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Newsletter

February 15, 2017

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From Your President . . .

This winter has certainly been one to remember. The snow and ice days seemed like they'd never end and even today I saw a 'snowflake' in this week's weather forecast! I know that the timing missed with your students has caused you to reschedule, re-plan and reteach which increased your workload and time away from your family. I also realize that no plan is ideal and that instruction missed in the first semester will not be recaptured.

Thank you building Reps and members for all of your input on the best ways to make up these days. With input from members via building reps we attempted to negotiate the best possible snowdays' make-up scenario. Currently, we are close to a resolution that meets both parties' needs. Based on your input, we offered April 14th as a student contact day to avoid returning the week of the 26th. We continue to negotiate the finer points of work load relief for trading April 14th.

As you know, on February 7 Hillsboro School Board voted to add five student contact days to the end of the year making June 23rd a half day and the last day for students. Although the calendar shows the 26th as a teacher work day, the district has agreed to designate this day as optional. Anyone who wants to check out on the 23rd can. There are also a variety of workload relief options in place which you will read about in a "soon to be" district published F.A.Q. Please contact me with questions or comments.

Jill Golay at the HEA office. hillsboroea@oregoned.org or 503-645-67776 ext. 2507
"Our lives begin to end the day we become silent about things that matter",
Martin Luther King Jr.

March 3rd, 2017 is Fake First Friday at 4 p.m.

Save the date to socialize and snack with other HEA members at Coyote's Bar and Grill starting at 4 p.m. This is a chance to get to know other HEA members, ask questions of the HEA executive board, make a new friend, or just come to have some food and drink on your way home! Snacks will be provided by HEA.

SpEd Gathering on March 1st

Special Education teachers are invited each month to join fellow peers here at the OEA/HEA office to collaborate. Teachers have the opportunity to share their successes as well as make suggestions and requests that will lead to opportunities to better serve their students. Topics have included; case management, scheduling, safety, IEP compliance, and time management to name a few. The inclement weather has postponed this month's meeting. Rachel Herrick, SpEd at Large Ex. Board Member and President, Jill Golay, will follow up with an email to this amazing group of teachers.

OEA's 7th Annual Symposium/Creating Schools Our Students Deserve

Please join us on Saturday, March 18 for the 7th Annual OEA Symposium, **"Students in the Lead: Culturally Responsive Teaching."** This year, we welcome educator and author Zaretta Hammond for a day of provocative dialogue, discussion, and learning. At the Symposium, we will engage in a day of facilitated learning including a keynote, breakout sessions, engagement with Oregon students, and time to connect and collaborate with educators from around the state and from our partner organizations. **Saturday, March 18, 2017, 9:30 a.m. - 4:00 p.m. at CH2M Hill Alumni Center, OSU, Corvallis.** Register at www.oregoned.org

Monthly School Board Meetings and Elections in May

The public is invited to attend the public Board meetings to gain a better understanding of school district business and the role of the School Board. Individuals interested in addressing the Board should arrive a few minutes prior to the scheduled monthly meetings to complete and submit a public input form. The School Board typically meets the last Tuesday of the month. The next meeting will be February 28th @ 7pm. A work session will take place upstairs starting at 5:15. Both Joe Vermeire and I attend both meetings each month. We encourage all members to attend at least one board meeting to better understand how policies are established and approved. Four seats on [HSD's school board](#) (positions 1,2,3 and 6) are up for election in May of 2017. Any registered voter who has lived in the HSD attendance area for at least one year and is not a current staff member is eligible to run for an available position. Candidates may file between Feb. 6 and Mar. 16, 2017. The district has scheduled two information sessions for prospective board members. HEA will set up a time to interview all candidates following the filing deadline. We are looking for members who are interested in helping HEA Executive Board identify candidates that support teachers and will work towards providing Oregon students schools that they deserve should contact Elizabeth Nahl @ elizabethnahl@comcast.net.

Contract 101

It's important to know your contractual rights, and always work with your building rep and your principal to ensure the following is in place. The following is contractual:

Members Rights and Responsibilities - Article 3, G.3 Complaints (page 5)

3. **Before any complaint or any recording of a complaint is placed in a member's personnel file**, the following procedure must be followed:

- a. Within 10 member working days after the complaint has been presented to a District administrator, the supervisor must discuss the complaint with the member. If the complaint has been presented to the administration in writing by the complainant, then the written document shall be provided to the member at this initial meeting. An Association representative may, at the member's option, also attend this initial meeting.
- b. If the complaint is being placed in the personnel file or being relied upon as the factual basis for a written reprimand, denial of a step increase, or suspension without pay, the member shall first be advised in writing (1) of the charges being made, (2) the discipline to be imposed or recommended, and (3) the reasons for the disciplinary action to be taken. c. Once the written notice of charges as outlined in (b) above is provided to the member, the member shall be provided a timely opportunity to meet with the supervisor and/or other District administrators to discuss the charges or to provide a written response. If a meeting is held, an Association representative may at the member's option also attend the meeting.
- d. If discipline is imposed after the meeting in (c) above, the decision to impose the discipline shall be communicated in writing.
- e. The timelines of this section shall not apply to those complaints that are being investigated by law enforcement or another state agency.

Labor Management: *Hot Topics*

HEA has been working on several issues in our Labor Management meetings. Examples include: SpEd work load and compliance impact

- Scheduled Meeting beyond the contracted work day
- Itinerant teachers working conditions
- Indoor Recess impact on contractual 15-minute break
- Evening requirement behaviors
- Keeping teachers safe