



Messenger

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

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

Volume 11, Number 2

September 30, 2010

**Howard-Suamico
Education Association**

Jason Berna
President

Dave Wickert
Vice President

Bev Schacht
Treasurer

Candice Perz
Secretary

Calendar of Events

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

October 14
General Assembly meeting
4 p.m., Townline

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

Where is the time going? I don't know about you, but it is hard to believe that we are four weeks into the school year already. Over the few weeks we have accomplished a few things that are very important to our members.

The first major issue not only for us, but for all Americans is insurance cost. WEA Trust has completed an HSSD Urgent Care Flyer for us in an attempt to help reduce our insurance costs. I asked for this on July 14, 2009, (yes 2009--that is not a typo) during an insurance meeting. This meeting was held at the TLC and had Union Representatives, Board Members, and members of the HSSD Administration. At the end of the meeting we were told that the District Wellness Committee would work on several ways to save money and creation of a flyer. Several months later in November we were once again told that our costs were up (it was flu season and we got hit hard). It was at this point that your Union leadership decided to wait no more. In the months of January through March, HSEA Vice-President Dave Wickert organized insurance meetings for each of our buildings. I know that not all of your questions were answered and we are once again asking for permission from each of our building principals to have these meetings once again. This August, I asked Sue Dishaw Britz, BLUE Executive Director, to assist us in the creation of a one page flyer providing our members with a "where to go guide" for our medical needs. Sue contacted Denise Gaumer Hutchinson, WEA Trust field representative, and within a few weeks, we had a copy for everyone. The District has agreed to send out the flyer, so you will be receiving your hard copy via mail from HSSD within the next week or so. I see that they have already sent out the email version (also attached to the email version of this newsletter) and only listed three possible sites, the flyer has many more. I thank Denise and WEA Trust for doing a great job at putting this together for us.

With that said, please make sure that you use your insurance wisely. Recently you received a letter from Betty Zimdars, HSSD Assistant Superintendent of Business and Information Services, stating the increased expenses in insurance. **We need to do better at saving the money.** How you ask? See your personal doctor if you can get an appointment. Use the Urgent Care options as an option when your doctor cannot be reached or this just can't wait until later, and use the Emergency Room for **emergencies**. The cost difference is amazing. The use of your personal doctor is cheapest (cost to our insurance). Urgent care is around \$1,000 to \$3,000 per visit, and the emergency room is \$4,000+ per visit. Don't be confused by what you pay out of pocket for the visit. You're out of pocket cost (the \$20 or \$40 upfront) and the charges to the insurance company for the visit are two totally different

charges. If you spend our insurance monies foolishly, we can never hope to get a legitimate raise. There is only one pot of money.

Second, we have settled the substitute grievance. Part-timers can start to sub again at a rate of \$22.50. There is a minor quirk with the MOU (part-timers currently will not be allowed to sub for 4 hours, but can sub for 1 to 3 hours, and 5 or 6 hours; 4 hours currently is \$11 more than a HSSTA substitute and 5 or 6 hours is cheaper than hiring a HSSTA Substitute). I asked James Freeman, Assistant Superintendent of Human Resources, if you could belong to both the HSSTA and HSEA and the answer is no because of Board Policy. Part-time employees who subbed last year for \$18.31 should be receiving a back pay check in the near future as well.

Third, a few reminders for all of us:

- Please make sure that you are completing and turning in your paperwork after an absence.
- Only 6 of your 10 days can be used for family illness.
- Ask for use of your Personal Day before you purchase the plane tickets.
- If you sub for someone (if even for 5 minutes), you should fill out the paperwork and get paid \$22.50 at all levels and there is no such thing as \$11.25 for a half hour. It is \$22.50.
- If you are like the average teacher, remember to keep all of your receipts for school supplies you purchased; these supplies are tax deductible and it does add up.
- Contact your building representative if you have any issues (**good** and bad) to report.

