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# Newsletter

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## From Your President . . .

Next year will be upon us before we know it. Please take a few minutes to reflect on how your year is going. Now is the time to be proactive and make suggestions if you don't agree with whatever might be happening while plans for next year are being formulated. Do you know what your building's focus is for next year? Be cognizant of decisions that are being made in your building as there are likely things that are working great as well as things you would like to see changed. Be sure to contact your administrator, building rep., team leader, or someone on HEA Exec. if you have suggestions. It is our responsibility to stay informed, engaged and communicative.

I encourage all of you to come to one of our monthly rep meetings too. It is a great way to see what we are up to and 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.

Just an FYI...PLEASE be careful about "over-sharing" on social media...especially FaceBook, Twitter, Instagram, Snapchat, etc. Your personal life is a PRIVATE matter, but when you go PUBLIC, your social media action can have consequences that you may not appreciate! It is important to model the behavior we expect from students.

## Thanks for all that you do for kids each day.

Jill Golay at the HEA office. [hillsboroea@oregoned.org](mailto: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 6<sup>th</sup>, 2018 is First Friday at 4 p.m.

Come socialize and snack with HCU/HEA members at **The Rock Wood Fired Pizza** 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!

## April 4<sup>th</sup> HEA SpEd Gathering for SLC

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

## April 10<sup>th</sup>~TSPC Licensure Workshop @HEA Office, 4:30-6:00p.m.

Find out valuable information about all aspects of licensure for K-12 educators and understand the requirements. Walk away with answers to your specific questions and materials that are comprehensive and user friendly

## April 16 and 30<sup>th</sup> ~HSD/HEA Bargaining @HEA Office, 4:30-6:30p.m.

We will be discussing: Article 3: *Member Rights and Responsibilities*, Article 11: *Grievance Procedure*, Article 7: *Professional Development*, Article 14: *Association Rights*, Article 5: *Member Absences*; 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!**

## **We ALWAYS want to hear from you!**

Any lingering questions that you might have we want to hear from you; questions about your contract or bargaining, questions about your insurance plan, or leave days, or calendar changes. Whatever you think you need to know to make it possible for you to teach kids – we want to hear about it. No matter what or when - HEA's ear is always open!

### **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:*

#### **Member Work Year/Work Day- Article 4, Section A.**

**Presenting during AC Seminars:** One-half (1/2) of all Academic Seminars for elementary and secondary teachers shall be teacher directed for the purposes of collaboration and group planning to improve curriculum and instruction. Members assigned by principals to present at Academic Seminars shall be paid at the curriculum rate for up to two hours per presentation for time outside of the regular workday needed to prepare, as negotiated in advance with the principal. Members are not required to make presentations for Academic Seminar.

#### **Work Day/Preparation Time- 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: *Current Topics***

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

- 2018-19 Revised Calendar Adoption
- Increase Student Contact Time
- Restructuring of Evaluation System
- ELL Support
- SpEd Support
- Multiple and On Going Leave Situations
- Length of AC Seminars
- Building Safety Concerns
- SLP Course Reimbursement