

HEA met for the first time this year on Tues. Sept. 13 at 4:00pm in Ken Athy's room at the middle school.

Attendance: Ken Athy, Keven McDonald, Julie Dombo, Lisa McKeowan, Pam Williams, Lindsey Hellwig, Tammy Ricke, Tennille Shahan, Donna Gregg, Clint Schutte, Joelle Good, JL Walker, John Stockstill, George Kelley

We talked about the benefit of having an HEA website and web master to keep it updated. Clint's name was brought up as taking this position because he did it for free last year. We need to publicize the site so members and nonmembers can see how involved the union is in issues that affect them both directly and indirectly. The website is www.members.cox.net/hea

We talked about the make up of the negotiations team and the previous ways of reimbursing team members for their time. Last year the head negotiator was paid \$500 and the five members were paid \$150 for a total of \$1250. This was suggested for this year also. Clint will be in charge of delegating the other five members. They have to go through the Interest Based Bargaining training and be able to attend all the required meetings. The make up of the group needs to cover all areas of the payscale and hopefully most of the seven schools.

The HEA banquet was brought up and discussed on whether we wanted to keep the same format of having a dinner in May or doing a reception like the board did in August for retirees and 5/10/15/20 yr veterans. We also talked about the possibility of having teachers in each building vote on a master teacher they would like to honor in their own building vs. only having one in the district. Discussion will continue on this topic at the next meeting.

Keven asked for input on the beginning of the year new teacher luncheon. Lindsey said it was great. Good food and Clint's talk about joining made she sign on. 50% of the new teachers signed up to become members of HEA. Julie brought up that it's not too late to join. If anyone wants to sign up this month it will only be \$45 a month vs. \$41. George suggested giving our new members some kind of a welcome aboard token and Donna said she's taking care of this.

Ken asked about designing an HEA logo. Maybe having a district-wide contest with the students, but the present members said we needed one right away and it probably would be better coming from one of us. Ken is looking into this.

Clint shared that if our enrollment exceeds predictions we can reopen negotiations a third time for more money.

Sick leave bank-210 teachers signed up for this.

Treasurer report- We have a balance of \$8,438.26 with only one outstanding bill.

Membership report- 162 out of 346 teachers are members. This is 47% in the district but the middle school has 75%!! Building reps, please keep talking to your nonmembers and stressing the importance of strength in numbers. Donna will send out an e-mail with information on membership dues for classified and substitutes too.

Next meeting-Nov. 7 at 4:00.