Keith Schroeder, Bay Port LMS, organized and presented information to jobseekers at the first, of what may become many, "Community Employment Resource Nights," on Thursday, September 23. We had 12 local businesses that were looking for potential employees and 44 participants attend the Resource Night. The individuals participating received leads on local jobs, valuable web resources and personal help from HSEA members who reviewed résumés, cover letters, and assisted with online applications and other tools. Participants and venders alike found it to be a nice thing to do in our community. I extend my thanks to Keith and the other volunteers for doing a great job!

Thanks for a great start to the year. I know that everyone is working extremely hard and I know how tiring it can become. We need to support each other as the year goes on and not back down from our expectations. Once you have set the bar, strive for it. Don't lower the bar just so you can say that you were able to get over it. Together we will achieve more.

"Those who stand for nothing, fall for anything." Alexander Hamilton

Jason

HSEA Executive Board Meeting—September 16, 2010

Newsletter Summary

Treasurer's Report

- Balances of accounts and a detailed report on expenses paid given
- Current membership count is 370.
 - ✓ 76-100% = 358
 - ✓ 51-75% = 6
 - ✓ 26-50% = 6

President's Report

- Dates and times set for meetings with Mr. LaCroix. September/October meeting being rescheduled.
- LMS contracts: Some percentage of contracts being covered through federal monies (5-10%). No one seems to know what will happen when these monies are no longer available. No one seems to know what LMS people are supposed to be doing with that 5-10% of their time as there is no job description. They are still getting paid 100% but some from district and some from stimulus monies (which ends this year).
- Scheduling concerns for Art, Music, PE, and Lineville Specialists. Most PE and Music at 48-49 sections; Art at 31 sections; this is TOO MANY sections! LMS has no continuity as section numbers are different on different days. People are being spread too thin, leading to physical/other health issues and burn out.
- Howard-Suamico Urgent Care Walk-ins fliers will be handed out at 10 minute building meetings.
- Denise Gaumer-Hutchison insurance presentations: Dave Wickert will be setting these up and making sure she will have enough time for presentation. Confusion about letter with paycheck regarding

insurance premiums and how they determine increases. Explanation coming in newsletter.

- Board and Staff “listening session.” When Jason gets the dates, let’s send a message and have lots of people attend! Show we are truly interested in the educational policies at HSSD.
- BLUE leadership training on September 29, from 5-8:30 p.m. Several different workshops offered at the Tundra Lodge and dinner is included.
- Building representatives, please work with building administration first before bringing issues to HSEA President.

Committee Reports

Legislative:

- Hand out on the following topics:
 - ✓ Education headlines.
 - ✓ Wisconsin wins federal funds.
 - ✓ NCLB reforms: Feingold co-author of new legislative reforms.
 - ✓ Governor’s race: Tom Barrett vs. Scott Walker, could be a very scary time for educators!

Political Action/Public Relations:

- No report.

Members’ Rights:

- Grievance on sub pay issue is close to being resolved. Look for more information soon.
- Retiree trying to move from single to family health plan was denied. Issue still being worked on.

Negotiations:

- Went over settlement offer and asked for another meeting with mediator.

Retired Liaison:

- No report.

Scholarship:

- No report.

Social:

- Townline was decided on as the setting for the October and May general assembly meetings and the HSEA retirement dinner.
- Suggestion made to move general assembly and retirement dinner to River’s Bend next year. Other options will be looked into as well.

Newsletter:

- It costs 12¢ a page to print the newsletter. Most newsletters are at least four pages for a total cost of 48¢. Last year 200 members had the newsletter emailed to them for a savings of well over \$1,000. This is a significant amount--get those home email addresses to Jenny ASAP!

Web page:

- 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.
- No report.

Bay View:

- Building Reps: Kurt Prien and Mark Campbell.
- Looking for clarification on part-time people and early retirement. Sue is looking into this and seeking clarification from WEAC.

Forest Glen:

- Buildings Reps: Mary Lu Sachs and Cathy Allen-Schneider.
- Concerns over Friday morning “Socials” really being a faculty meeting. Need to clarify with building principal as to whether members are required to be there or not.

