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Newsletter

April 19, 2017

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From Your President . . .

Dear Members,

I hope you had a restful spring break. It's hard to believe that we have only been back at it for two weeks. Many of you have asked about next year's school funding, wanting to know how you and the student's might be impacted. Please let me know if you have any additional questions.

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.

Safe and Welcoming Schools

We have heard lots from you asking for staff guidance so you can help students and parent feel safe in a world of new immigration enforcement; similarly, you've also asked for HSD to make their community and staff resources more visible on the website. We understand that the district is tackling those items as we speak and you can expect both of those things in the next several days.

PERS Under Attack – Again!

Rather than have corporations pay their fair share, Salem is yet again looking to scale back public employee retirement benefits to find new revenue for the lacking state budget. SB 559 and SB 560 are a pair of bills that have served as the chief vehicles for conversations around draconian cuts to our members' PERS retirements. These bills propose a range of cuts including redirecting the entire 6% IAP contribution to pay down the PERS liability, capping salary calculated for final average salary, changing final average salary calculations, changing vesting periods, and increasing retirement age.

OEA, as leader of the PERS coalition, has worked to oppose these cuts through a variety of member communications to legislators, committee testimony, and meetings with legislators. Yesterday, the Senate Workforce Committee voted 3-2 to send SB 559 and SB 560 to the Ways and Means Committee. This keeps these bills alive, which is bad; but this gives us time to let legislators know how devastating this legislation is to your hard earned retirement benefits and how it breaks the promise Oregon made to you when you became a public servant.

Take Action! [KeepPERSpromise](#) Your message will get to your state legislators.

Members have asked whether they need to retire sooner to avoid the impact of this legislation. You should talk with a financial advisor or other retirement planning professional before making any decisions. However, we don't generally advise that you make retirement decisions based on impending legislation.

For members near or considering retirement, two important points to consider:

- a. The Morrow Supreme Court case essentially said that all benefits changes must be prospective. That means that even if PERS legislation did pass in May or June, a member would have only their retirement earnings impacted on time earned moving forward, not benefits already earned.
- b. The current proposed legislation was amended before it moved out of committee, and the emergency clauses were removed. This now will mean if these provisions DO pass, they will be implemented beginning January 1, 2018, allowing additional time to make appropriate retirement planning decisions.

School Funding - Another Tough Year Ahead

It's no surprise – we knew it would happen when we lost Measure 97. School funding continues to be a crisis in Oregon because we have the lowest corporate tax burden in the country, and thus no stable way to fund schools and other important state services.

For HSD to operate at current program and staffing levels, we need \$8.5 billion to be allocated by the Legislature for our schools in the next biennium. Assuming that it is unlikely to get to \$8.5 billion, HSD is making creative plans to preserve the full school year and prevent staff layoffs. The district is currently building a budget with the assumption that the state will allocate \$8.15 billion to K-12 education. At that level, they anticipate cuts of approximately \$7.5 million. The district is currently finalizing the proposal to manage those reductions and will make that proposal public when they meet with the Board / Budget Committee on Tuesday, April 25. The proposal is likely to call for the use of reserves, aligning of staffing to match enrollment in schools, and the implementation of program efficiencies at the central office level. The latest state budget proposes \$7.8 billion, so we're not even to the cuts budget just described!

Contact your legislators at [SchoolFunding Action](#) and insist that they step up to the plate and do what it takes to fund our schools!

May 5th, 2017 is First Friday at 4 p.m.

Come celebrate Cinco de Mayo, socialize and share some snacks with other HEA members at **Juan Colorado**, starting at 4 p.m. We had eleven buildings represented at CPR last month Whoot! Whoot! It's 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 provided by HEA.

SpEd Gathering~1st Wednesday of each Month~May 3rd

The first Wednesday of each month HEA hosts a meeting here at the office from 4:15 to 5:30 where Special Education teachers can come together to connect. We use the time to share information, brainstorm solutions and then work to implement our suggestions.

Phone Banking for School Board Candidates

HEA held School Board Candidate interviews and made the following recommendations on Saturday, March 18th: *Position 1 Erika Lopez, Position 2 Mark Watson, and Position 6, Jaci Spross.* Recommendations for school board positions in neighboring districts can be found on your HEA building bulletin board and on our [heasite](#). Now, we need your help with phone banking. The volunteer dates are below. You can sign up to volunteer @ <http://bit.ly/schoolboardphoning>

Get Out the Vote Phone Bank for School Board Candidates: **Wednesday, April 26th, Thursday, May 4th, Thursday, May 11th**

Friday, April 28th Ballots will be mailed to your home for School Board elections, Vote! Tuesday, May 16th School Board Election, all ballots must be turned in.

Legislative Listening Session - Next Friday, April 28th at Glencoe

HEA is hosting an after-school listening session at Glencoe High School from 4 p.m. to 5 p.m. Representatives Susan McLain and Janeen Sollman, will be attending. Check out the flyer, mark your calendar, bring a friend and come speak to your local Oregon Representatives. If you have any questions, you should contact HEA Political Chair, 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 contractual language is being followed. If you have any questions about what applies in this category, please contact us.

Extended hours for assessment and standards implementation- Article 4, Section I.

Members may, on a voluntary basis, apply for extended contract hours at the curriculum rate to perform tasks such as student assessments, collaboration and integration of new standards. For 2015-16, elementary members may apply for up to six (6) hours. Beginning in 2016-17, elementary members may apply for up to eight (8) hours. For 2015-16, secondary members may apply for up to twelve (12) hours. Beginning in 2016-17, secondary members may apply for up to eight (8) hours assuming a Finals Week schedule is utilized. In the absence of such a schedule secondary members shall continue to be eligible for up to twelve (12) hours. Special Ed and ELL teachers (4, B.2.a)

Labor Management: Hot Topics HEA has been working on several issues in our Labor Management meetings.

- Long Term Leave and add back days
- Grading deadline Issues
- Extra Duty Stipend (pre-bargaining work)
- Student Behavior and Discipline Issues