

On the Move...

"Official Publication of the Huntsville Education Association"

phone (256)533-7570 or *fax* (256)533-7578

e-mail: hsvedu@bellsouth.net

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Deborah Hill
President

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Internal Communications Committee

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September 30, 2016

Thank You Teachers

You are very **special** people
who always try to give,
who make this world a better place
just by the way you live.
You try to care for others,
You do the best you can
If any one is in need of help
You're there to lend a hand
You never ask for anything
or want much in return.
You're happy helping others,
and you truly are concerned.
I can't thank you enough
There aren't sufficient words to say.
I support everything that you do
each and every step of the way.

Message on membership and payroll deduction:

September 2 was the last bank draft and ended the 2015-16 membership year. Starting with your first paycheck of this new year (September 30), dues will be collected through payroll deduction. **Please check your stub to make sure your membership dues are being deducted and your membership is up to date. If you do not see a deduction for your membership dues, please contact the HEA office immediately.** No public school employee should go without the protection, benefits, and advocacy of membership in YOUR professional Association. If you have questions, please contact your building reps, HEA office, or UniServ Director for assistance. Thank you for being a member!

"Do You Qualify for Student Loan Forgiveness?"

As a public school teacher, you may qualify to have some of your student loans forgiven! You may qualify for the Teacher Loan Forgiveness Program or the Public Service Loan Forgiveness Program.

Under the Teacher Loan Forgiveness Program, if you teach full-time for five complete and consecutive academic years in certain elementary and secondary schools that serve low-income families, and meet other qualifications, you may be eligible for forgiveness of up to a combined total of \$17,500 on your Direct Subsidized and Unsubsidized Loans and your Subsidized and Unsubsidized Federal Stafford Loans. Educators may qualify for Public Service Loan Forgiveness after making 120 on-time, full, separate monthly payments toward a federal Direct Loan while working full-time in public service (any public school will count). Borrowers must make those payments using a qualified repayment plan, and only payments made after October 1, 2007 qualify. Please go to www.nea.org/degreesnotdebt for more information on these programs and other student loan issues!"

October is Fire Prevention Month

As a proud supporter of National Fire Protection Associations, I want to help remind you to be proactive with safety. Please remember to:

- ◆ Check smoke alarms : Replace every 10 years
- ◆ Batteries: Test monthly, replace yearly
- ◆ 2/3 of fire deaths occur in homes with no, or non-functioning, smoke alarms,
- ◆ Have at least one smoke alarm on every floor, outside each sleeping area, and in very bedroom.

PEEHIP Premium Assistance Program

PEEHIP provides members with a total combined family income of less than or equal to 300% of the federal poverty level(FPL), as defined by Federal Law, to qualify for FPL assistance. PEEHIP members must furnish acceptable proof of total income based on their most recently filed Federal Income Tax Return. Please call HEA office or Uniserv Director for more information.

Knowledge is POWER

(Volume 1, number 1)

Code of Alabama 16-22-14 Personnel Records

The law makes it clear you have a right to access your personnel file. The law requires the employer to give the employee a copy of any negative information before it goes in the file. You can file a rebuttal to any reprimand or objectionable material as well as place awards and accomplishments in your file. If you need assistance with a rebuttal, contact your UniServ Director.

Things For All Members to Remember !!

- ◆ Do not resign—talk to us first!
- ◆ If you have a job related problem, contact your UniServ Director, Adam Keller at 256-533-7570 ex 3 or email at adamk@alaedu.org.
- ◆ Do not leave your job unless given written directive to do so by your supervisor/principal.
- ◆ Do not rely on persons who know less about the law than you—but think they know more.
- ◆ Do not enter into any agreements or sign any letter or statements until you have sought and secured advice.
- ◆ Do not try to represent yourself before the board of education.
- ◆ Seek competent advice before taking action.
- ◆ Describe the situation fully and edit all communications written by you. Do not make any notations on correspondence received from the board of education, superintendent, or principal.
- ◆ Keep accurate notes.
- ◆ Avoid public statements. They may impede finding a solution to the problem.
- ◆ Attach copies of all correspondence you have either received or sent that **pertains** to your problem. Failure to do so will result in unnecessary delays in the handling of your request.