Howard:

- Building Reps: Sue Tegan and Mary Berg.
- No report.

Lineville:

- Building Reps: Joyce Trembl and Deb Servais.
- No report.

Meadowbrook:

- Building Reps: Darlene Schoen and Carrie Brunette.
- Insurance concern needs to be addressed.

Suamico:

- Building Reps: Michelle Nigbur and Michelle Wick.
- Teacher on a 50% contract was denied being able to go on sub list. Recent sub issue grievance may resolve this.

Old Business

- Buildings will be responsible for sending representatives to the School Board meetings on the dates listed: 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; Bay Port: May 9 and 23.
- Upcoming dates for HSEA Executive Board meetings for the 2010-2011 school year are as follows:
 - ✓ 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 Harbor:

- Student Council elections were held. Many candidates ran for executive positions.

Bay Port:

- Lisa Albanese completed her first Ironman Competition.

Bay View:

- Lots of positive feedback about our new Associate Principal. Keep up the great work Paul!

Forest Glen:

- Angie Sorensen, our principal, and Erica Kentop, a 4th grade teacher, will be delivering babies in the near future.
- Chuck Templer will be joining us as our temporary principal. Welcome!

Suamico:

- Discussing ways we can be more proactive in helping kids through the BCT process instead of reactive.



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 302 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. This six page issue of The Messenger cost 72¢ each to print. Multiply that cost by the 302 Association members who receive it by email and we have saved \$217 in printing costs. You can add to that savings!

To sign up (or change an address previously submitted), simply send your home email address to: hseamessenger@gmail.com. Please note that we cannot send The Messenger to your school email address.

GENERAL ASSEMBLY MEETING

Thursday, October 14

4 p.m. at Townline

Negotiations Update by Cathy Allen-Schneider, HSEA Negotiation Chair

The HSEA team met in late August to consider the district's final offer. After much discussion, the team decided to respond with an initial settlement offer. The main points of that offer are as follows:

* Keeping all language regarding prep time (the district put us on notice that they would be taking that out of the contract once an agreement is reached), plus adding new language that addresses elementary teachers getting an equal amount of prep time, addresses elementary specialists' caseloads, and addresses prep time for all special education teachers.

* Increases driver education behind-the-wheel pay to \$22.50.

* Proposes changing our health insurance plan to the plan the administration and non-union employees currently have: increases deductible to \$250/\$500 with preventive services excluded from the deductible; \$0/\$10/\$10/\$150 copayment options; and changing to the Value Choice drug plan with \$0/\$5/\$20/\$40 copays.

* Adds Long Term Care, provided through WEA.

* Includes the district's proposed language regarding sick leave, which says: "Up to six (6) days of sick leave per year may be used for illness or physical disability of a member of the immediate family **and household, or for routine medical, dental, orthodontic, or mental health counseling appointments of the teacher, spouse, children, step-children, parents, parents-in-law, and members of the immediate household.**

* Proposed a 1% increase to the BA Base for the 2009-10 contract year and a 3% increase to the BA Base for the 2010-11 contract year.

This offer was sent to the district in mid-September along with a request to schedule another meeting between the parties with our mediator, Marshall Gratz, in the hopes of reaching a voluntary settlement. At this time, we are waiting for a response from the district.

As always, please see a negotiations team member in your building if you have any questions or concerns, or contact me at Bobcat54301@aol.com. Negotiations team members are: Tom Appel, Jenny Soucoup, and Ryan Hibbard at Bay Port; Candi Perz and Mary Koglin at Bay View; Deb Hebert at Lineville; Michele Nigbur at Suamico; Darlene Schoen at Meadowbrook; and Cathy Allen-Schneider at Forest Glen.

