



Messenger

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

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

SPECIAL EDITION

July 8, 2010

Howard-Suamico Education Association

Jason Berna
President

Dave Wickert
Vice President

Bev Schacht
Treasurer

Candice Perz
Secretary

Calendar of Events

August 19
Executive Board meeting
10 a.m., UNE Office

August 30
Back to school!

Negotiations Update *by Cathy Allen-Schneider, HSEA negotiations chair*

The summer break is starting off being a busy one for the HSEA negotiations team. The team met with mediator Marshall Gratz on Thursday, June 10. The meeting started with Marshall explaining what mediation/arbitration was all about to the team. We then gave Marshall some background on the early retirement issue and responded to his questions. Next, we briefly went over our initial preliminary offer to the district and answered more questions from Marshall. Marshall then left to talk with the district team. When he returned, Marshall told us the district "would not settle voluntarily without significant OPEB modifications" (changes to early retirement). At this point, the district team still had not addressed any of the other issues that had been presented throughout the negotiations process thus far. Before caucusing, Marshall made a few suggestions for the team to consider. After much discussion, the team made the very difficult decision to move to arbitration--basically because the district had made no changes at all to their early retirement proposal and had not addressed any of the other issues on the table. Marshall took this back to the district team. When he returned, he came back with a modification proposal on early retirement from the district. The proposal included:

- Increasing the early retirement age to 57, beginning with retirees in 2015.
- Capping the district insurance premium contribution dollar amount as of the year of retirement, beginning with retirees in 2015.
- Capping the maximum benefit (the "pot") to \$125,000.
- Instituting a new retirement plan for new hires, starting with the 2011-12 school year.

Our initial meeting ended shortly thereafter. The HSEA team wanted some time to think about and consider the district's new proposal. Marshall also instructed us on how to proceed with our arbitration request and we agreed on a date to have a preliminary final offer ready (end of June). Please note that it wasn't until the HSEA team made the decision to move to arbitration that the district team finally made a change to their early retirement proposal. There still was no response from them on any other issues on the table.

The HSEA team met on June 21 and June 28 to consider the district's new early retirement proposal and to finalize our preliminary final offer for arbitration. We continued to have grave concerns about the modified proposal from the district and decided that before we could really consider their proposal, we would need more specific information from them. At this time, we are waiting for that information. The HSEA's preliminary final offer includes some language changes on salary payments, building names, inclement weather make-up day(s), and voluntary transfers; keeping current

prep time and adding new prep time language; adding inservice hours language; modifying sick leave language; adding long-term care; and asking for a 2.5% salary increase in each of the two years of the 2009-11 contract.

Even though we are in the arbitration process, both teams can still make changes to their preliminary offers at any time. The team will continue to work hard throughout the summer to refine our proposal in the hopes that a voluntary settlement can be reached. As always, please contact me at my home phone (920)432-1797 or home e-mail Bobcat54301@aol.com if you have any questions or concerns. Future updates will be sent as things progress over the summer.

Hope all of your summers are off to wonderful starts! Enjoy, relax, and have some FUN!

Nominate a WEAC Kickoff Kid!

Nominate an outstanding student from your school or family to be a WEAC Kickoff Kid who can participate in special activities, such as retrieving the tee after the kickoff, at UW Badger home football games.

WEAC invites families, teachers and school staff from across the state to tell us why your student stands out in your community and your school and should be the WEAC Kickoff Kid. Kickoff kids will be selected for the following UW football home games: September 11 game against San Jose State, the September 18 against Arizona State, September 25 against Austin Peay, October 9 against Minnesota, October 16 against Ohio State, November 13 against Indiana, and November 27 against Northwestern.



The first two Kickoff Kids--for the September 11 and 18 games--will be selected on Friday, July 30. If the student you nominate is not selected, he or she will continue to be eligible

for future games. (However, we are not carrying over nominations from last year. If you nominated a student last year and that student was not chosen, you may nominate him or her again for this year's contest.)

The WEAC Kickoff Kid must be age 8-13. If selected, he or she will be recognized via a public address and video board announcement during the first quarter of each home game. The student will receive tickets to a designated game, access to the field prior to the kickoff, and a football signed by head coach Bret Bielema.

WEAC is proud to sponsor the University of Wisconsin athletics. As in any sport, it takes teamwork to ensure student success in the classroom. Talented and caring teachers, outstanding school staff, involved parents and supportive communities are a winning team for Wisconsin students.

Go to <http://www.weac.org/Multimedia/Contests/KickoffKids2010.aspx> to register.

Parental Expectations

From a third grade teacher in Chapel Hill, North Carolina:

I give parents a homework assignment within the first two weeks of school. I ask them to write me a letter about their expectations for their child in the coming year. I explain that it can include emotional needs, physical needs, academic areas and any information about past experiences that did or did not

work well for them. I refer to the letters during conferences and return them at the end of the year. It gives me great insight to begin the year, and in most cases the parents see their goals for the year touched upon in some way.

Win a 2G jump drive!

Submit your success story from the 2009-10 school year and you will be entered in a drawing to win one of 10, 2 gigabyte jump drives. The winners will be randomly selected on Friday, July 30. There are 10 jump drives to give away! Enter your story by noon Friday, July 30, to qualify for the jump drive giveaway. Winners will be randomly selected at that time.

Go to http://www.weac.org/Multimedia/Contests/Success_Stories.aspx to register.

Check out summer discounts online

Summer discounts are back for WEAC members, with savings on museum, water park and concert tickets. Being a member means saving on tickets for Noah's Ark, American Players Theatre, museums and attractions such as Six Flags.

Some ticket discounts are available through the WEAC Savers' Club and others are direct from the seller. For more information and to take part in the discounts, visit http://www.weac.org/Member_Benefits/Summer_Fun.aspx