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# Newsletter

November 16, 2016

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## From Your President . . .

November 14<sup>th</sup> - 18<sup>th</sup> is American Education Week with a focus around, “*A basic right and our responsibility*”. This week is an opportunity for us to celebrate public education and honor individuals who are making a difference in insuring that every child receives that basic right of a quality education. I want to take this opportunity to say thank-you to all of you for your countless hours of time and dedication. I know that every one of you are making a positive difference in a student’s life and I know how hard you work to do this.

As we look ahead after the defeat of M97 I know there are a lot of questions and concerns around what’s next. I wish M97 would have passed and I could now share that we are going to spend our excess monies reducing class size, adding supports to our SPED program, and implementing resources to achieve safe schools and a safe working environment. Many of our members gave countless evening hours phone banking in support of M97 after spending all day in the classroom. You can be proud of the strong group of active members that worked relentlessly to encourage voters to help create educational opportunities that Oregon Students Deserve. Unfortunately, M97 did not pass and we are now looking at a financial deficit that is sure to involve cuts within our district. Many of you have reached out to me asking how you can help. Our voices must be heard in Salem.

We will be reconvening our monthly coffee chats with our local state representatives at the Hillsboro Library. *I encourage you to come and share your story, your needs and your ideas.* We will also be launching our annual PIE drive from now through December. This is one way we can put our resources into action. Your building rep will be sharing how you can participate in this very crucial drive at your 10-minute meeting.

As we look ahead to Thanksgiving and the holidays I hope every member gets to spend time with family and loved ones while resting and rejuvenating before we head into the new year which will bring many changes along with assessment, finals and grading.

**“Our lives begin to end the day we become silent about things that matter”,**

- Martin Luther King Jr.

## December 2<sup>nd</sup>, 2016 is First Friday at 4 p.m.

SAVE THE DATE to socialize and snack with other HEA members at **The Sports Look**, 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.

## **Listening Session @ SMMS Library from 3:45-4:45 p.m.**

This is your opportunity to be heard. Please come and share with HSD what your concerns are, what you need. We'd like to have member representation from every building. Please put your heads together and make a plan to have you and/or teachers from your building attend!

## **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:*

### **Educational Program Improvement and Professional Development - Article 7, E., Page 15-16 Tuition Reimbursement**

Members that have been employed for less than seven years shall receive up to six (6) quarter hour per year. All such course work must be requested in writing on the established District form and receive advance written approval based upon District criteria. (continue to [heaoea.org](http://heaoea.org))

Members that have been employed for over six (6) years shall receive up to three (3) quarter hours per year.

Members will be reimbursed at the Portland State University graduate rate or the actual cost of approved courses, whichever is less.

During any two-year cycle, a member may use two years' worth of applicable credits beginning at the end of the first school year for that two-year cycle. Any member who exercises this option and subsequently leaves employment with the district prior to the end of the second year of the cycle shall have the pro-rated value of the advanced reimbursement withheld from their final paycheck.

## **Labor Management: *Hot Topics***

### 500 Walk-Throughs

Many of you have asked questions about the "500 Walk-throughs". You have asked if they count in your evaluation, and if you are supposed to get feedback and the answer is, YES and YES! HR has clarified that, yes, the 500 walk-throughs are informal observations that are evaluative. The District expectation for principals is that they look for purpose, engagement and formative assessment when visiting your classroom. When principals observe, they should be collecting data in written form followed by timely feedback. Walk-throughs should also allow for two-way communication where teachers can request to meet with their principal to discuss this informal observation. If you believe that you are not receiving feedback in a timely manner and the opportunity to have two-way communication, please reach out to your principal and/or your building representative. HR also shared that walk-throughs in your building will not be equitable and that probationary teachers will have more walkthroughs than contract teachers and/or teachers not on cycle. See your performance evaluation handbook for the number of informals to expect.

### Finals Week

During the HEA / HSD negotiations last school year we had much discussion about a "Finals' Week" schedule. There was much interest by both parties and we wrote language as a fail-safe – that if a Finals schedule wasn't implemented, secondary staff would have 12 extra hours for assessment and other professional practice implementation activities. (See Article 4, I.) We were told it didn't happen last year because it was too late to change the calendar, but we were expecting it for this year and surprised that it hasn't yet happened. However, we have had some very productive conversations with Admin and it is still an option for this year; for next year following years it is even more likely. We will keep you posted as this issue progresses.