



Messenger

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

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

Volume 11, Number 1

August 30, 2010

**Howard-Suamico
Education Association**

Jason Berna
President

Dave Wickert
Vice President

Bev Schacht
Treasurer

Candice Perz
Secretary

Calendar of Events

September 7 and 20
Board of Education meeting
6 p.m., BP Forum Room

September 16
Executive Board meeting
4 p.m., UNE Office

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

Welcome back HSEA members! As we enter a new school year, I know how easy it is for you to get caught up in all of the activities as well as the "I have so much that I have got to get done" mode. Well, I have a few more things for you to do; for yourself.

1. As many of you know based on our last emailing, our contract is still not settled. Therefore, we are still working under the 2007-09 contract. If you do not have a copy of this, please contact a fellow member or building rep to review theirs. If you feel that you would like a new one, once again contact your building rep. Our team is working very hard on settling our contract and will keep you posted.

2. Building reps will be seeing you and requesting two different pieces of information. The information used by our treasurer (Bev Schacht) is to designate the proper payroll deductions for membership. New this year because of the merger of Bayland and UNE Uniservs, there is a four tier system in place based on your employment status. In the past it was a two tier system (you were either full (over 50%) or part (under 50%). The other information is used by our newsletter editor, Jenny Soucoup, our Political Action Team, Jenny Johnston and Justin Nelson, and our Chief Negotiator, Cathy Allen-Schneider. When we have the ability to send out an email to your personal email, you save yourself 12¢ per page. A typical newsletter would cost you between 50¢-75¢. The email basically allows us to keep our costs down and keep your Union dues from going up, thus saving you money. ☺

3. Remember to **not** use work computers/phones for personal business.

4. Turn your paperwork in promptly upon an absence.

5. I would suggest **not** leaving personal documents at work. If you are given written evaluations, take them home and file them.

6. If a situation arises, know your rights. **Weingarten Rights:** "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Association representative be present at the meeting. Without representation, I choose not to answer any questions." If you are in doubt, see your building representative immediately or ask for representation and answer nothing. You have that right.

7. Building reps have been asked to try and manage situations locally, within your buildings. This is usually the best and fastest way to get to a resolution.

8. October 14 and May 12 are our scheduled General Assembly meetings. Please make it a point to attend these. Both start at 4 p.m. and will be held at the Townline Banquet facilities.

As the president of the HSEA and a taxpayer in the HSSD, I am proud of the commitment to excellence that so many of you strive for. You continue to raise

the bar for students not only in our community, but in the surrounding communities as other school districts try to catch us. We must stay on task and know that we are being chased. If we sit back and say that we are the best and do not continue to improve ourselves and teaching styles, we will then be the ones running harder to catch up. Keep up the great work this year.

If you are in need of contacting me, please feel free to do so. My email address is: jasonberna@att.net and home phone is: 434-6531.

Jason

HSEA Executive Board Meeting—August 19, 2010

Newsletter Summary

Treasurer's Report

- Balances of accounts were given and no expenses were paid.

President's Report

- Acknowledged response letter from Herb Kohl.
- Overview of building reps responsibilities; are all positions filled?
 - ✓ Bay Port: Blake Griesinger, Justin Nelson, Laura Graan, and Eric Sorensen
 - ✓ Bay View: Kurt Prien and Mark Campbell
 - ✓ Lineville: Joyce Trembl and Deb Servais
 - ✓ Bay Harbor: Blake Bierowski and Michele Otradovec
 - ✓ Forest Glen: Mary Lu Sachs
 - ✓ Howard: Sue Tegan and Mary Berg
 - ✓ Meadowbrook: Darlene Schoen and Carrie Brunette
 - ✓ Suamico: Michelle Nigbur and Michelle Wick
- Continued discussion on saving the district money; much discussion regarding the curriculum department/state standards.
- Discussion on possible sub pay grievance.
- School board upcoming elections; discussion on who to support/possible suggestions for new candidates.

Committee Reports

Legislative/Political Action/Public Relations:

- Chairpersons: Justin Nelson and Jenny Johnston.
- An action meeting was held at the end of the year. Discussion about members wearing school colors on August 30. Also discussed HSEA t-shirts. Kathy Krause will check into prices/styles. Colors decided on were gray and bright yellow.

Members' Rights:

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

Negotiations:

- Chairperson: Cathy Allen-Schneider.
- Summarized where we are in negotiations. HSEA sent preliminary final offer by the end of June and District team responded with a counter proposal by the end of July. Went over the major points of the District's counter and asked for input on the district's early retirement

counter. Next team meeting will be on August 25 with both Sue Britz and Dennis Eisenberg present.

Retired Liaison:

- Representative: Lynne Glinski.
- Questions about the district's budget pamphlet that was sent to residents. Under "Personnel", only teacher pay/benefits and "Other Employees" were listed in the pamphlet and wondered why administrators', custodial, secretaries, and aides pay/benefits weren't also in there so residents could see their increases over the past year. Who are the "Others?"
- Question regarding HSSD not accepting substitute teachers with a life teaching license. There are added requirements to extend the license for each 5 years of subbing. This is a state change and not just mandated by HSSD.

Scholarship:

- Chairperson: Blake Bierowski.
- No report.

Social:

- Chairperson: Kathy Krause.
- Townline was decided on as the setting for the October and May general assembly meetings and the HSEA retirement dinner.