AEA Training

Mr. Labarron Mack, an AEA Uniserv Director, will conduct a training at our monthly Representative Assembly on October 13, 2016 . The title of his presentation is “Social Media Can (But Shouldn’t) Ruin Your Life”. He will discuss topics and issues that continue to affect our members and laws that might impact our lives. This training is for ALL members, not just building representatives. For more information contact President Deborah Hill.

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Number 1
August 30, 2016

A Message from the President

As summer begins to fade and the leaves begin to change for fall, it is reminding us to prepare for a new school year. The beginning of school is an exciting time not only for students and teachers, but also everyone who is employed by our school district. Each year we embrace new teachers who join the ranks of our noble profession. This year will be my 23rd year in the school system, and I am honored to be your association's president. This is going to be challenging year in public education as well a triumphant one. I encourage you to become active in your association. HEA is a strong unified professional organization dedicated to working toward an environment conducive for learning. Public school employees dedicate their time, lives, and careers to help future generations excel, and therefore deserve to be treated with respect, equality and professionalism. Our association is going to continue to work hard for you, so you can focus on what you do best as educators and that is... TEACH. I urge you to become active in the association by participating in monthly meetings. I am an advocate for you and just a phone call away. Have a fantastic school year!!!

2016/2017 Meeting Dates

Representative Assembly

September 1, 2016
October 13, 2016
November 3, 2016
December 8, 2016 – Holiday Reception
January 5, 2017
February 2, 2017
March 2, 2017
April 6, 2017
May 4, 2017

Board of Directors

August 25, 2016
September 29, 2016
October 27, 2016
November 17, 2016
December 8, 2016 – Holiday Reception
January 26, 2017
February 23, 2017
March 30, 2017
April 27, 2017
May 18, 2017

Location: HEA Office
Time – 4:00

A Message from the UniServ Director

On behalf of the Alabama Education Association, I welcome you to the 2016-17 school year. As UniServ Director, I am honored to represent our members in Huntsville City Schools. Public schools are vital to our communities and our democracy and it is YOUR hard work that makes this all happen. The working conditions of educators are the learning conditions of students. Now, more than ever, we must rally together to strengthen our Association and advocate for the schools our students deserve. My commitment to public education is unwavering and my respect for you is immeasurable. I look forward to hearing your comments, concerns, ideas, and questions as the year unfolds. Please, get involved! There is strength in numbers! Stay informed and know your rights-- knowledge is power! We thank you for your membership and wish you a fantastic year. **Together we stand as AEA!"**

Message on membership and payroll deduction:

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HELPFUL WEBSITES

Donors Choose, founded by a history teacher, invites you to read classroom testimonials and select one to support based on school need, location and materials on its wish list. **donorschoose.org**

From One Hand to Another, established by entertainer Pharrell Williams, gives at-risk youth the STEAMM (science, technology, engineering, arts, mathematics and motivation)-powered tools that they need to succeed. For the past 10 years, FOHTA also has donated school supplies to classrooms in need. **fohta.org**

Adopt a Classroom has raised almost \$30 million in classroom donations in its 18 years. Select a category—from art and music funds to first year teacher assistance—where you'd like to make an impact. **adoptaclassroom.org**

Don't forget our first Representative Assembly meeting for the 2016/17 school year on Thursday September 1. I look forward to seeing you there. If you have never attended before, what are you waiting for? Here is what you can bring to the meeting;

- **Your news.** What is going well and what is not so far?
- **Your concerns.** We can't address what we don't know about.
- **Your ideas.** What more can we do to help and support public school employees?
- **Your friends.** Bring somebody who has never been before.
- **Your energy.** We have work to do.