



Messenger

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

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

Volume 10, Number 6

Message from the President by Jason Berna, HSEA President

January 9, 2010

Howard-Suamico Education Association

Jason Berna
President

Dave Wickert
Vice President

Bev Schacht
Treasurer

Candice Perz
Secretary

Calendar of Events

January 12
General Assembly meeting
4 p.m., BP PAC

January 25
Board of Education meeting
5:30 p.m., BP Forum Room

February 11
Executive Board meeting
4 p.m., UNE Office

February 22
Board of Education meeting
5:30 p.m., BP Forum Room

How quickly the holiday season has come and gone. I hope that you had time to enjoy the season with your family as I did. Since my last report, your negotiations team has met with the district team, HSSD has been approved for the IB (International Baccalaureate) program, the state legislature has changed state statutes allowing schools to apply for the "Race to the Top" federal funds which could impact us, the Calendar Committee has been working on different options (asking us to vote on one several days prior to break to help narrow down the options), we have been preparing for a mid-year General Assembly meeting that will help you gain valuable information on the tentative negotiation proposals, and we have all had an opportunity to hear how to save money on our insurance; hence putting more money back in all of our pockets.

On Tuesday, January 12, we will be holding a General Assembly meeting in the Bay Port PAC. Our goals are as follows:

1. Provide a food drive for the needy in our community (Giving Tree, please bring a non-perishable food item).
2. To provide you with information and help answer your questions.
3. Provide examples as to how the current proposals could affect not only you, but others.
4. Vote on next year's calendar.
5. Retirement information, how the current proposals effect you.
6. Sick leave issues.
7. Unification and the issues surrounding it.

As you can see in this agenda, your attendance is a critical factor in determining our success in this round of negotiations. Please be sure to attend the meeting on Tuesday and remember to wear your school colors.

Jason

January Teachers of the Month

Congratulations to the HSEA's Teachers of the Month for January! After reviewing the submissions, the recipients this month are:

K-4: Beverly Rittenhouse
Howard

5-8: Denise Gering
Bay View

9-12: Lisa Taylor
Bay Port

Congratulations Beverly, Denise, and Lisa! Your colleagues, students, community, and the HSEA appreciate everything that you do to make the Howard-Suamico School District even greater!

Be on the lookout for your gift of thanks soon!

HSEA Executive Board Meeting—January 7, 2010 Newsletter Summary

Treasurer's Report

- Total expenses for December/January: \$82.49; total for year: \$8,234.99
- Checking: \$826.79; Savings: \$17,161.00

President's Report

- General Assembly Meeting January 12 at 4 pm in the Bay Port PAC. We will be discussing the progress of negotiations and voting on the calendar.
- January meeting with Dr. LaCroix will be on January 13.
- Bay View, Lineville, and Bay Harbor are the only buildings who have yet to listen to the insurance rep during their staff meeting.
- Website information needs updating, specifically the "History of the HSEA." Lynne Glinski will be heading this up and looking for retirees to add the missing pieces of the puzzle.
- The February meeting will contain a presentation on the retirement arbitration so clarification on this issue can be reached.
- Update given on the listening session with the board; only 6 teachers attended. How can we get our membership to participate in further meetings?

Committee Reports

Legislative/Political Action/Public Relations

- Pay attention to news about districts in financial trouble (Waukesha--they are asking teachers to take cuts but not administration and the districts financial troubles are due to failed investments).
- Completing email address list of members.
- T-shirts are in progress.
- Lots of names for the action committee. First meeting will take place next week.

Negotiations

- Discussed calendar compromise; voting to take place on January 12.
- District/Team meeting December 17; district responded to HSEA proposal.
- Next District/Team meeting is January 26.
- Attend General Assembly meeting on January 12 for full details on negotiations.
- Discussion pertaining to a common storage site for HSEA documents. Possible office at one of the district buildings?

Retired Liaison

- Presenter at February meeting will clarify the retirement arbitration.

