

<http://mtnhomemhea.weebly.com>



MHEA MATTERS!

School Board meeting: Third Tuesday of each month at 7:30 (watch email for more information) Next meeting Nov. 17-2020

MHEA business meeting: Third Wednesday of each month at 4:00pm (watch email for more information) Next meeting November 18-2020

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Bring in new members! Now is the time!!!

We have a goal of 15 new members

You and the new member will be entered into a **DRAWING** for a Amazon Gift card

We are better together! Helping each other; helping children



Coming Soon:

ESP Day November 18th, 2020

Children's fund fundraiser

MHEA Goals for November:

Finish up Revise to the By-Laws to reflect the growth and functions of the MHEA organization. The current constitution and by-laws were emailed out to members and can be found on the MHEA website.

Training for members. What would you like to see offered for training? Email any board member.

MHEA Meeting Minutes:

Date: October 21, 2020

Online Via Zoom
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Meeting called to order @ 4:03 pm by Co President Elena Tullman.

### Attendees

**President:** Elena Tullman

**Vice-President 1:** Liseann Mills

**Vice-President 2:** Amanda Dickinson

**Treasurer:** None Present

**Secretary:** Katrina Smith

**Membership Chair:** Denise Weis

### Building Reps

North: None present

Hacker: None Present

Jr.High: None Present

East: Elijah Nixon

West: None Present

MHHS: Bobbie Locket

Guest Traclea Balmer (IEA)

**Minutes:** September Minutes were read with corrections. Liseann moved to approve with changes. Katrina 2<sup>nd</sup>. All passed.

### OLD BUSINESS:

#### Negotiations

- o Amanda submitted a letter to James regarding Covid to re-open negotiations.
- o We need to get the blue cards in and signed as it will be difficult to get them signed if we go into Red.

#### Member forms need to be completed.

### NEW BUSINESS

#### ESP Day

- o We have an ESP Committee. ESP Day is November 18<sup>th</sup>. We would like to purchase a treat, candy or popcorn, to recognize the hard work ESPs do for the district.
- § Liseann made a motion to request \$200 to purchase supplies for ESP Day. Denise 2<sup>nd</sup>. All favored.
- Motion passed.

Denise encouraged members to flood the board with emails thanking them for our Covid bonus.

November is almost complete.

#### Treasurer's report:

- o Katrina gave the budget. Tracylea is inquiring about opening a savings account to keep funds in for events such as Delegate Assembly.

**Membership:** Payroll forms in on time, 48 on payroll. Tammy was given all of them. Tracylea will get the paper for IEA. No membership today or for November, but should be in by the end of next week. Bobbie has 1 more form for Denise. Denise will collect remaining forms, organize them, and get them to Tammy.

#### Meeting with James:

- o Last Tuesday of the month now.
- o CDH backing off making suggestions to schools about red, yellow, orange, and green levels.
- o Working on relationship building and dealing with issues with the Board.

#### LEGISLATION: No report

#### Board Meeting:

- o For public input people must fill out a form online to be heard
- o The student body president from the High School spoke on students struggling this year.
- o Nix discussed the base sending Airmen to help with cross country.
- o They discussed a possible 7 period school day at the HS beginning at the semester.
- o As of this meeting 31 cases in students and staff.
- o Postponing running a bond for a new HS.

#### Questions/Comments:

- o Conferences completed differently in each building.
- o Elena gave a Point of Privilege to James for his handling of a situation at Stephenson.
- o Bobbie gave a Point of Privilege to Elena for her handling a situation with Driver's Ed.

#### Important Dates:

**Reminders:** Every 1<sup>st</sup> Wednesday is Red for Education day.

Let's support the field in which we serve our community: Education!

**Next Meeting dates:** November 18, December 16,  
January 20, February 17, March 17, April 21, May 19

**Motion to Adjourn:** Elena moved to adjourn at 4:49 pm. Liseann Second.

## Children's Fund

### History

The Idaho Education Association recognizes that many students in our public schools are struggling. They live without the basic necessities of food, clothing, eyeglasses, and doctors' visits, despite the availability of social assistance programs.

We wanted a vehicle to pool our resources and be able to dispense these funds quickly. So the representatives at the 1996 IEA Delegate Assembly voted unanimously to create this fund. In fact, after the vote, a number of local association donated a total of 1,184.74 on the spot to get the Fund started.



### About the Fund

The IEA Children's Fund is a special fund devoted to providing financial assistance-beit money, clothes, food, school supplies, or health care services-to Idaho public school children and their families who face extraordinary needs.

### Who requests the donations?

Only IEA members are eligible to request funds for students in their classrooms and schools.



Current Committees where our  
 members represent us all for  
 MHEA:

Bereavement Reps:

Policy Committee:  
 Elena Tullman

Insurance Committee:

Scholarship Chair:

Negotiation Team:  
 Amanda Dickinson  
 Denise Weis

We are looking for more members for this team.  
 Interested in learning more contact- Amanda Dickinson

ESP Committee:  
 LiseAnn Mills  
 Bess Robinson  
 Jay Lockett  
 Denise Weis  
 Bobbie Lockett

