



Messenger

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

Volume 10, Number 3

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

October 26, 2009

Howard-Suamico Education Association

Jason Berna
President

Dave Wickert
Vice President

Bev Schacht
Treasurer

Candice Perz
Secretary

Calendar of Events

October 26

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

November 12

Executive Board meeting
4 p.m., UNE Office

November 9

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

It was very nice to see the turnout for our most recent General Assembly Meeting. Even though it was not as high as I would like to have seen it, it was a positive turnout none the less. We were able to conduct business in a constructive manner, vocalize the good, bad and the ugly, create some solutions and then socialize a bit. Thank you to all of those who were able to attend.

The following topics were of the most interest:

- A number of concerns were raised in response to the way in which members are being treated with absence forms. Please see your building reps as to how we are handling this issue if it has not already been addressed at your building.
 - Language concerns in our contract. I know that Cathy and the Negotiations Team have been working very hard on cleaning up many of the language issues; it will be interesting on how the Board will deal with these.
 - Negotiations: the timeline looks like we will be starting in November. Please stay informed, ask questions, and get involved.
 - Building issues. If you have an issue, please see your building rep(s). They will be in need of trying to resolve the issue locally (at your building) before it goes to grievance or our VP Dave Wickert. I have recently asked the building reps to meet with the administration and bring up topics of building interest at your staff meetings. This may mean getting the items placed on the agenda a few days prior to the meeting.
 - Keep hard copies of everything in a safe place. A school filing cabinet is not a safe place. Create a folder for yourself at home that contains personal papers; i.e. absence forms, workshop approval/disapproval, administrative notes/cards (even the good ones ☺), evaluations or anything else that you can think of that just may help you or some other member in an odd situation.
 - And finally, we are on the verge of starting negotiations. We cannot have building reps, executive members, and other people spending time on the he said/she said issues that are starting to appear. We need to stand united as one!
- We must all remember that we are only as strong as our weakest link. If we are fighting amongst ourselves, we will never achieve our goals. This period of negotiations is very important to all of us. Every single cent that you make now and in retirement will be or is affected by your decisions now. Whether you are single, married, with children or not, primary or second income, your decisions will affect numerous other people that you work with. Please stay informed and think of the common good.

Jason

HSEA Executive Board Meeting—October 8, 2009

Newsletter Summary

Treasurer's Report

- Total expenses to date: \$6,535.70
- Current member totals: 372 FT staff + 8 PT staff = 380 members

President's Report

- September meeting with Damian
- Class sizes: We are within guidelines; see principal for more information.
- Class temperatures: Talk to your custodian first then bring it up to the building principal.
- Next meeting will be on October 21.
- October 7 UNE training was attended by Jason Berna, Darlene Schoen, and Mary Lu Sachs; they shared what sessions they attended and info they received.

Committee Reports

Legislative/Political Action/Public Relations

- Survey results discussed.
- Introduction of teacher of the month recognition; three categories: K-4, 5-8, 9-12.

Members' Rights

- Working on a few things but no details at this time.

Negotiations

- Looking for a calendar representative from each building; please contact building rep or Cathy if you are interested.
- October 20 is the first meeting between HSEA and district to exchange contract proposals.

Newsletter, Retired Liaison, Scholarship, Webpage: No report.

Social

- General Assembly meeting on May 13 will take place at Townline. Attendance awards will be based on percentage of staff of specific buildings in attendance, not straight numbers.
- October 8 numbers and percentages:

BH (8) = 21%*	SU (6) = 18%	FG (2) = 5%
BP (24) = 20%	LV (11) = 17%	HO (1) = 3%
BV (13) = 18%	MB (3) = 8%	*WINNERS of Breakfast

Building Reports:

Bay Harbor:

- Loss of prep time (85 minutes a week) due to breakfast program, PLCs, huddle, and loss of one early release day.
- Sick leave for daughter's orthodontic appointment denied by HR; call UNE for further advice.

Bay Port:

- Request for HSEA to recognize domestic partnerships in next bargain.
- Cleanliness and temperature of rooms.
- Current pay scale: where do we find this?
- Can you opt out of our insurance? Yes, but there will be no alternate benefit meaning (cash back, etc.). Also, opting back in is VERY DIFFICULT. Suggested members take single instead of nothing.

