



Improving the future through quality education today.

# Newsletter

September 20, 2017

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## From Your President . . .

We hope your summer was relaxing, fun, and full of new experiences, and that you're refreshed and ready to take on the most important work there is – teaching kids. As you go through the year, remember that your Association is here to serve you. We represent you and approximately 1,200 educators, counselors, and educational specialists employed in the Hillsboro School District as certificated non-supervisory employees. We protect your rights under the contract, advocate on your behalf, assist you in resolving conflicts, answer your questions, and give you support. In addition, we publish newsletters and informational brochures on a variety of topics, offer training opportunities, and provide you with educational and personal resources. We believe our job is to do what we can to make your job easier, which means you can spend your time and energy on what you do best – teaching.

## What HEA is doing for you

It's important to the HEA Executive Board that the HEA newsletter is relevant to your needs. Some highlights of our continuing work on your behalf:

- Bi-monthly meetings with HR to advocate for you
- One on one conversations with members
- Political Updates and coffee chats with legislators
- Regular Social Media presence-check out our Facebook
- Union funded grant opportunities
- HEA presence at every bi-monthly school board meeting
- HEA Monthly Principal/Rep meetings to advocate for you

## All Hands on Deck! “Like” the Bond: Search for @yeshillsboroschools on Facebook

*Many hands make light work.* Please do your part and join your building for a night of phoning or postcard writing at the HEA office or Canvass from the Bond office. You can sign up with your building rep or here at [www.bit.ly/heabondsignup](http://www.bit.ly/heabondsignup)

Check out this video explaining the why, what and how much the Hillsboro School Bond means to schools. Remember that the effective tax rate remains the same.

<https://www.youtube.com/watch?v=7YkVwcioGbQ&feature=youtu.be>

## Workshops FREE to all HEA members

**October** workshops are: Financial planning for early career educators, understanding your TSPC licensure, Brain Boosts, and understanding OPSRP benefits and your finances. Workshops are from 4:30 to 6:00 p.m. unless otherwise indicated and are held at the OEA/HEA Office. Many workshops offer PDU's. Beverages and light snacks are also provided and all members and student teachers are welcome. The HEA Union office is at: 20450 NW Amberwood Dr., Beaverton, OR 97006. You can register and find the complete list of this year's workshops at <http://heaoea.org/events/>

## October 4<sup>th</sup>~Sped Meet/Greet at 4:15 p.m.

This month's meeting will focus on SAFETY!

## October 6<sup>th</sup>~First Friday at 4 p.m.

Save the date to socialize and snack with other HEA and HCU members at **Coyote's Bar & Grill** starting at 4 p.m. Light appetizers will be pre-ordered by HEA/HCU and beverages can be purchased on your own. We can't wait to see you there!

## October 19<sup>th</sup>~Poker Scramble from 4-6 p.m. for New Teachers and Student Teachers

Food and drinks will be served and prizes awarded.

Register Now at: <http://heaoea.org/events/>

## Contract 101

The HEA/HSD Collective Bargaining Agreement is available electronically on the HEA website @heaoea.org. Your building rep also has a copy to refer to when supporting you and fellow members.

### Article 9, Section D – Involuntary Transfers Between Buildings (Or change in assignment) Covers change in assignment after the start of the school year:

*“Any member transferred to another building or classroom due to district need, or who gets a 50 percent change in assignment to accommodate the district after August 15...shall be given up to two (2) days at the discretion of the building administrator. Days may be paid or substitute time at the member's discretion.”* See your building rep if you have questions.

## Important dates in your HEA contract

Contract Date	Article	Article / Item
June 30	4, F.	Member notified of specific teaching assignment
August 15	9	Date by which transfer requests expire from previous school year
August 15	9	Date after which member is paid up to 2 days for change in 50% of assignment
September 11	13	Date by which to opt out of insurance
September 15	4, B. 5	Evening events list turned into HEA President
September 15	17	All bldgs. must have discipline plan in place
October 1	12	Submit proof by this date for column movement
January 10	6	1 <sup>st</sup> probationary evaluation done.
Feb 1	9	Transfer Requests due
Feb 1	8	Member must request rest and recuperation by this date for 1 year unpaid leave
March 1	12	2 <sup>nd</sup> date by which member must submit proof for column movement
April 1		Transfer Request decisions due
April 1	9, B.2	Date after which vacancies must be posted on website
June 1	17	By this date, all staff must give input into bldg. discipline plan
June 1 (15 <sup>th</sup> )	6	2 <sup>nd</sup> probationary evaluation done
June 1 (15 <sup>th</sup> )	6	Contract teachers' evaluation done
June 30 <sup>th</sup>	12	Final check mailed by
October 1, Feb 20	Appendix D	Dates used for student counts for HOA stipend payment amounts