



March 16, 2016

Annual Washington County OEA 5K Fun Run/Walk—TEAM UP for Students!

Washington County Educators in Hillsboro, Forest Grove, Banks and Gaston invite you and your friends to TEAM UP for Students! Join us from 9 am to noon at Echo Shaw Elementary (914 Linden St, Cornelius) to run or walk on Saturday, May 14 for **W. L. Henry Elementary**. We are also seeking sponsors and groups to help at the event—service clubs, honor societies, etc. Put together a team of your own family, social group, building. Like us on Facebook: www.facebook.com/WaCoEducators

Register online at www.teamupforstudents.com

Input to Oregon Department of Education Regarding SBAC

The Oregon Legislature put a hold on using SBAC scores until more information is gathered about its impact on high stakes decisions. Now we need to give that input, and ODE and OEA are looking for volunteers to serve on a Task Force to make that decision. Specifically, the ODE is seeking secondary teachers of Language Arts and Math. OEA will cover sub costs for the meetings. Please let me know if you have an interest in this committee, and I will put you in touch with the appropriate people. (HillsboroEA@oregoned.org)

Sick Leave from Previous Oregon Districts

Did you come to HSD from another Oregon school district? If you accrued sick leave prior to HSD, you can move up to 75 days from your previous district. Ask HSD Payroll Department for the form to move that sick leave to this District. (It is your responsibility to make the request to your previous district.) And if you are leaving HSD for another Oregon school district you should do the same.

Elementary Teachers: You Are Entitled to \$75 for Supplies

From Article 17, D: Supplies: Elementary principals will budget a *minimum* of \$75.00 per . . . in each year of the contract as an amount to be used for teaching supplies. If you have not asked for this support this year, please remember that you have it. Some of our newer members and newer principals may not be aware of this language.

Have you Visited the Employee Assistance Program Website?

There are resources beyond confidential counseling and crisis support. The access code is *OEBB*. An example from the newsletter:

Have a Plan to Manage Worry

Studies have shown that worry can take years off your life. Lack of sleep, for example, can be a risk factor for Alzheimer's disease. Personal strategies for managing worry are therefore as important as diet, exercise, and not smoking.

For the rest of this plan from the January RBH newsletter, or for webinar options around anger management, transitions, stress and burnout, and healthy eating go to www.MyRBH.com



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A “Thank you” to the HSD HR Dept. for the Timely Action on Transfers

Thank you to our Human Resources department for working so hard to answer transfer requests far before the April 1 deadline! Now that announcements have been made, here is some follow up information:

- If you were not offered a transfer you may still seek a change by watching the HSD website for opportunities.
- If you need help or have questions when using our online application system (Recruit & Hire) they can contact the Applications Dept. Lizzy and Mary are happy to assist. They can be reached by calling the main line, 503-844-1500 and asking for “applications dept”.
- Your transfer request is active until August 15.
- A member being considered for involuntary transfer shall be notified not fewer than ten days prior to the transfer, and will be notified before the word goes out to the general staff. (The exception is when there are enrollment changes in the first month school, which initiate the transfers.) If there are questions about the reason for the transfer, the member may consult with the Superintendent or his designee.
- Members who are transferred due to District need (even if you volunteer) OR receive a 50% change in assignment after August 15 shall receive up to two days exception pay or substitute time (at the member’s discretion).
- A member involuntarily transferred due to a loss of FTE will be given an interview for the position if it opens up again within two years.

Partial Leaves of Absence

Although the deadline was February 1 for leave requests, sometimes schedules call for a change. If you are willing to voluntarily reduce your FTE for 2016-2017, make sure you get an approved one-year partial leave of absence to cover the reduced portion of your FTE. This will permit you to return to full time teaching in 2017-2018. More about leaves can be found in Article 8 of the Collective Bargaining Agreement.

If you are not covered by a leave, the reduction can be permanent. Never agree to a permanent reduction until you understand the impact of the reduced FTE on your salary and benefits.

Assigned between Two Schools?

After school requirements such as evening events, parent-teacher conferences, etc. must not exceed the total time required by the contract. How you divide the time up is something that you should decide mutually with the two principals. Another choice would be for you to volunteer to work additional time at your per diem rate of pay. This must be mutually arranged between yourself and your principal.

Travel time is to be included as part of the 7½ hour day. The time allotted for travel should be long enough to depart one building, drive, park, and enter the second building. You should not have to travel during any part of your duty-free 30 continuous minute lunch or during a planning period. Article 4, C of the Collective Bargaining Agreement.

Poetry 180 / A Poem a Day for American High Schools-- April is Poetry Month

Check out Tom Wayman’s *Did I Miss Anything?*: <https://www.loc.gov/poetry/180/p180-list.html>

- California Casualty: Win \$2,500 for your classroom: www.teachersacademicaward.com
- Pizza Schmizza offers grants through <http://www.helpthecharity.org/>
- VOYA Financial Services offers grants of up to \$2000 (and sometimes more): <https://unsungheroes.scholarshipamerica.org/> The deadline is April 30, they offer two grants per state, and often the Oregon allotment goes unclaimed. Winners also entered for more money on a national level.



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