



Improving the future through quality education today.

# Newsletter

November 15, 2017

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## From Your President . . .

November 13<sup>th</sup>-17<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 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 child’s life and I know how hard you work to do this.

“*Our lives begin to end the day we become silent about things that matter*”, Martin Luther King Jr.

## Wanted.... C.A.T. members for Bargaining!

Ask your building rep how you can be more involved with bargaining or check out [www.heaoea.org](http://www.heaoea.org) to find out more about becoming a Contract Action Team member for your building!

## Engage Update

The engage team is continuing to have one on one conversations with the hopes of connecting with at last 75% of all members by the first of the year. The Century engage visit had to be rescheduled due to the building losing power on for most of the day on November 1<sup>st</sup>. We weave rescheduled for December 13<sup>th</sup>. We will be having one on one conversations with HOA on Tuesday, November 21<sup>st</sup> and are currently scheduling visits at Miller Big picture and admin center.

## BOND Passes!

Thank you for all your hard work to get out the vote to pass the bond. Together, we put in countless hours to inform the community about the importance of the bond’s success. From postcard writing, to phone banking and canvassing to informing members during site visits and 10-minute meeting, every conversation made the difference. In 2018, we will see construction projects at the following buildings: line of site improvements at Glencoe, Liberty and Century. Playground improvements at Farmington View, Butternut Creek, West Union and W.L. Henry. Parent bus/drop-off and pick-up at Ladd Acres, Jackson, McKinney and Eastwood. Replace domestic water piping at Ladd Acres and Miller Big Picture. Replace portables at Farmington View, McKinney and W.L. Henry. Glencoe and Hilhi turf and lights and track at Hilhi. Camera’s at middle schools and Miller Big Picture. Speaking of pictures, I will be sure to take and post pictures of the progress on our HEA website and Facebook page when I visit buildings and connect with reps, principals and members.

**December 6th~Sped Meet (contract dig) @HEA Office, 4:15-5:30 p.m.**

**December 6th~ELL/Dual Gathering @HEA Office, 4:00-5:00 p.m.**

**November 17th~First Friday at 4 p.m.**

Save the date to socialize and snack with other HEA and HCU members at **The Rock Wood Fired KITCHEN** 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!

## Tips for Your “On the Job” Safety

1. **Always keep the TSPC rules of the “Ethical Educator” in mind when you interact with students.**
  - a. Be aware of personal/professional boundaries at all times. If unsure, err on the cautious side. TSPC is very strict about the rule that requires teachers to maintain a professional boundary with students;
  - b. Maintain a “hands-off students” policy to be on the safe side, except as necessary and as called for within your job description (example SpEd are OIS trained). Remember that small physical gestures can be perceived differently than intended.
2. **File an incident report anytime you are injured or hurt by a student or at a work-related event** - even a minor injury. These reports will support your claim if you need to file a Workers’ Comp claim down the road, and may also help you or colleagues in the future if associated student data is needed.
3. **Technology and Social media can be an educator’s best friend or worst enemy.** Be mindful of these items:
  - a. Your employer has full access to everything you do on your district owned technology or on your own technology that is connected to district wi-fi;
  - b. Avoid giving students access to your personal devices;
  - c. Be vigilant about the content of electronic communications with students, parents and colleagues.
4. **Request training or equipment whenever you believe it is necessary for your safety** or well-being on the job. Whether it is arm guards, a voice projection device or restraint training – it is critical that you let your supervisor know when you need supports to keep you safe. If you request it and don’t get it – please inform your union rep so we can help.

## Contract 101 – Key Element of Your Evaluation Process – Article 6

Your HEA contract addresses Evaluation in Article 6 (pg 13); it also references the HSD Evaluation Handbook, thereby incorporating it.

### Key components of contract/handbook on Evaluation that you should know:

- ❖ Contract teachers – evaluated a *minimum* of every two years (one formal observation);
- ❖ Probationary teachers – evaluated every year for first three years (two formal observations);
- ❖ All licensed staff – formal observations **MUST** include a pre-observation conference and a post-observation conference - this is to your benefit;
- ❖ All licensed staff have the right to write and attach a rebuttal to the contents of a final evaluation – at any time.

### Important upcoming contract dates

- February 1 - Voluntary Transfer Request must be submitted by this date. You can find the form online as of 12/4/17;  
HR is offering a 1-hour **Transfer 101** session at the AC on Tuesday, Dec 12 from 4-5 pm.
- January 10 - First formal observation for Probationary staff must be completed by this date.

## Labor Management: Current Topics

HEA has been working on several issues in our Labor Management meetings. Some of these include:

- Clarification of contract language related to Extended Hours for Assessment and Standards Implementation (Art 4, I) – approval ahead of time preferred but not required;
- Equivalency Credit language in contract – we are clarifying protocols, and HSD is setting up a system for requests;
- Evaluation Cycle questions – addressed several concerns and questions; District CAN observe contract staff more than every two years – but will generally only do so where need is shown;
- Science Curriculum support – HEA is working with HSD to address resource concerns raised by the adoption of this new curriculum.