

HEA Board of Directors Minutes
November 19, 2020

The November's meeting of the Board of Directors was done virtually due to the Covid-19 pandemic. The November 19th, 2020 meeting of the Board of Directors was called to order by President Anthony Parolisi at 4:33 pm. In attendance were President Anthony Parolisi, 2nd Vice President Suzette DiTonno, Treasurer Lauren Sanguedolce, Secretary Deb Russell, ESP Unit Representative Maureen Zuber.

- I. Motion was made by Maeve Torres to accept the Agenda of the meeting, seconded by Suzette DiTonno. Motion passes.
- II. Motion to accept minutes of the October, 29th meeting was made by Dana McNamara and seconded by Suzette DiTonno. Motion passes.
- III. Problems and Concerns:
 - A. Email that went out by Superintendent: Asking teachers if you are traveling for the Thanksgiving Holiday to fill out a survey. No need to fill it out if you are not traveling. Rights of contract will be protected, you do not have to get tested. You can use 14 days of sick time for quarantine.
 - B. RLA- Deb Ibenez is asking a teacher to have "work" for a child for the next day. No, it is an unreasonable request.
- IV. ESP Representative Report
 - A. Celebrate for the first time ESP's were given Election Day as an optional day for you to work. If you worked, submit a timesheet.
 - B. ESP of the Year-Deadline 12/11 We encourage teachers to submit testimonials for the ESP of the Year.
 - C. Negotiations-
 1. TA on tuition reimbursement
 2. Stipend for personal care
 3. Starting discussions on salary schedule and classifications.
 4. 12/8 next negotiations from 4:30-6:30
- V. Clerical Representative Report - given by HEA President Anthony Parolisi
 1. Bargaining- proposed 3% for 3 years. School Committee countered with, 1.75%, 2% and 1.5% countered the wage proposal with 2.75%
 2. Rejected several of the Clericals proposals, Discussion of eliminating longevity like what was done in the teachers contract.
 3. 11/30- Clerical Work Meeting for bargaining. Next Negotiations is 12/3

- VI. 1st Vice President Report-given by HEA President Anthony Parolisi
 - A. Continue to use Intake Form for any issues or problems. The form is on the HEA Website.
 - B. Arbitration-waiting for a date for a clerk. Unfair evaluation, used in a disciplinarian fashion.
 - C. Level 2- failure to grant Worker's Compensation.
 - D. Family Related Covid Illness
 - 1. District is not honoring language in the MOA about using sick time when your child's school gets closed and your need to work from home. It was not honored until the MOA was ratified. The district will be reaching out to these teachers.
 - E. Grievance Committee
 - 1. Meeting the 1st and 3rd Thursdays of every month.
 - 2. December 3 and December 17th at 7:00
- VII. 2nd Vice President Report
 - A. T-Shirts-have been going out. Ran out of bigger sizes and have ordered more.
 - B. Newsletter- Please get any information by 12/11
 - C. Mass Cares Grant- \$1,000.00
 - 1. 50 Bluetooth Mice
 - 2. 38 Headphones- letter to membership, complete a google form.
 - D. Scholarship Meeting- 12/15
- VIII. Treasurer's Report.
 - A. Accounts
 - 1. Checking \$422,956.28
 - 2. Money Market \$38, 610.99
 - 3. Scholarship \$136.06
 - 4. Total \$461,703.33
 - B. Received \$5000.00 grant for the T-Shirts
 - C. Documentation was sent to maintain our Tax Exempt Status.
 - D. Spreadsheet was sent to MTA to delete 100 members, MTA still billing us.
 - 1. 60-teachers
 - 2. 35- ESP
 - 3. 3 clerks
 - 4. 2 part time employees
 - 5. Savings of--\$51,137
 - E. Question- Line Item Budget. We used to see line item costs. For example-Rent etc...Work on that for the next meeting. This is usually done 3 to 4 times a year and not monthly.
- IX. Membership Chair

- A. New member forms are still coming in. Make sure they fill it in completely.
- B. New email address- heamembership@gmail.com
- X. Secretary Report
 - A. Committees
 - 1. Sign Up- email went out to members to sign up committees
 - 2. Building Representatives should sign up as well.
 - 3. After the meeting, please send minutes and attendance to the Secretary.
- XI. President's Report
 - A. Old Business
 - 1. Questions answered about Environmental issues based on the meeting from our ULP. They were not ready. 3 dates to meet after Thanksgiving.
 - a) Some answers regarding the HHS.
 - b) File Facility reports for issues.
 - c) Windows should still be open even if they are saying it is safe to have them
 - 2. SPED Tracking Form
 - a) Time should be given to fill it out.
 - 3. Clerical Staff
 - a) Should be allowed to work from home on Wednesdays, work with Administration.
 - 4. Emergency Meeting of the School Committee-11/23
 - a) The Superintendent may be making a case for going remote after Thanksgiving.
 - 5. Security Guards officially recognized, have to put an official demand for bargaining.
 - B. New Business
 - 1. Non-Covid Sick Leave-you can use sick time when on quarantine.
 - a. Administration told members to call the nurse when calling out sick. If the teacher did not then the nurse called the member. If the teacher did not answer then the Principal would call and tell the teacher to call the nurse. We fill out a self attestation form. Members do not have to notify nurse.
 - 2. All MTA Meeting
 - a. Covid Tracking Website- MTA and NEA stopthespread.ma.org. You can report issues.
 - b. Feel that numbers are being under reported

3. DESE- No Confidence Vote
 - a. No Confidence vote passed by the HEA Members.
 - b. Action Team on Monday
 - c. This came from City/Town Unions
4. Pandemic Orientation Group- Patrick Quigley
 - a. Mass Support group- funded through FEMA, to figure out how to deal with living in this world of Covid 19 as essential workers.
 - b. Riverside Community Care- Support for Members.
The impact the stress has had on us and how to deal with it. You need to take care of yourself before you can support others. 40 minute group led, also you can join small group sessions.
 - c. Irina, Dana and Lisa volunteered to get this support started.

Motion to adjourn made by Suzette Ditonno and seconded by Maureen Zuber. Motion passed. Meeting was adjourned at 5:55

Respectfully Submitted by Deb Russell-HEA Secretary