



Improving the future through quality education today.

Newsletter

January 18, 2017

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From Your President . . .

In a continued effort to meet HEA members and listen to your in-building needs I will be connecting with your Rep to arrange a date to have lunch at your building. I will be rescheduling lunch with the buildings that I missed due to the many inclement weather days.

Nominations for delegates to the National Education Association and the Oregon Education Association Representative Assemblies are due by April 10th and March 7th respectively. The following is a brief description of these two events.

The OEA Representative Assembly is the yearly meeting in which elected delegates debate and vote on governing documents and new business items, which will guide the direction of our state organization. HEA has a great history of involvement, resulting in positive changes at the state level and benefits for our members. The OEA RA will be April 21-22 in Portland.

The NEA Representative Assembly, 9,000-10,000 strong, is the largest gathering of NEA members. Elected delegates debate and vote on governing document and new business items, which help guide the direction of our national organization. The NEA RA will be June 30-July 5th in Boston, Massachusetts. These are long days of meetings, but it is the best way to get a sense of how our Association works at the national level and make connections with educators from across the nation.

If you wish to run for either of these positions or have questions, please contact Jill Golay at the HEA office. hillsborocea@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.

February 10th, 2017 is Fake First Friday at 4 p.m.

Save the date to socialize and snack with other HEA members at **Pizza Schmizza** 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.

SpEd Gathering on February 8th

Special Education teachers are invited each month to join fellow peers here at the OEA/HEA office to collaborate. Teachers have the opportunity to share their successes as well as make suggestions and requests that will lead to opportunities to better serve their students. Topics have included; case management, scheduling, safety, IEP compliance, and time management to name a few. The inclement weather has postponed this month's meeting. Rachel Herrick, SpEd at Large Ex. Board Member and President, Jill Golay, will follow up with an email to this amazing group of teachers.

Legislative Coffee Chat., January 21st @ Hillsboro Library 10:00-11:00

Starting in January, your union will be hosting a monthly coffee chat with Representatives Susan McLain, Janeen Sollman and Senator Chuck Riley. Our first coffee chat will be this Saturday, January 21st from 10 to 11 at the Hillsboro Library on Brookwood Parkway. Your educator voice is very important and our legislatures want to hear directly from you!

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:

Vacancies and Transfers - Article 9, page 24

A. Voluntary Transfers Between Buildings

Members may submit a written transfer request for the following year to the Human Resources Department by February 1 (changed to February 15th due to inclement weather). The district shall consider transfer requests and notify members by April 1. Transfer requests expire August 15. No hires from outside the bargaining unit, including interns, will take place until all in-District transfer requests have been considered, except in the case of hard-to-fill positions. Hard-to-fill positions are those for which there are no in-district transfer requests. Temporary employees are not eligible for voluntary transfer, but may be considered for vacancies pursuant to Section B below.

B. In-Building Changes of Assignment

At the elementary level, if grade level changes need to be made within a building, all members will be made aware of the options and given an opportunity to discuss changes with the principal. At the secondary level, and for specialists, the applicable administrator or supervisor will establish a process for determining staff interest for possible changes of assignment in-building or within a specialist group. This will occur prior to the internal transfer period.

Labor Management: *Hot Topics*

HEA has been working on several issues in our Labor Management meetings. Examples include:

- Ongoing work to secure, improve or communicate building discipline plans
- Workload impacts to ELL with policy changes
- Impact of recent 9 Snow Days in terms of leaves and make up days
- Deadline date extensions due to Snow Days
- Itinerant teaching schedule impact to workload

Getting ready for your Mid-Year Review

SLGG Mid -Year Review

The Mid-year SLG goal due date has been extended to **March 10th**. SLG goals must meet the quality review checklist in order for criteria to be met. **Baseline** data must be used to make data driven decisions for the SLG goal, including student information from past assessments and/or pre-assessment results. **Student Growth Goal (Targets)** should be written as 'growth' goal vs. 'achievement' goal (i.e. growth goals measure student learning between two or more points in time and achievement goals measure student learning at only one point in time.) SLG goals should describe a 'target' or expected growth for all students, tiered or differentiated as needed based on baseline date. **Rigor of Goals** should address specific knowledge and skills aligned to the course curriculum and be based on content standards. SLG goal should be measurable and challenging, yet attainable. You can find additional information on our union site at heaoea.org

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