



Messenger

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

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

Volume 11, Number 8

March 15, 2011

Howard-Suamico Education Association

Jason Berna
President

Dave Wickert
Vice President

Bev Schacht
Treasurer

Candice Perz
Secretary

Calendar of Events

April 7
Executive Board meeting
4 p.m., BLUE Office

April 11 and 25
Board of Education meeting
6 p.m., BP Forum Room

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

Dear HSEA Members,

Over the past month, we ("Public Servants" as some call us; reminds me of Medieval history) have been attacked unlike any other time in recent history. I cannot explain in a simple news letter how proud I am to work with so many great people. You have continued to go to work every day and continue to do what is right- Educate the future of America. For those of you who may have wondered why you are part of a "Union," I hope that you see the power of "unity." If we did not have each other to fall back on in times of crisis, to whom would you have? As many have been finding out, family and friends are not as supportive to your concerns as you may need. When you chose this profession, you chose this extended family. We must be willing to keep up fighting for our future, our children's future and our nation's future.

On Thursday, March 10, your Executive Board decided to quickly pursue the possibility of a contract extension. Sue Britz and I met briefly with Damian, Betty and Jim to discuss our hope that the Board would be willing to discuss an extension to our contract. Please pay attention to your email for updates. There is a School Board Meeting tonight night, so we may be in a position to send you more information in the near future. I have named the entire Executive Board as the standing Negotiations Team so that every school will have representation. This also allows your Union to provide more effective representation in this short time span that we are dealing with. My hope is to be able to provide you with specifics early this week and have a vote by the end of the week (because I don't really know how the Spring Break will impact us; how many people/families will be gone).

The Plan:

- We will be looking at this round of negotiations extending the contract through June 30, 2013.
- The gap that needs to be closed over the next 2 years is \$2.9 million
- In our current contract (voted on in February 2011) we gave up lots. To limit a salary cut, loss of language, or major change in working conditions, we truly will want to settle verses lose our bargaining rights (bill will go into effect after it is published on March 25, 2011).
- If you are not going to be around due to a vacation, and if we have a vote, I will need you to contact me with a number or email address that I could use in short notice. (920-434-6531 / 920-328-3616) jasonberna@att.net
- This must be collaborative in nature and viewed as true "shared sacrifice."
- We will also be asking the District to focus on the fact that we are going to try to retain small classes and keep all of our programming. Sell these concepts in a businesslike approach to capitalize on the fact that many other Districts in the area are cutting back.

Other things that were discussed on Thursday:

1. The following question was asked:
 - a. Will teacher back pay for 2010-11 be prorated and added to the remaining paychecks or will it be paid out in a separate check?
 - b. **Answer:** They will get two checks one separate check for September through December 2010. And then the January and February will be added to the 03/15/11 regular pay check. I had to separate 2010 from 2011 for WRS purposes." Janet Macco, March 9
2. Spring Elections are around the corner. Please contact your building rep if you are interested in running for a position (all are open), here are the official rules:
 - a. Nomination and Elections Committee (*per Constitution and By-Laws*) Must be at least 30 days prior to an election
 - i. Shall attempt to have at least one representative from each building
 - ii. All nominees must be reported by May 5 to the Executive Board
 - iii. Executive Board will then make the names public to the Association members
 1. Any member who wants his/her name in nomination and on the ballot may do so by notifying the Nominations and Elections Committee Chair or HSEA President, Jason Berna at least 2 weeks prior to the elections
 - iv. Nominations and Elections Committee shall provide the members with a brief biographical sketch of each nominee prior to the election
 - v. No Association funds shall promote the candidacy of any nominee.
 - vi. If any member of the Nomination and Elections Committee chooses to be nominated for any Officer Position, s/he must immediately cease to be a member of the Nomination and Elections Committee.
3. April we will be asked to use the Employee Portal to access your Employee information
4. April will also see a change in Sick Leave/Absence forms (getting away from the multipage forms)
5. Elections are May 12th
6. Spring Social is on May 12th
7. Last Executive Board Meeting is May 19th (Newly elected Board member must attend)
8. Continue checking the BLUE website for updates on the Actions taking place locally and in Madison.

In closing I must thank all of the people once again who have been serving on our Executive Board over these challenging times. I personally know that had I not had the amazing support of so many people;

- Jenny Soucoup, Candice Perz, and Lynne Glinski (retired²) sending out communications,
- Cathy-Allen Schneider and Sue Dishaw-Britz working on negotiations,
- Building Reps dealing with the increased stress levels in the buildings and keeping people focused on being professionals,
- and the countless other people who have been offering support to both me personally and others over the past month in particular,

it truly has been an honor to be able to work both with and for you.

