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Newsletter

October 19, 2016

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OPEN POSITIONS:

- At Large Middle School Rep
- At Large Bilingual Programs Rep
- Membership Chair

EMAIL JILL GOLAY IF INTERESTED!

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Like us on Facebook!

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From Your President . . .

It's hard to believe that we are already in the middle of October. I know these past few weeks have been a whirlwind for all of us. Remember to thank your awesome building rep. for carving out time to connect with you. Throughout their busy day they have helped to update your OEA contact sheets and share phone-banking opportunities for M97. As I spend time in schools, I'm connecting with reps, building members, meeting principals and many new members. In December I'll be scheduling a time to come in and have lunch with your building. I look forward to meeting you! Enjoy the beautiful fall (my favorite season).

Contract 101

Student Discipline and Safety - Article 17 page 40-42

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:

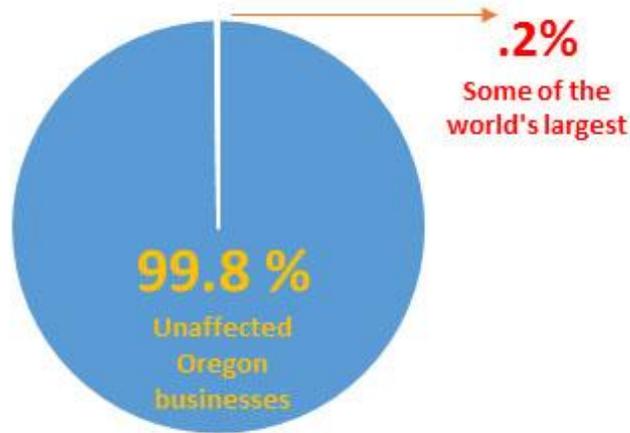
- Disruptive student behavior will not be allowed to hinder the progress of the class. When a student's behavior interferes with the classroom instruction or threatens the health, safety or welfare of the employee, other employees, or other students, the employee shall be authorized to send the student or students to the school's designated location.
- The District will ensure that all buildings have a discipline plan in place by September 15. The site-based plan will include the designation of a location for students to be sent who are compromising the safety of staff or other students, possible responses to student behaviors, structures of communication between teachers and administrators regarding student behaviors ...
- The District and the Association agree to work together to promote safe working conditions. The District will provide a safe and healthful working environment for all employees by complying with state and federal laws and regulations.

Labor Management: ***Hot Topics***

1. Protecting your break time: **The contract says:** *Elementary schools, or full-time teachers, including specialists, will have uninterrupted preparation time of no less than 385 minutes per 5 days a week during the work day plus a 15-minute uninterrupted break period during the day.* We had an issue with some elementary schools asking teachers to supervise students for recess where that had not previously been the practice. HEA and HSD were able to work together to correct this change in working conditions.
2. Keeping you and your students safe: **The contract says:** *Disruptive student behavior will not be allowed to hinder the progress of the class. When a student's behavior interferes with the classroom instruction or threatens the health, safety or welfare of the employee, other employees, or other students, the employee shall be authorized to send the student ...to the school's designated location.* HEA has reached out to HR requesting additional supervision and supports to Elementary and MS classrooms. HEA has reported several unsafe behaviors that has helped to lead the district to consider an additional SLC classroom. This classroom is expected to be in place later this school year

Political Update: *Just the Facts* – Measure 97

Measure 97 impacts less than 1% of Oregon businesses



Top 10 Corporate Contributors to no on 97

***Out-of-state contributors highlighted in RED

Albertsons Companies Inc.	\$900,000
The Kroger Company	\$900,000
Lithia Motors, Inc.	\$605,000
Cambia Health Solutions	\$500,000
Comcast Cable	\$465,000
Standard Insurance	\$448,450
Chevron Corporation	\$324,000
Weyerhaeuser Company	\$300,000
Shell Oil	\$250,000
Phillips 66	\$217,000
No on 97 Total Contributions	\$17,500,000

Price Comparison study by state

State Corporate Tax Ranking	Alaska #1	Washington #24	Idaho #33	Oregon #50
Target Honey Nut Cheerios	\$3.79	\$3.79	\$3.79	\$3.79
Lowes Duct Tape	\$12.98	\$12.98	\$12.98	\$12.98
Toys "R" Us Lego Set	\$29.99	\$29.99	\$29.99	\$29.99
Walmart Sunscreen	\$10.73	\$10.73	\$10.73	\$10.73