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Newsletter

April 18, 2018

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From Your President . . .

Be a Book Hero for Kids at the Farmers' Market

On May 12, HEA will offer used books for children at the "Proud to Be HSD" event. We will continue to offer the books on Saturdays beginning June 23 and through August 18 (except July 7). Come promote reading and public education, with breaks to enjoy the Farmers' Market. To sign up please send an email to HillsboroEA@oregoned.org. Our HEA Scholarship had fourteen seniors apply! The committee will determine the scholarship recipients this month and all candidates will be notified the first week of May. Thank you for encouraging your seniors to apply. As you begin to plan for your summer travel plans, remember to check out the travel discounts in our latest "Value of OEA Membership Flyer." [Value of OEA Membership - Travel Discounts](#)

Jill Golay at the HEA office. hillsboroEA@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 26th~Using Technology in Class to Engage Students @HEA Office, 4:30-6:00p.m. Amp up your classroom, lessons, and activities with easy-to-use technology that can be quickly incorporated. Presented by Joe Vermeire

April 30th~HSD/HEA Bargaining @HEA Office, 4:30-7:15p.m.

We will be discussing: Article 17: *Working Conditions* ~ Turn out continues to be great. Thank you for supporting the HEA team with your presence and please continue to wear **Blue** on Mondays!

May 2nd~HEA SpEd Gathering for Life Skills and SCC Case Managers

HEA hosts a meeting here at the HEA office from 4:15 to 5:30 where Special Education teachers can come together to connect. This month, our meeting will focus on supporting SCC teachers and Case Managers. Please come to meet and discuss needs, concerns and possible solutions.

May 4th~ First Friday @ Sports Look, 4:00p.m.

Come socialize and snack with HCU/HEA members at **Sports Look** starting at 4 p.m. This is a chance to get to know HEA/HCU 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! Light appetizers will be pre-ordered by HCU/HEA. Prize for the building with the most staff present!

May 10th~ Contract Teacher Celebration @The Rock, 4:00-6:00p.m.

Come celebrate your contract status with us @**The Rock Wood Fired Pizza** from 4-6p.m.

July 24-26, 2018 Summer Leadership Conference in Portland, OR

There has never been a better time to be part of a union than right now. At Summer Leadership Conference 2018, we will be focused on elevating and connecting OEA members and our community partners. Our collective wisdom exceeds what any of us can do alone; coming together will make us stronger. Everyone is a teacher, everyone is a learner, and we all contain within us the seed to make change. Check out [OEA Summer Classes 2018](#) (pdf download) **Registration will open April 27, 2018**

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:

Members Rights and Responsibilities-Article 3

Personnel Files-Section C:

1. Each member shall have the right, upon request, to review the contents of his or her own personnel file. A representative of the Association may, at the member's request, accompany the member in this review. If the District stores any contents of the Personnel File electronically, it will ensure confidentiality by limiting access to the file in accordance with District Policy GBL. This file shall contain at least the following:
 - a. All evaluation reports
 - b. Copy of member's license
 - c. Transcript of academic records as provided by the member
 - d. Employment Contracts
 - e. Re-election notices
2. A member shall have the right to indicate those documents that he or she believes to be obsolete or inappropriate for retention, with the exception of disciplinary or evaluation documents, which are permanent elements of the personnel file. The Human Resources Director shall review such documents and notify in writing whether or not the request was granted.
3. Building administrators may maintain a working file for each member under their supervision. Such files are open to inspection by the member upon notice to the administration. A member shall have the right to indicate those documents that he or she believes to be obsolete or inappropriate for retention, and the administrator may, at his or her sole discretion, agree to remove such documents.
4. No materials derogatory to a member's conduct, service, character, or personality will be placed in his or her personnel file unless the member has had the opportunity to review the material. The member will be given an opportunity to sign the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The member will also have the right to submit a written answer to such material and his or her answer will be reviewed by the Superintendent or designee and attached to the file copy.
5. All District maintained member files shall be confidential. The District shall release documents in a member's personnel or employment file only as required by state or federal law or pursuant to a lawful subpoena. Members will be notified when the District is releasing information from their personnel file to non-District entities.

Association Rights-Article 14

Use of School Buildings- Section C: The Association and its representatives shall have the right of access to school buildings for professional purposes at reasonable times providing there is no interference with previously scheduled activities. Scheduling of facilities shall be coordinated with the building principal.

Mail facilities and Mail Boxes- Section F: The Association shall have the privilege of using the inter-school mail facilities and school mail boxes for professional activities and announcements. Such mail must be clearly identified as Association mail by either/or both letterhead and signature. The Association will indemnify, defend, and hold the District harmless against any claims made against or any suit instituted against the District on account of this provision providing the District has notified the Association in a timely manner of any potential claim or suit

Right to Speak at Meetings-Section I: The Association shall, by prior arrangement, have the opportunity to speak at faculty meetings and shall normally be limited to five (5) minutes

Labor Management: *Current Topics*

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

- Building support
- Master schedule and prep
- Calendar change and impacts
- Dual scheduling K-1
- Audit of de-escalation and Wellness Rooms

PLEASE POST – Side 2