



Messenger

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

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

Volume 11, Number 3

October 27, 2010

**Howard-Suamico
Education Association**

Jason Berna
President

Dave Wickert
Vice President

Bev Schacht
Treasurer

Candice Perz
Secretary

Calendar of Events

November 8 and 29
Board of Education meeting
6 p.m., BP Forum Room

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



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

I have just a few quick reminders as we wrap up October and several updates.

1. Please make sure that you are turning in your absence forms immediately following an absence.

2. The contract does not allow for you to use “comp time” when you have students, no matter what. You must use personal and sick leave options in these cases.

3. Your contract also does not state that you take a “half-day” of sick time if you are going to be gone for less than a half-day. You are only required to take what you need. (e.g. if you are leaving for the doctor at 2 p.m., and you are done at 3:45 p.m., that is 1 ¾ hours in leave, not a half-day (and the excuse, “not at my/our school” does not apply.) If you leave for an hour, you take an hour. If it is two hours, you report two hours. If you sub for 5 minutes or 59 minutes, you are to be paid \$22.50. If the district has to pay a half-day sub, it cost \$79, so you are saving them money.

4. Get out and vote! I have not ever, nor do I plan on starting to tell people how to vote, but the need to take a few minutes of your time to vote is important. This state election will have a GREAT IMPACT on OUR JOBS. Know the issues, learn about the candidates and exercise your rights; VOTE!

In other news; the Association has recently filed a grievance on behalf of current and future retirees. After settling a previous grievance on FSA (Flex Spending Accounts) over the summer, a new issue has occurred. The District Office is currently (as of October 22, 2010) interpreting the language to include pre-Medicare age 65 retirees as same as post-Medicare retirees. (Meaning that they (pre-Medicare retirees) no longer can access the money in their “pot.”) This has created a problem for those current retirees who were expecting access to that money. We also currently have begun talks with the District and the Districts Legal council on this matter, so we hope to have a resolution quickly. I will keep you posted.

Flu season has already started for some, so make sure that you are taking care of yourselves and your family. Remember not to drive yourself into the ground. On that note, in our last leadership meeting, VP Dave Wickert, Chief Negotiator Cathy Allen-Schneider, and I, did share the growing concern of the stresses of the job. Being asked to do or take on more and more with the same amount of or less time to do it. Class sizes increasing, prep times being lost to “mandatory” meetings, new curriculum and technology changes every two or three years, etc. We asked, “how do we know if any of the things we change ever work if we just change again?” We’ll see what happens from here.

On a final note, thank you Kathy Krause for organizing what I believe was a successful town hall style General Assembly. The issues that members raised,

discussed and created solutions for, as well as providing the direction in which they wish to move. However, the GA once again was not successful in the turn out. I was disappointed to see less than a quarter of our 371 members in attendance. I know people are busy and all of the other things that happen, but we should still have three-quarters of our family at these meetings. Have a great Halloween (if you celebrate) and save travels to those of you who are traveling over the "Teachers Convention" weekend.

Jason

HSEA General Assembly Meeting—October 14, 2010 Newsletter Summary

Treasurer's Report

- Balances of accounts and a list of expenses paid were given.

President's Report

- Sick Leave absence form discussed.
- Insurance: cost discussed as well as ways to decrease our costs. Be aware of insurance invoices so we are being charged correctly (example: some people are using urgent care and being charged for an emergency room visit). An urgent care flyer was included with last month's newsletter.
- Sub pay grievance: \$22.50 vs. \$18.13 was resolved. All HSSD employees will receive \$22.50 for subbing.
- Feedback and Learning Committee: working on grading reform and how Power School can be improved. See your building rep to share your ideas. Committee Reps are Garry Sievert (BP), Julie Beck (BP), Mona Forbes (BV), Holly Sturdivant (BV); at this time we are unsure who the K-6 reps are. Please ask building principals for this information; there should be reps from each building.

Committee Reports

Legislative:

- Chairpersons: Tim Mulrain.
- GET OUT AND VOTE on November 2. This is a very powerful and important election for education. Recommended Governor candidate is Tom Barrett.
- More information on WEAC supported candidates and other candidate information can be found at www.wisconsinvote.org and www.weac.org.

Political Action/Public Relations:

- Chairpersons: Justin Nelson and Jenny Johnston.
- Action teams formed and waiting for the word to get started.
- T-Shirts are coming!

Members' Rights:

- Chairpersons: Darlene Schoen and Mary Lu Sachs.
- No report.

Negotiations:

- Chairperson: Cathy Allen Schneider.
- Summarized where we are in negotiations; still without a contract. Received response from district with no apparent changes made. Still no response to HSEA proposal. Next team meeting on October 18.
- Carol Bahrke reported on recent school board meeting and raised questions. Encouraged HSEA attendance at meetings and felt we should have an HSEA person on Executive Board attend all board meetings.

Retired Liaison:

- Chairperson: Lynne Glinski.
- No report.

Scholarship:

- Chairperson: Blake Bierowski.
- Increased scholarship fund to \$1,000. Only 11 applicants; all received money.

Social:

- Chairperson: Kathy Krause.
- Spring Social and Retirement Dinner will be at Townline.
- Working on T-shirts/Sweatshirts with HSEA logo; still considering colors.



