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# Newsletter

May 16, 2018

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## From Your President . . .

Dear Members,

Well, we are now in a mad dash to June. I know that many of us are starting to feel the impact of longer days, spring sports and school activities. Thank you for your dedication, creativity and passion. The job can be challenging, and I know you wear many hats. Every day you connect with students, inspire them and unlock their potential. I'm proud to stand with you and work alongside you! Here's a hat tip to you and all that you do! As we go forward, enjoy this time with your colleagues and students and please let us know how our Association can best serve you.

Jill Golay at the HEA office. [hillsboro@oregoned.org](mailto:hillsboro@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.

## \$1,000 HEA Scholarships Awarded

We are pleased to announce Lydia Kramer and Josie O'Harrow as HEA 2018 scholarship recipients. Lydia is the daughter of Timothy Kramer who teaches at Ladd Acres Elementary and Josie is the daughter of Laurie Williams who teaches at Miller Big Picture. Congratulations to you both Lydia and Josie!

## Summer Book Swap and Adopt – Saturdays at Farmers Market June 23<sup>rd</sup> to August 25<sup>th</sup> 7:30 am -1:30pm

Each year, HEA gives away books to elementary students at the Hillsboro Saturday Farmer's Market in Downtown Hillsboro. I'd like to encourage you or your building to team-up and volunteer one summer Saturday. Building teachers can share shifts and volunteer a couple hours to help give away books. Also, we are always accepting donations. Just give me a call and I'll come by and pick up the books or send them to the office with your building rep in June.

## May 21st~HSD/HEA Bargaining @HEA Office, 4:00-6:30p.m.

The district will counter Articles 4 (*work day/work year*), 6 (*Evaluation*) and 9 (*Vacancy and Transfers*). We will be responding to: Article 17: *Safety and Discipline*, 8 *Leaves*, 3 *Member Rights* and lastly Article 14 *Association Rights (member input into PD)*. ~ **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 24<sup>th</sup>~HEA Dual Elementary School Meeting

HEA hosts a meeting here at the HEA office from 4:00 to 5:30 where Dual School teachers can come together to connect. This month, our meeting will focus on the Articulation model that has been drafted for consideration. Please come to meet and discuss needs, concerns, needs and possible solutions.

## June 8<sup>th</sup>~ First Friday @ Coyote's Bar and Grill, 4:00p.m.

Come socialize and snack with HCU/HEA members at **Coyote's** 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!

## June 1<sup>st</sup>~ HEA Retirement Dinner and Celebration!

Come celebrate your retirement with us @ **Pumpkin Ridge** from 5:30 to 9:00p.m. Happy Hour starts @5:30 and dinner @7:00p.m. and meet this year's Linda Ellsworth Award winner. RSVP for you +1 @hillsboroea@oregoned.org.

## 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 is open!**

## Contract 101

It's important to know your contractual rights, and always work with your building rep and your principal to ensure it is followed.

## Status Quo Will Apply: Our HEA/HSD Contract Expires on June 30. If Not Settled – What Happens?

Status Quo is a provision of the Public Employee Collective Bargaining Act (PECBA) that requires employers to maintain most of the provisions of your contract while negotiations are occurring, even after it is expired. Those required provisions are “Mandatory Subjects of Bargaining” and include your salary, benefits and working conditions. Therefore:

- Step – the language in the contract about you getting step on July 1 is still in place so you will get your step on July 1, if you're eligible, regardless of whether we are settled or not.
- Prep time - your prep time remains the same, as does your insurance benefits and sick leave benefits, etc.

We still want to settle as soon as we can secure a good contract for you, but in case we don't settle by June 18 – we want you not to worry – PECBA has you covered!

## Article 8 – Leaves, A. 1, (h) Sick Leave - You CAN Take it With you!

Our Contract and State law allow you to transfer unused accumulated sick leave, up to 600 hours or 75 days from one Oregon public school district to another. So, if you are new to HSD from another Oregon school district, you can transfer in, or if leaving, you CAN take it with you.

## Article 9 – Vacancies and Transfers, E. Unsuccessful Transfers

*“Any member who has unsuccessfully sought voluntary transfer to another school for least one calendar year may request and shall be granted a meeting with a personnel administrator for the purpose of discussing why the member has not been transferred and what steps might raise the member's chances for transferring in the future.”*

## Labor Management: *Current Topics*

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

- In-Building Room Changes
- Master schedule and prep
- Staff Assignments
- Dual scheduling K-1
- DRAs
- Evaluations