Bay View:

- Teachers with multiple preps feeling overwhelmed and stressed.
- Class sizes causing teachers to shift every year to new grades or new curriculum.

Forest Glen:

- Social Studies benchmarks were inputted wrong; not sure what they should be teaching. Can't input scores. TLC not very helpful.

Howard, Lineville, Meadowbrook: No report.

Suamico:

- Kindergartners coming to class 5 minutes earlier than everyone else causing a loss of prep time.

Candice Perz
HSEA Secretary

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

The first meeting of the HSEA and the District negotiating teams took place on Tuesday, October 20. During the meeting, initial proposals were exchanged and explained.

The District made the following initial proposals:

*proposed new language regarding professional development outside the teacher day/contract year.

*proposed replacing our current early retirement contract language with what the District had proposed earlier this year through the early retirement subcommittee (this language had been rejected by the HSEA negotiations team).

*proposed modifying transfer language regarding how applicants not chosen for a particular position will be notified of the reasons why they were not selected.

*proposed modifying the salary payment language to reflect the use of direct deposit.

*proposed revising the inclement weather day language to give the superintendent the authority to determine if any missed time will be made up as instructional time or as teacher work time only.

*proposed a total economic package of 7% (3.58% total package for 2009-10 and 3.42% total package for 2010-11)

*proposed keeping the status quo for the health insurance plan.

*proposed changing the amount the Board will pay towards health insurance from 95% to 90% for both single and family coverage but also proposed an incentive with this involving the District providing a voluntary health risk assessment program for employees.

*proposed that the dental insurance would remain status quo.

The District also notified the HSEA that it would be exercising its right to remove permissive language from our current contract involving duties/prep time (some of the language in lines 307-320, 334-335, and 1422 in the contract).

The HSEA made the following initial proposal:

*salary and insurance: will be finalizing these to present at the next joint meeting.

*proposed modifying PLC language.

*proposed language for retirees that asks the District to provide each retiree with an accounting of all monies/expenditures being withdrawn from their accounts on a yearly basis.

*proposed adding long-term care.

*proposed modifying the sick leave language.

*proposed prep time/class load language for specialists and special education teachers.

*proposed allowing release time for HSEA officers to address any association issues that might occur within a given contract year.

*proposed language regarding when inservice offerings are cancelled at the last minute, resulting in staff not being able to reschedule those hours; also proposed "banking" up to 12 additional inservice hours that can be used within the following two years.

*proposed language regarding National Board Certification and Professional Development Certification.

*proposed an increase to driver's education pay.

*proposed changing our insurance renewal date from October 1 to July 1.

*proposed minor language changes: adding Bay Harbor to the list of elementary schools and putting in Lineville Intermediate School; making up any inclement weather days before any already scheduled teacher work days; and including "domestic partner" under immediate family and under the Survivor Benefits.

Quite a bit is on the plates of both teams as we move forward with the bargain. If you have any questions or input you'd like to share, please contact the negotiations rep in your building or contact me at Bobcat54301@aol.com. The negotiations reps this bargain are: Tom Appel, Ryan Hibbard, and Jenny Soucoup at Bay Port; Candi Perz and Mary Koglin at Bay View; Deb Hebert at Lineville; Darlene Schoen at Meadowbrook; Michelle Nigbur at Suamico, and Cathy Allen-Schneider at Forest Glen. Thanks in advance for your support of the team as we work to negotiate the best contract possible.



Happy Halloween!

The best teachers teach from the heart, not from the book.

-Author Unknown

The Howard-Suamico School Education Association is inviting your nominations of teachers who deserve to be recognized!



Each month we will recognize one outstanding teacher from each of three grade levels: K-4, 5-8 and 9-12.

Anyone (students, parents, colleagues, administrators, etc.) can submit a nomination. The Teacher of the Month for each level will be recognized publically in the HSEA newsletter, recognized at his/her school, and will receive a token of appreciation from the HSEA.

For nominations please submit this form to one of your HSEA Public Relations Representatives, Justin Nelson or Jenny Johnston at BPHS



TEACHER OF THE MONTH NOMINATION FORM



Name of the teacher being nominated: _____

Name of the teacher's school: _____

Grade level taught by the teacher: K-4 5-8 9-12

Please provide a statement explaining why this teacher deserves recognition:

Your name and/or school _____

(You may remain anonymous if you so desire)