbor:

- Running club has started to train for the Cellcom Mini-Marathon for grades 2-4. We have about 40 students participating.

Bay Port:

- Kudos to Todd Richardson and Dan Klewer and the student's wonderful art displays throughout the building. It's great to see all the creative projects.
- Lindsey Matuszewski and her DECA students will be attending the national convention. Congratulations to them; way to go.

Bay View:

- Petition to gift sick days to Gail Burant received great support across the district. Still awaiting administration's decision.
- Teacher teams have been established and development of the schedule for next year is well under way.
- March of Dimes March for Babies campaign is well under way. Great support by staff and students.

Forest Glen:

- Poetry breaks; every grade level has a week where each student chooses a poem to be shared in other classrooms.
- Very successful carnival!

Howard:

- Our students and staff had a MS walk on Friday April 2. We collected money for MS research before the walk. Very enthusiastic children enjoyed the 2-mile walk and took pride in contributing to a very worthy cause.

Lineville:

- Laura Devine had twins. Paul Alexander and his wife had a baby girl.

Meadowbrook:

- Our PSA provided the funding for our third quarter incentive "Dancing with the DJ." Each class had an hour of dancing fun!
- Students participating in a "Marathon of Knowledge" April 22 sponsored by our PSA. Kids have been working on grade level questions and will be quizzed on them in a panel format.
- On April 15, the St. Norbert College Knights on Broadway performed with our third and fourth grade choirs. What a fun hour of listening to favorites from the most popular shows on Broadway.

Suamico:

- PTO is funding book flicks and Learning.com, two websites to differentiate and enhance student learning.
- PTO is also purchasing more playground equipment for our students.
- Three teachers are doing Bellin Kids Run Program. We have approximately 40 kids training for the Bellin Run three days a week after school.