**Executive Officers:**

**President:** Elena Tullman, MHHS, English teacher

**1st VP(governing officer):** LiseAnn Mills, MHHS, Behavioral  
 Para

**2nd VP(head negotiations):** Amanda Dickinson, MHJH, 7th  
 grade Science teacher

**Secretary:** Katrina Smith, North/East, Music teacher

**Treasurer:** Anne Bowlden, Retired

**Membership Chair:** Denise Weis, North, 4th grade teacher

## GRIEVANCE – MYTHS AND FACTS

| <u>MYTH</u>                                                                                                                                         | <u>FACT</u>                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Filing a grievance creates hostility between members and supervisors/administrators, thereby lowering morale.                                    | 1. Nothing damages morale more than mutterings and gripes. Through the grievance procedure, problems are solved, not just ignored.                                                                                                                                                                     |
| 2. Following the grievance procedure is complex, legalistic, making it more difficult to talk over problems with the administration.                | 2. The grievance procedure recognizes the value of informal discussions, mandating their use.                                                                                                                                                                                                          |
| 3. A member who does a good job and minds his/her own business won't ever need the grievance procedure.                                             | 3. The best employees are employees who are proud of themselves and their jobs – exactly the person who is most likely to resent his/her rights being violated.                                                                                                                                        |
| 4. We should grieve only major issues.                                                                                                              | 4. What is minor to one person is major to another. Further, what may seem minor in the specific may be major in the aggregate.                                                                                                                                                                        |
| 5. A supervisor or administrator involved in a grievance is likely to seek revenge.                                                                 | 5. Most supervisors/administrators are competent professionals like ourselves and unlikely to be vindictive. Further, a person who has been on the losing side of a grievance is unlikely to initiate action which will place him/her on the losing side of another.                                   |
| 6. We've got it pretty good in this district; grievances only rock the boat and are likely to jeopardize the gains we have made.                    | 6. The "pretty good" that we have amounts to a strong contract. The grievance procedure is the method that we use to see that the contract or board policies and practices are lived up to.                                                                                                            |
| 7. Members will be filing grievances against other members, destroying morale.                                                                      | 7. It is not legal for one member to grieve the actions of another.                                                                                                                                                                                                                                    |
| 8. Pursuing a grievance involves members in a highly charged confrontation, involving a lot of shouting and name calling.                           | 8. Grievances are most likely to be won by advocates who are calmly confident and who do not become emotional.                                                                                                                                                                                         |
| 9. It is better to let an incident be forgotten once it is past, even if it is an obvious violation of the contract or board policy and procedures. | 9. Our contract involves the concept of precedent. Grieving a "past" incident may help the next teacher to encounter a similar problem. The same is true of board policy and practices.                                                                                                                |
| 10. The grievance procedure is only a veiled route to "getting" one specific principal.                                                             | 10. Ideas, events, and policies are grievable; personalities are not.                                                                                                                                                                                                                                  |
| 11. The grievance procedure is just another attempt of the IEA to run things on a local level:                                                      | 11. Every school district needs a procedure for solving problems.                                                                                                                                                                                                                                      |
| 13. Grievances always involve some sort of problem.                                                                                                 | 13. Although <u>literally</u> true, grievances must focus on a specific issue; the grievance procedure is also the vehicle available to us in order to clarify our contract or board policies and practices. It serves our contract as the Supreme Court serves the Constitution of the United States. |

## Member Benefits Corner



Did you know that being a member has perks outside of the classroom? The NEA has put together many different benefits from a teacher only credit card with fantastic APR to deep discounts on many products. Each month I will be highlighting one such benefit that you may not even know exists!

This month I want to introduce you to the NEA Auto Buying Program. Are you in the market for a new vehicle? You'll want to keep reading!

As a member, you get access to FREE tools that help you research vehicles you are interested in. You also have direct access to Certified Dealers. These tools include seeing exactly what others have paid for the same vehicle in your area and access to thousands of local new and pre-owned vehicles. Once you've searched the vehicle you want, you will get upfront pricing information and your discounted member price is the REAL price you will pay, with all member discounts, incentives, and dealer fees. From there, head over to the Certified Dealer to test drive your car and finish the deal!

That is just one perk of being a member! I will highlight another next month!

### Member Exclusive Benefits

Find the links below for more information on these exclusive member benefits. What to see one of these highlighted next month? Send us a message and we will provide you with more information!

#### **Banking**

Personal Loans:

<https://www.neamb.com/products/nea-personal-loan-more-than-5k>

Mortgages:

<https://www.neamb.com/products/first-national-bank-of-omaha-home-mortgage-program>

Credit Cards:

<https://www.neamb.com/products/credit-cards>

Student Loan Forgiveness:

<https://www.neamb.com/products/student-loan-forgiveness-and-refinancing>

#### **Investing and Retirement**

Retirement Accounts:

<https://www.neamb.com/products/retirement-accounts>

#### **Insurance**

Life and Accidental Death:

<https://www.neamb.com/products/life-insurance>

Auto & Home:

<https://www.neamb.com/products/home-and-auto-coverage>

Dental & Vision:

<https://www.neamb.com/products/nea-dental-and-vision-insurance-program>

#### **Shopping**

NEA Discount Marketplace:

<https://www.neamb.com/products/nea-discount-marketplace>

Office and Classroom Supplies:

<https://www.neamb.com/products/nea-discount-marketplace>

Car Buying:

<https://www.neamb.com/products/nea-auto-buying-program>

#### **Travel**

NEA Travel:

<https://www.neamb.com/products/nea-travel>

Check out the MHEA website. You will find links to IEA and NEA. Contact information for Executive Officers and for each building. The collective bargaining agreement, MHEA By-Laws and much more. <https://mtnhomemhea.weebly.com/>

**\*Do you need help?** We are all available to talk to you about next steps with confidentiality. You may also call our reps directly at the IEA office.



The NEA newsletter comes out monthly, and we don't want you to miss out. Here is a site to sign up and see the newsletter [www.nea.org](http://www.nea.org)

Idaho ED News link: <https://www.idahoednews.org/>  
An informative newsletter that you might want to read. Sign up and it will come to your email. This newsletter comes out weekly.



**IEA**

**MEMBER BENEFITS**

<http://ieamemberbenefits.org/>

Find out about all the benefits that we have through the IEA.