Social

- General Assembly Meeting January 12, 4 pm in the Bay Port PAC.
- May 4 Retirement Dinner at Townline.
- May 13 General Assembly meeting at Townline.

Members' Rights, Newsletter, Scholarship, Webpage: No report.

Building Reports:

Bay Port:

- Smart board inequity among staff.
- 360 degree surveys; need clarification on what this is and expectations.

Bay Harbor:

- Concerned about all the walk-throughs being performed or will be performed by TLC staff.

Bay View:

- "Negotiating for yourself" from last month's newsletter refers to district items like in-service time or extra duty, not building specific issues.

Lineville:

- Happy with generosity of community service projects. Parents on the receiving end were overwhelmed with the generosity.

Meadowbrook:

- Dissatisfaction with insurance meeting; person not given enough time to present all information. No question and answer session, members felt they really did not receive any information. Solution: insurance PowerPoint will be uploaded to HSEA website. Any questions, please contact Dave Wickert and he can put you in contact with our insurance representative.

Suamico:

- Continued additions to the staff at TLC; costs more money, requiring more meetings, etc.

Forest Glen and Howard:

- No report.

Candice Perz, HSEA Secretary

Negotiations Update by *Cathy Allen-Schneider, HSEA Negotiation Chair*

The calendar committee met with the district team on December 3 and 16. After looking at several different options proposed by both sides, the teams agreed to a tentative calendar at the December 16 meeting. Pertinent dates are as follows:

Monday, August 30	Staff Development
Tuesday, August 31	Inservice
Wednesday, September 1	First day of school
Monday, September 6	Holiday--Labor Day
Thursday/Friday, October 28-29	No school, teacher convention
Friday, November 5	End of 1st quarter
Thursday, November 18	PM conferences
Friday, November 19	AM conferences/PM ECT*
Tuesday, November 23	PM conferences
Thursday, November 25	Holiday--Thanksgiving
Wednesday, December 22	Students AM/ECT* PM
Thursday, December 23 through	
Sunday, January 2	Winter break
Thursday, January 20	End of 2nd quarter
Friday, January 21	Workday AM/Inservice trade-off PM
Monday, March 21-25	Spring break
Friday, April 1	End of 3rd quarter
Friday, April 22	ECT AM/PM (Good Friday)
Monday, May 30	Holiday--Memorial Day
Wednesday, June 8	Last student day/End of 4th quarter
Thursday, June 9	Workday AM/PM

**ECT=Evening Conference Trade-off*

Also in December, the full team met on December 15 to work on a response to the District's proposal and to finalize our economic proposal to the district. Both teams then met on December 17. The HSEA team shared their initial salary schedule proposal with the District. The HSEA asked for a 3.5% increase to the base both years of the contract. The base would increase \$1,137 in 2009-10 and \$1,220 in 2010-11 under this initial salary proposal. Any health insurance considerations will be shared at a future meeting with the District team. The District team then responded to the items that were proposed by the HSEA. Many questions were asked by the District team and a cordial discussion ensued on the issues. Future meetings are planned in January and February.

Please remember that we are still very early in the negotiations process and that many things can change between our initial proposal and a final agreement. Also, please plan on attending the General Assembly meeting on January 12 at 4 pm in the Bay Port PAC. The District's proposal will be presented as well as an overview of the HSEA's proposal and members will vote on the 2010-11 proposed school calendar. I hope many of you will be in attendance! Have a great month of January and try to stay warm!

Win a special 2010 Read Across America event at your school!

How would you like to have WEAC President Mary Bell, WEAC Vice President Guy Costello, and WEAC Secretary-Treasurer Betsy Kippers come to your school during the WEAC/NEA Read Across America week, March 1-5, and read to your students? These annual events focus special attention on your school and are an educational and enjoyable way to draw students' attention to the pleasures and benefits of reading. Your classroom or school could be among the three selected for a visit.

Hurry! Deadline to enter is Friday, January 29. Read more about it and register at http://www.weac.org/Multi-media/Contests/Read_Across_America_Contest.aspx.