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# Newsletter

March 15, 2017

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## From Your President . . .

Would you like to be a building rep or help your current rep? Some buildings are looking for building representation to replace a teacher who is retiring, transferring or just wanting to hand the baton over to a fellow member. If you'd like to know more about how you can become your building's rep or co-rep, please let me or your rep know. I encourage all of you to come to one of our monthly rep meetings too. It is a great way to see what the job entails and to ask questions of current reps supporting members in their buildings. Meetings are the 3<sup>rd</sup> Wednesday of each month, with dinner starting at 3:45 followed by the meeting starting at 4:15. Come join us for lively conversation and learn more about your union.

Next week, March 21<sup>st</sup> is our second annual New/Student Teacher Poker Night. Come join the fun, have dinner with us and if you're lucky in cards, win a prize. HSD Human Resource Director, Kona Lewis will stop by to share some information and resources with us as well as California Casualty, American Fidelity and OEA's New Member Advisory Council. You'll also have the opportunity to meet OEA President, Hanna Vaandering and vice-president, C. John Larson. Come roll the dice, land on lucky 7's and 11's and take home a basket of books! It's going to be fun, fun, fun!!!

Jill Golay at the HEA office. [hillsborohea@oregoned.org](mailto:hillsborohea@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.

## April 7<sup>th</sup>, 2017 is First Friday at 4 p.m.

Save the date to socialize and snack with other HEA members at **Cornelius Pass Roadhouse** 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~1<sup>st</sup> Wednesday of each Month\_April 5<sup>th</sup>

The first Wednesday of each month HEA hosts a meeting here at the office from 4:15 to 5:30 where Special Education teachers can come together to connect. Each month we have approximately 8 to 12 members come to share what works and what they need in order to do their jobs as well as they want. This month, our meeting will occur simultaneously with HSD's rescheduled elementary listening session. We want to encourage all secondary teachers to still attend our monthly meeting. We will be continuing our work on creating a flow chart for the top ten (10) issues that most frequently come up in the SpEd realm!

## We want to hear from you!

Any questions that you might have about lingering snow days, we want to hear from you. Things like; insurance, leave days, anything related to your contract and difficulties that you may have in your building. No matter what, HEA's ear is always open!

## School Board Candidates:

Four seats on [HSD's school board](#) (positions 1,2,3 and 6) are up for election in May of 2017. HEA will be interviewing and will choose to endorse select candidates for these positions, Saturday, March, 18, from 1-6 p.m. If you would like to see this process in action, we'd love for you to stop by this Saturday. If you have any questions, you should contact HEA Political Chair, Elizabeth Nahl @ [elizabethnahl@comcast.net](mailto:elizabethnahl@comcast.net).

## 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:*

### Prep Time During the Student/Work Day - Article 4, Section B.

#### Elementary (4, B.3)

"In elementary schools, all full-time teachers, including specialists, will have uninterrupted preparation time of no less than 385 minutes per five-day week during the workday plus a 15-minute uninterrupted break period during the day which may occur during P.E., music, recess, or library. **Time during which a teacher's class is scheduled to be with a specialist shall be considered prep time, and shall be considered part of the 385 minutes.**"

**Breaks:** The last sentence is new and the intent is exactly as stated. That has confused some principals who think the break time comes from the special, but given the new language it trumps the break and therefore the 15 min break must come from elsewhere in the day.

**Flex time/prep time:** We explicitly agreed at the bargaining table last negotiations that elementary members could use their flex time (Article 4, B7) to lengthen a chunk of time before or after school for purposes of getting 30 or more of prep time.

**Secondary (4, B.2)** "In secondary schools, teachers shall have a preparation period equal to no less than one (1) teaching period daily or in middle schools, the equivalent in a week. Notwithstanding the foregoing, the District may offer and a teacher may voluntarily accept an additional class assignment under the following conditions. When an extra class is conducted in lieu of a prep or supervision period, a stipend of the equivalent of one period of the member's salary shall be paid. "

#### Special Ed and ELL teachers (4, B.2.a)

**Ele:** "Elementary Resource Specialists, ELL teachers, and Speech/Language Pathologists will receive the equivalent of one-half (1/2) day per week without students for case management duties."

**2<sup>nd</sup>ary:** "Secondary special education teachers and ELL case manager will have a minimum of one (1) period daily, or in middle schools, the equivalent in a week, to do case management, plan for meetings, and other special education duties."

## Labor Management: *Hot Topics*

*HEA has been working on several issues in our Labor Management meetings.*

- SBAC Training
- ELL Support
- SpEd Support
- Sick Leave bank
- Contract Language (planning vrs prep)
- SLP Course Reimbursement

**PLEASE POST – Side 2**