



Improving the future through quality education today.

Newsletter

February 21, 2018

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From Your President . . .

Dear Members,

The start of 2018 has reminded me how important it is to be truly present for our students, each other, and our community. We are educating today's youth during some very difficult times under some very challenging circumstances. Student and district safety is being taken care of at a systems level. It is essential that you take good care of yourself and be kind to your colleagues. We don't always know what each person is dealing with, so please be patient and let us know if you think we can be of service to you, a colleague, or your building. You are important, what you do is important, and how you feel is important. Your HEA is here for you. You matter!! "As a state and a country, we can and must do more to ensure that everyone who walks through our school doors — student, educator, parent or community member — is safe and free from violence," says John Larson, OEA President. Visit www.oregoned.org to find out how you can act!

"Our lives begin to end the day we become silent about things that matter", MLK Jr.

March 7th~Sped Meet @HEA Office, 4:15-5:30p.m.

If you are an ASD Consultant or Support Specialist, then this month's session is for you! Please come share with us your needs and difficulties in relation to the contract and your workload. Contact herrickr@hds.k12.or.us for more details.

March 2nd~First Friday @Coyote's Bar and Grill, 4:00p.m.

Come socialize and snack with other HEA and HCU members. Light appetizers will be pre-ordered by HEA/HCU and beverages are purchased on your own. Hope to see you there!

March 14th~HEA New Arrivals @HEA Office, 4:30-6:00p.m.

Are you expecting a baby, adopting a child or becoming a legal guardian? If so, consider attending this informational opportunity concerning leave options, medical benefits, and maternity programs. A representative from our insurance carrier will also be present to answer individual questions.

February 26th~HSD/HEA Bargaining @HEA Office, 4:30-6:30p.m.

We will be discussing: Article 11: *Grievance Procedure*, Article 7: *Professional Development*, Article 14: *Association Rights* ~ **Support the HEA team and wear Blue on Monday, Feb. 26th!**

Labor Management: Current Topics

- Interim Assessment Data Purpose and Sharing
- TELL survey - time from admin for staff to take it
- Supports for struggling teachers/staff
- Administrative communication issues
- Classroom behavior concerns and supports for those
- Licensure issue & extended pay for last min work requests

Hillsboro Education Association Scholarship

This scholarship opportunity is for a graduating high school senior whose parent is an active HEA member. Members who have children who will be enrolling as a full-time student at an accredited four year college, university, community college, or trade school are encouraged to apply for one of the two \$1,000 scholarships. For HEA information, resources and forms go to the HEA website at www.heaoea.org or contact Jill at hillsboroea@oregoned.org, or [503-645-6776 X 2507](tel:503-645-6776).

Monthly School Board Meetings

The public is invited to attend the public Board meetings to gain a better understanding of school district business and the role of the School Board. Individuals interested in addressing the Board should arrive a few minutes prior to the scheduled monthly meetings to complete and submit a public input form. The School Board typically meets the second and fourth Tuesday of the month except for December and March. The next school board meeting will be February 27th and March 13th @ 7pm. School board work sessions occur upstairs in room 218 prior to each meeting and start @5:15 p.m. As your President and Vice President, Joe Vermeire and I attend these meetings each month and would like to encourage all members to attend at least one board meeting to better understand how policies are established and approved.

“Running for the Schools our Students Deserve” 5K Run/Walk

Washington County Educators team up with parents, students and the community for a day of family fun and exercise to support quality education. Proceeds go directly toward student supplies and classroom materials-this year to Butternut Elementary School Students in Hillsboro. Register online: www.teamupforstudents.com. **WE ARE SEEKING 5K SPONSORS!**
If you have a contact that might lead to a sponsorship, please contact Jill Golay (hillsobroea@oregoned.org)

WEINGARTEN RIGHTS

Weingarten rights guarantee you the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J. Weingarten Inc, must be claimed by you, the employee. Although we encourage principals to let you know, legally they have no obligation to inform an employee of their rights to Union representation.

An investigatory interview is one in which your admin questions you to obtain information which could be used as a basis for discipline or asks you to defend your conduct. If you think a meeting could potentially lead to discipline, please request Union Representation.

Social Media - BE SAFE

Always err on the safe side with social media. Don't "friend" parents or students on Facebook. Other social media should not involve communicating with or about students or parents. Don't text with students if it can be avoided, and then only in groups set up by admin or parents. Avoid profanity in any of your social media that is public.

Is the internet safe? The District has a right to look at everything you do with technology on their property and while using their equipment. If you use personal devices in your building or on District property, it could be connected to the District server and not private - just beware.

Watch for the 2018 TELL Survey!

TELL survey is open February 1-28. You should have gotten the access code from your building rep or principal. Individual teachers can request a single code if they misplaced original @TELL Oregon help desk site: <https://telloregon.org/help/index> Only buildings with 50% or more staff answering the survey get included in the final data. I'm pleased to share that Brookwood, Indian Hills and Ladd Acres Elementary have already met the 50% mark and Orenco just needs a couple more teachers to take the survey to have access to their results. To check out your current building's participation visit <https://telloregon.org/> and click on "Response Rates" then Hillsboro to access the drop down with your buildings completion number.