Newsletter:

- Chairperson: Jenny Soucoup.
- No report.

Web page:

- Chairperson: Joyce Treml.
- No report.

Building Reports:

There were no building reports.

New Business

- Thank you card from Bonnie Somers shared
- Discussion on attendance at Board meetings. It was decided that each building would be responsible for one month to attend meetings. A building rep and another member would attend each meeting. Motion presented to pay two members \$20 each to attend the meetings and then report back to the Executive Board. Motion passed. The schedule of which building is responsible for each month is as follows: Bay Port: September 7 and 20, May 9 and 23; Bay View: October 11 and 25; 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.
- Upcoming dates for HSEA Executive Board meetings for the 2010-2011 school year are as follows:
 - ✓ September 16, October 14 (General Assembly Meeting at Townline), November 11, December 9, January 13, February 10, March 10, April 7, May 12 (General Assembly Meeting at Townline)

Candice Perz, HSEA Secretary

Good News!



Bay Port:

- New Food Science course being offered.
- There were many successful trips abroad with students over the summer.

Bay View:

- Welcome to Bay View class had over 330 new 7th graders attending.

Lineville:

- We have almost our entire staff returning! We have new building principals. It is going to be a great year!

Howard:

- Muggs, though “retired,” is subbing until December.

Meadowbrook:

- Looking forward to the new year with our new hires.

Suamico:

- Going away party at Ryan Welnetz’s for a staff member that is moving out of state was well attended



Seeing blue? Try going green!

If you are reading this edition of The Messenger on blue paper and found it in your school mail box, consider joining the 230 Association members who get The Messenger delivered to their home email inbox. Not only will you be helping the environment by using less paper but you will help save the Association money by reducing our printing costs. We saved over \$1,000 last school year!

To sign up (or change an address previously submitted), simply send your home email address to: hseamessenger@gmail.com.

Negotiations Update by Cathy Allen-Schneider, HSEA Negotiation Chair

It has been a fairly quiet summer for the team as we awaited the District's response to our initial final offer, sent in late June. In late July, the District sent their first final offer proposal. It included the following:

*Changing the Intermediate School label under work week/work hours to Lineville and adding Bay Harbor.

*Inclement weather day language: adding that the last scheduled workday will follow any weather make-up days.

*Increasing driver's education behind-the-wheel pay to \$22.50 (from \$18); keeping the home room substitute pay at \$9.00 (rather than keeping it at one-half the driver ed pay). This would be in effect the first July following the arbitration award.

*Adding a new paragraph in Article VI, titled "V. Inservice: The District will no longer offer inservice in connection with the January work day. Teachers will be required to complete their inservice requirement through other programs."

*Altering sick leave language: "... Up to six (6) days of sick leave may be used for illness or physical disability of a member of the immediate family, **or for routine medical, dental, orthodontic, or mental health counseling appointments of the teacher, spouse, children, step-children, parents, and parents-in-law.** And any sick leave use for"

*Modifying transfer language: members will receive a verbal (rather than written) explanation if they are not selected for an open position and that, after receiving the verbal explanation, the member may make a written request asking for the reason(s) for denial to be put in writing and given to him/her, with the written request and response to be placed in the teacher's personnel file.

*Total package proposals of 4.00% increase (wages and benefits) for each year of the contract.

*Modify our health insurance to the "Trust Preferred Plan #3"; deductible would increase to \$250/\$500 with preventive services excluded from the deductible, with a maximum out-of-pocket of \$250/\$500 for in-network providers.

*Early retirement: the District modified their proposal on this. Following is a summary of what they're proposing -

--employees giving notice to the District on or before February 15, 2015, of their intent to retire at the end of the 2014-15 contract year, having worked at least 15 years in the district and reaching age 55 by the following August 31 of that year, will retire under our current retirement package.

--employees giving notice after February 15, 2015, having worked at least 15 years in the district, will be eligible for early retirement benefits under Section One if they attain age 57 by the following August. Insurance continuation for these employees will be: the District's percentage premium contribution on behalf of eligible retirees will be fixed at an amount that is 95% of the dollar amount of the single premium and 50% of the dollar amount of the family premium at time of retirement up to Medicare eligibility.

--for both of the above groups, the maximum amount available to an eligible retiree under this plan shall not exceed \$125,000 (your "pot").

--All new employees hired after June 30, 2011, may be eligible to participate in a different benefit program: upon completing their sixth year of employment, the District shall contribute \$12,000 into a 403(b)/457 account

selected by the employee from the District's established 403(b)/457 plan; upon conclusion of years 7 through 14, the District shall annually contribute \$3,000 into a 403(b)/457 account selected by the employee from the District's established plan; upon conclusion of years 15 through 25, the District shall annually contribute \$3,500 into a 403(b)/457 account selected by the employee from the District's established plan; those with less than a 100% contract, shall have their contribution amounts prorated; contributions to eligible employee accounts shall be made by the District on or before June 30 following the conclusion of the qualifying contract year.

Please keep in mind that the above information on early retirement is a summary of the main points of what the District has proposed. Their entire early retirement proposal covered 7 pages.

The team will be meeting on Wednesday, August 25, to consider the District's proposal and put together a counter-proposal. The team continues to believe that a voluntary settlement can be reached and will continue to work hard in the coming months to reach an agreement. As always, please feel free to contact me at bobcat54301@aol.com with any questions, concerns, or input. Hope everyone had a relaxing summer!!