



2015 Financial Reopener

Your HEA bargaining team is gearing up for the upcoming financial reopener. In the last full bargain (2013), our team did not commit to financials for 2015-16 in the hopes that the budget outlook would be brighter. Although the state budget for next year is not yet finalized and will likely be unavailable until late spring, the proposed district budget is better than in recent years. We will be diving into the numbers February 4th in our first negotiation session and appreciate your patience moving forward as we may need to wait for more state budget information to get the best for members. We hope to get this done quickly, but will not sacrifice the well-being of our members to do so!

We may not yet know the exact state budget numbers, but here is what we do know. Hillsboro staff has carried the burden of balancing the budget during tough economic times. We have not had a cost of living increase in 4 years, while in the same time period the actual cost of living has increased by approximately 10%. This has left our beginning teachers as the lowest paid in the Portland metro area. The amount our district contributes to our insurance costs are \$133 *per month* lower than the state average. This has made it difficult to attract new teachers and to retain experienced ones. We are losing teachers to neighboring districts. Those of us who stayed are feeling undervalued and overworked. As we have shared in the sacrifice during the lean times, we expect to share in the recovery as well. You deserve nothing less!

If you have questions or comments, contact bargaining chair and HEA president Maureen Barnhart at HillsboroEA@oregoned.org. Look for future updates in newsletters and bargaining briefs!

“Know Your Contract” – Vacancies and Transfer – Article 9

In this early spring season members are considering options for new positions or changing positions within the HSD. A few things to know about your Contract and your rights under this Section.

You must submit a transfer request to the HSD by February 2, 2015 to be considered for an “in-district” transfer. The contract states February 1, but HSD is allow until midnight on Monday, February 2, this year. (Sec A, p.23)

You do not have an automatic right to an open job in the district, but the Contract does spell out a timeline and process in order to give internal candidates the chance for consideration before jobs are posted externally which is normally after April 1, or when a position does not have any internal candidates. (Sec A, B, p.23)

When a job is unfilled after April 1, it can be posted on the website. Current employees can participate in an expedited application process for vacancies by completing an internal application form. (Sec B.4, p.23)

An exception to the April 1 posting of vacancies, even with internal applications, is being considered by building reps at their January 21 mtg. This exception would allow HSD to post for Dual Language, SpEd and Kinder positions, AFTER internal candidates have been considered – but BEFORE April 1 since there will be a significant competition statewide for Kinder jobs with full day Kinder programs coming next year. In any event, if you are interested in any of those positions, be sure to submit an internal transfer form by February 2. Stay tuned for an update on this possible early posting agreement.

“Transfers 101” Join HSD Human Resources Administrator Kona Williams and HEA Rep Michelle Myers Brugato for a General Session on the topics of transfers and leave requests:

Monday, Jan. 26, 4 pm at the HEA/OEA office (20450 NW Amberwood Dr.)

The process is a Google document that is filled out like a questionnaire. Principals *must* be informed that the request is being made: <http://goo.gl/forms/Er6YTfgRaA>



Labor Management Issues Update

Interim Assessment workload impact for 2013-14:

HSD and HEA are in the process of attempting settlement (resolution) on this issue. Reps in each building have been surveyed to determine what supports were offered by the District last year (scoring by IAs, extra time, or curriculum rate). Once the data is analyzed, each building's staff will receive retro pay of up to 4 hours – the amount per building will vary according to supports given. Please note: This is an amount we reached as a compromise to settle last years' issue; HEA does not think you have only spent 4 hours extra on all these changing assessments. Members will learn of their building's settlement award if or when we reach agreement. Stay tuned...

Interim Assessments workload impact for 2014-15:

HEA continues to seek sufficient time to complete the interim assessments. At the recent grade-level PLCs we heard that data entry was to be either completed by non-teaching staff or extended contract would be paid. That has yet to be confirmed. Your HEA building reps visited with Steve Larson and Dale Spitzer in November and Steve and Matt Smith in December. The sharing was intended to make sure we're all on the same page – what assessments to YOU think you need to be doing and do you have the time you need to get it done? This question of the IMPACT to your workload has been discussed for several months between HSD and HEA. Our goal is more reasonable workload that acknowledges and prioritizes the many initiatives that we continue to pursue. At this time, with no resolution in sight, HEA is planning to file a formal Step 1 grievance.

Workload concerns in general:

Elementary Report cards:

Last year the legislature determined that Districts must report on at least 3 standards per content area. However, in the midst of much legislative confusion the report card continues to be a work in progress. This year with the new elementary report card, synergy AND the gradebook changes many members find themselves frustrated and unable to manage all of the issues including extra workload. Currently members express frustration that the report card is unnecessarily detailed, or that there is insufficient time to complete them. Please continue to communicate the concerns with HEA and at the HSD Listening Sessions*, at PLCs, with your building administrators. Meanwhile, HEA is considering an Article 4 and/or Article 17 grievance because the report card has brought on so much extra workload (at least several hours if not extra days!) *Next session is 1/28, 4 pm, Patterson ES

OEBB Insurance: New Requirement Could Cause Loss of Coverage for Dependents for a Year

The OEBB will be requiring proof of dependents and their ages every three years, beginning in the Fall. You will be required in October to show or share two documents. One is your **tax return** for this year—please be sure to keep a copy within easy access for October. The other is the birth certificates for children and marriage certificate for your spouse, if you cover them as dependents on your insurance. **If you do not have these documents on hand, you should seek them out now in preparation for October.** The deadlines are set, and a lack of proof means that you will **lose coverage for the dependents until open enrollment the following year. The next HSD Listening Session is Wednesday, January 28, at Patterson Elementary School, 4 to 5 p.m.**

New to Hillsboro Education Association?

Check out our flyer (sent with this newsletter) for opportunities to network: Saturday, January 24, 9-10 A.M.: 53RD AVE INSOMNIA COFFEE, 5389 West Baseline Road, Hillsboro: Thursday, February 19, 2015 4-6 P.M.: FOUR SEASONS BOWLING, 322 Southeast Washington Street, Hillsboro

Hillsboro Schools Foundation Grants

Hillsboro Schools Foundation (HSF) is once again offering grants for innovative curricula, programs, or projects. The grant proposal process will be in three steps: 1) one-page abstract; 2) full grant proposal to those invited; and 3) completion report. Grant requests are for the 2015-16 school year. A total of \$50,000 will be awarded. Abstracts are due to: [Robanne Johnston \(503-701-9010\)](#) by midnight on Wednesday, February 4. The [invitation letter](#), [grant abstract form](#), and [scoring rubric](#) are all available on the [Staff Grants](#) page of the website.



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