

HEA met at 4:00 on Jan. 9 in President Ken Cathy's room. Members present:

Campus: John Stockstill

HMS: Julie Dombo, Tennille Shahan, Clint Schutte, Jennifer Alexander, Ken Athy, Keven McDonald, Donna Gregg

Freeman: George Kelley

Oatville: Pam Williams

Nelson: Lisa McKeown

Rex: 0

Ruth Clark:0

PAT: Joelle Good

ECC: Tammy Ricke

Ken showed us information on ordering HEA logo cups for new members signing on. They were fairly expensive so he's going to look into other options. Maybe have another company make them or buy cheaper items like lanyards or notepads.

Spring election for officers and building reps: Needs to be done by the end of March. Offices that are going to be open: president-elect, secretary, treasurer, parliamentarian, negotiator, sick leave bank, building reps. Ken asked for someone to volunteer to head up the election committee. If you would like to get involved and do this please contact Ken ASAP.

End of Year Banquet: We talked about whether to do a banquet or after school reception. Pam wanted to continue the banquet and volunteered to help Tennille put it together. We checked the district and school calendars and came up with the clearest date of Monday, April 24 at 6:00pm in the HMS multi-purpose room. Please mark your calendars to attend and help us honor the master teacher of the year, Rookie of the year, and retirees. Carolyn did a great job of decorating and putting the program together last year and the more people who come, the better!

HEA cakes for Christmas: Ken asked for feedback and people felt school personnel was appreciative.

Sick leave bank: We have used 17 = days so far and have 918 = in the bank so we're healthy in that area.

Treasurer report: Ron Reynolds gave a balance of \$10,422 but we have some dues fees still to pay to the state.

Negotiations: Clint is putting his team together and will let members know when it's finalized. He will be asking for input on what we would like to take to the table this spring. The letter to the board is due Feb. 1.

Need for grievance committee: Ken and Keven have received two letters from disgruntled members but they were unsigned. They realize people can be afraid of repercussions but you need to step forward and be vocal if you feel you're being taken advantage of. That's what the union is for. Clint said we need a grievance committee and grievance chairperson and he's planning on bringing it up during negotiations. John Stockstill said it's very uncomfortable to have to meet with a principal on your own when you have a personal concern.

Clint also said the union needs to be more visible each fall and officers visit the various schools and present to our certified staff their rights, grievance process, etc. Everyone agreed this needs to happen especially at the elementary level where it's hard to recruit members because they don't see the need to join.

Next meeting: March 6 at 4:00 in Ken Athy's room.