At a recent Executive Board meeting, a question was raised about health insurance. The question had to do with how our yearly premium increase (or decrease) is determined and whether we can negotiate that, since we do negotiate health insurance. In answer: our yearly increase/decrease (this year our increase was 11.9%) is based on our usage as a group over the last year. We are an experience-rated group, meaning our rate is based only on how our group did over the course of the year. If we were in the pool-rated group, the rate would be based on the usage of all the districts in the pool. Generally, the pool rate has been lower than the experience-rated one. So, we do negotiate health insurance, but really have little control over the actual rate each year. That rate is based on us and how we use our insurance benefits. Please contact me or your negotiations reps with any further questions.

Did You Know . . . Teachers over the age of forty (40) may, on a voluntary basis, have a complete physical examination every two years. The District will pay up to \$100.00 for such an exam. (p. 10 in the contract, letter E) **To receive the \$100, you will need to fill out a simple form you can request from the DO. Then send to the DO a copy of the form and your statement from your doctor (or your Explanation of Benefit [EOB] statement

from WEA when you get it). Keep track of the date of your exam, as the DO has indicated that there needs to be at least 2 years between the dates of the exams.



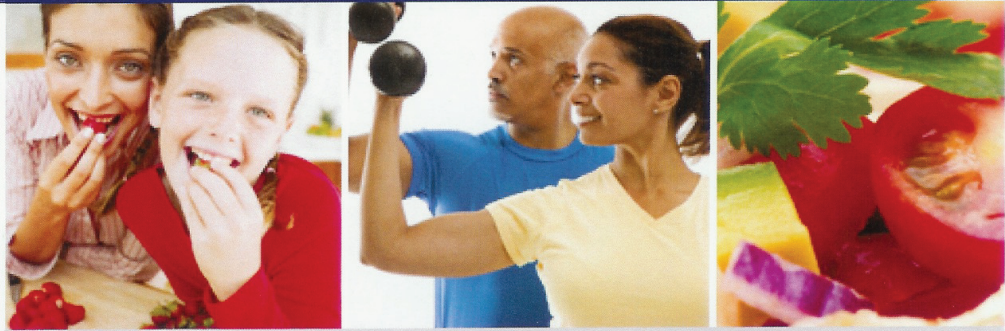
As we all know, our schools are facing serious funding issues that have impacted our students' education. As a result, one of our union's top priorities is to change the way that our schools are funded in order to ensure that all children have the opportunity to receive an excellent education that provides the skills needed to succeed in the 21st century.

By working together across the state, we can continue taking the steps necessary to achieve our goal of ensuring that all children have the opportunity to receive an excellent education.

Join with us October 16 to rally around high-quality public schools and the essential services that make them possible. To learn more, go to:

http://www.weac.org/Issues/Advocacy/Resource/Pages/On_Issues_One_School_Funding/Moving_Education_Forward.aspx

TRUST
IN YOUR
HEALTH



WELCOME

Time is running out. Start earning your reward today!

Who can participate?

Trust health plan subscribers and their spouses/domestic partners who have a WEA Trust health plan as their primary insurance.

How much time do I have to earn my \$50?

Trust Rewards runs on a calendar year, January through December. If you haven't begun to earn points, you'll need to start by October 1, 2010, to reach the 25 needed for the \$50 debit card.

Can I earn my 25 Reward Points by December 31, 2010?

Yes! Simply complete the following scenario. You can participate in only one healthy living program at a time (it takes about 20 minutes per week), so you'll need to start in early October to complete the activities.

Activity	Reward Point(s)
Health Assessment	8
Satisfaction Survey	2
Nutrition Challenge	5
2 Healthy Living Prgms.	8 (takes 12 weeks)
2 Wellness Seminars	2
Total Reward Points	25

Can I qualify to win more money?

Yes! Simply complete the Health Assessment or the Nutrition Challenge and you'll be entered into all subsequent quarterly drawings. Ten \$250 winners are selected each quarter (but you can win only once per program year).

How do I begin earning Reward Points?

Log on to **TrustInYourHealth.com**, complete your profile (one time only), and start earning points today!