Newsletter:

- Chairperson: Jenny Soucoup.
- There are now 321 Association members receiving The Messenger at their home email account.

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.
- Discussion at next faculty meeting on procedures and rules.

Bay View:

- Building Reps: Kurt Prien and Mark Campbell.
- Class sizes issues; stretching teachers' ability to meet kid's needs is a big concern.

Forest Glen:

- Buildings Reps: Mary Lu Sachs and Cathy Allen-Schneider.
- Too many meetings.
- Two staff members were denied bereavement leave. Consulted with Sue Britz about it and contract has no specific time frame involved with it. Seeking clarification on people being denied bereavement leave.

Howard:

- Building Reps: Sue Tegan and Mary Berg.
- Clarification on what union representations responsibilities are.
- Sub issue: a teacher wanting a particular sub for an hour. Issue is teachers need to use sick leave for that hour if they are requesting a sub.

Lineville:

- Building Reps: Joyce Trembl and Deb Servais.
- Issue about professional development added on at the end of staff meetings. Resolved that meetings will end at/by 4:45 p.m.
- Time policy at in-services needs clarification. In-services at Lineville can't start before 4 p.m. and staff cannot use comp time anymore; 4 p.m. start time at Lineville and elementary level but upper levels have different start times.

Meadowbrook:

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

Suamico:

- Building Reps: Michelle Nigbur and Michelle Wick.
- Part-time teacher now on sub list.

New Business

- Members questioned about insurance and whether amount of money being deducted for older children now being allowed on insurance can be deducted monthly rather than in a lump sum.
- Member suggested an HSEA community night where HSEA members teach various classes to community and charge nominal fee.
- Several comments about letting the community know how much teachers are already doing. "Toot our own horns" suggestions given to public relations committee. Any other ideas on how to make this work please contact Jenny Johnston or Justin Nelson at Bay Port.
- Number of meetings during week is a HUGE concern; seems to be more and more each year.
- District letter sent out to retirees on October 7, 2010, without agreement or knowledge by HSEA (letter referred to early retirement grievance). Vote on what action should be taken by HSEA to address this issue. Vote to file a grievance: 10 yes and 0 no.

- Congratulations to the Howard staff for winning our attendance contest at the General Assembly meeting. Names will be given to Kathy Krause and certificates will be purchased and given to all from Howard who attended.

Here are the totals:

- *Howard (11) = 37%
- Suamico (4.5) = 16%
- Bay Harbor (5.5) = 16%
- Forest Glen (5) = 12%
- Meadowbrook (2) = 5%
- Lineville (7.5) = 12%
- Bay View (14.5) = 23%
- Bay Port (23) = 20%

- Upcoming dates for HSEA Executive Board meetings for the 2010-2011 school year are as follows:

- ✓ November 11,
December 9, January 13, February 10, March 10, April 7, May 12 (General Assembly Meeting at Townline)

Old Business

- Discussion on attendance at Board meetings. Buildings will be responsible for sending representatives to the School Board meetings on the dates listed: Lineville: November 8 and 29; Bay Harbor: December 13; Forest Glen: January 10 and 31; Howard: February 14 and 28; Meadowbrook: March 14; Suamico: April 11 and 25; Bay Port: May 9 and 23.

*Candice Perz, HSEA
Secretary*

Good News!



Bay Harbor:

- Special and general ed staff providing more co-teaching opportunities to better serve our students.
- Our PTO is hosting our first annual Fall Fest including lots of family fun events.

Bay Port:

- Received my back-pay check today for subbing. THANKS!

Bay View:

- Attendance at school board meeting in October by Bay View staff was well received and worthwhile.
- Junior Optimists and POPS team members (75 strong) donated over 260 hours to the NEW Zoo Boo.
- Bay View staff donates \$900 for cancer for casual Fridays.
- All school staff lunches held on October 14, Oktoberfest, delicious and very successful!
- Appreciations boards based off the book Fish.
- New Associate Principal Paul Hermes has been a wonderful addition to Bay View.

Howard:

- We hosted a successful "Fall into Reading" family night on October 7.
- Crystal Lamers was hired as a second grade teacher! Yahoo!

Lineville:

- Our new administrators are doing a great job!

Suamico:

- New ESL teacher hired for elementary so we will get more support.



As presented at our General Assembly meeting in October, we are attempting to organize an HSEA Community Education Initiative. Here is a brief explanation of this initiative:

We all have special talents, hobbies, and abilities; things we can share and teach to others. We envision members volunteering to share these talents with others by teaching a community adult education class. If you would be willing to teach a community education class, please fill in the requested information below and return the form to Keith Schroeder at Bay Port. We will formulate a flyer to be distributed to the community based on your responses. Please consider offering a class for the community to share your talents and abilities and be a part of our initiative! Thank you in advance for your participation. If you would like more information please email Keith Schroeder at [keith@ keithschroeder.net](mailto:keith@keithschroeder.net)

Name: _____

Title for the class: _____

Class description (please write a working description of the class): _____

Number of sessions: _____

Possible dates/times for the class: _____

Cost for the class (some classes would require materials; please list the materials and the cost for those materials; if there are no materials, please say no cost):

Required items for the class: _____

What is the minimum enrollment for your class: _____

What is the maximum enrollment for your class: _____

Any special equipment (whiteboard, projector, etc.): _____

Anything else we need to know? _____