Thank you, Jason

HSEA General Assembly Meeting—March 10, 2011 Newsletter Summary

Treasurer's Report

- Balances of accounts and list of expenses paid given.
- BLUE update given by Treasurer.
 - ✓ Sunday Tailgate information given.
 - ✓ April 5 election recommendation discussed.
 - ✓ WEAC RA: April 29-May 1 in Madison. If interested in going please let Jason know by March 18.

President's Report

- Continue to check BLUE website and Facebook page.
- Board meeting report: Howard reported out during building reports.
- Continue to fill out Good News cards.
- Discussion on 09-11 contract vote; history.
 - ✓ Suggestions to by-laws about emergency voting.
 - ✓ New negotiations team members requested and all buildings need a representative.
- Negotiations 2011-13: looking to extend contract. Executive Committee voted all in

favor. Sue will send finalized proposal to board and district. Parts of the proposal will include:

- ✓ Pay health insurance 10%.
- ✓ Pay required portion of WRS.
- ✓ No increase in salary but lane changes and step increases granted.
- Copy of WEAC analysis of proposed budget.
- General Assembly Meeting expectations for committee chairpersons discussed and outlined in agenda.
- Meadowbrook bullying situation: looking to set up meeting with staff and HSEA/district.
- 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.
- Next administrative meeting will be March 16.
- 2011 elections: Election committee was set. All building representatives will be on this committee. All nominations must be submitted by our next meeting April 7. Voting will occur at our next General Assembly meeting in May.
- Additional Executive Board meeting: May 19 was added to the schedule due to the fact that the General Assembly meeting is a social event. May 19 meeting will include building/committee reports.
- Please take your 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.
- Please vote April 5 for WEAC sponsored candidates!
- Continue working on recall efforts.

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: Cathy Allen Schneider.
- Negotiations discussed during the president's report.

Retired Liaison:

- Chairperson: Lynne Glinski.
- Willing to step down and let another recent retiree fill the position. If no one is interested we will gladly keep Lynne!

Scholarship:

- Chairperson: Blake Bierowski.
- Information sent out this week ; should be in next week's newsletter. Applications due May 2. Faith based organizations not sponsored.

Social:

- Chairperson: Kathy Krause.
- Spring social is May 12 and retirement dinner is May 3, both being held at Townline.

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 Treml.
- No report.

Building Reports:

Bay Harbor:

- Building Reps: Blake Bierowski and Michele Otradovec.
- Clarification needed on new procedures for online absence forms.

Bay Port:

- Building Reps: Blake Griesinger, Justin Nelson, Kathy Krause, and Eric Sorensen.
- Disappointment/frustration with mylearningplan.com. Lack of content related offerings, late cancellations, etc.

Bay View:

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

Forest Glen:

- Buildings Reps: Mary Lu Sachs and Cathy Allen-Schneider.
- No report.

Howard:

- Building Reps: Sue Tegan and Mary Berg.
- Reported out on school board attendance.

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.
- Clarification on location of online contract and how to use employee portal to find out amount of back pay earned.

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 11 and 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:
 - ✓ April 7, May 12 (General Assembly Meeting at Townline), and May 19.

Candice Perz, HSEA Secretary

Good News!

**Bay Harbor:**

- Student council hosted a fun-filled Luau Dance in February. Many families were in attendance.

Bay View:

- Congrats to Mary Koglin and the Math Counts team for a successful competition and year.

- Congrats to Pearl Bayda and the Destination Imagination team for a successful competition and year.

Forest Glen:

- Interest Fair held on March 10. Many great projects, lots of learning, and it was very well organized.
- A Dr. Seuss breakfast was held on his birthday March 2. Many students, parents, and teachers participated by reading together various Dr. Seuss books. All had a blast.

Howard:

- Sue Tegan was awarded a Herb Kohl award; that means Howard receives a \$1,000 grant.
- Howard raised over \$2,000 for Seth Libal and his fight against leukemia.

Meadowbrook:

- Jump Rope for Heart raised over \$11,391.

Suamico:

- About 135 students are participating in the Interest Fair.
- Third grade immigration simulation; many parents, board members, and administrators participated or just stopped in. Also, good positive media coverage.
- Jump Rope for Heart raised \$6,891 for the Heart Association.