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Newsletter

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From Your President . . .

The HEA office has been very busy. Your exec board team continues to advocate for safety, effective student behavior plans, SPED supports and equity for students and staff. As promised in the previous newsletter, I have started regular lunches with buildings and want to thank Free Orchards, Brown and Minter Bridge for lively conversation and the opportunity to meet several staff members. I will be continuing my lunch visits in January and February. Your Rep will let you know when to expect me.

Great Resources

- We're very excited about our ever expanding website. There you will find resources including your contract, Transfer 101 and tax deduction information, links for grants, instructional material and equity related resources. Check us out! @heaoea.org
- Check out your building's HEA bulletin board for grant opportunities like the 5k, Promising Practices and California Casualty.

Opportunities for Involvement

Hillsboro Education Association is seeking members to attend monthly coffee chats with our local legislators including Susan McLain, Janeen Sollman and Chuck Riley. These events will be held at the Main Library and occur one Saturday morning each month. This is our opportunity to share professional issues with the decision-makers in Salem.

In February you will vote for HEA delegates to attend the OEA Representative Assembly on your behalf. You could be one of those delegates! In addition, this is the time of year to run for OEA statewide offices. Please contact me (Hillsboro@oregoned.org) or your OEA Board Director Maureen Barnhart for details. Information is due to the state office by January 15.

The NEA Representative Assembly is the largest democratic deliberative assembly in the world. During this annual meeting, OEA members help set policy and chart the direction of the National Education Association business through participation on various committees, constituencies, caucuses, and leadership groups. If you are interested in running for an NEA delegate position you can get the application packet from the HEA or OEA website.

January 6th, 2017 is First Friday at 4 p.m.

Save the date to socialize and snack with other HEA members at Lil' Cooperstown 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.

Special Services (SPED) Meeting @ HEA Office, January 11th, 4-5:30 p.m.

This is your opportunity to be heard. Please come and share with your president, Jill Golay and your SPED Rep-at-Large Rachel Herrick. Let us know about your concerns and what you need. This will be our third meeting of the school year. Snacks and drinks will be provided.

Contract 101

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

Educational Program Improvement and Professional Development – Article 5 B. Member Absences, Inclement Weather

The contract states: Whenever student attendance is not required because of inclement weather, member attendance shall not be required and no loss of any pay or benefits will result. However, if make-up days are scheduled for students, members will work these days without additional pay so long as the total days do not exceed the number stipulated in this agreement. When school openings are delayed, the expectation for members to begin their workday will be delayed an equivalent amount of time.

The practical application of this means that if a member has scheduled a personal or bereavement day, or is sick, he or she won't be charged for the day. If a member is in the middle of previously scheduled longer term leave like parental leave or long term medical leave, the day is still charged as if school was held. It is the member's responsibility to notify their office manager to ensure that Smartfind Substitute System is updated.

Labor Management: *Hot Topics*

Finals' Week – won't be scheduled for 16-17. The District has decided to spend time this year aligning assessment content with scheduling; they are also reviewing transportation logistics before they put finals week on the calendar. HSD leadership assures us that there is interest by all stakeholders to implement this next year.

SpEd staff – hard to fill positions. HSD recognizes that SpEd positions are tough to fill and is looking at ways to recruit new staff for the program. HEA has shared that they have a common interest in this, but that our first priority is to work on supporting current SpEd staff so they can be retained. HEA will continue to partner with HSD to retain AND recruit new SpEd staff.

Taxes

Members have the ability to deduct certain classroom expenses as well as union dues on their federal taxes. HEA has posted relevant dues information on the HEA website at heaoea.org

For OEA-PIE contributors (OEA's political action fund/ voluntary contributions) – that amount is eligible for a straight tax credit on state taxes and the limit is \$50 for single filing and \$100 for couples filing. OEA will send out a tax statement in January with the contribution amount. If you still want to contribute before the end of the year for tax purposes, see your Building Rep or go online to the HEA site.