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Newsletter

November 14, 2018

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From Your President . . .

American Education Week is always celebrated the week prior to the week of Thanksgiving. This week, November 12th-16th is American Education Week. It 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.

The Latest From the Table – Together we can DO THIS!

The most recent items that we focused on included Article X (un-numbered as of yet, new workload article), Article 17 (Safety and Student Discipline), Article 7 (Professional Growth) and Financials.

Article X - We are asking for the District to ensure that if new work is put on your plate, something else will be removed. HEA proposed class size controls for kindergarten and 1st grade and for a limit to counselor caseloads. HEA continues to propose that elementary specialists get "adequate" transition time between classes – the district thinks that this will cost too much. To support general ed teachers with many high needs' students, HEA has asked for staff to be paid or provided with release time to attend more than 4 IEP, pre-referral, TAG or behavior meetings in a month. We have asked for better support from Student Services for those SpEd teachers who have students transitioning either into HSD or from one grade level to another. We are saying "No" to the district proposal to increase secondary student contact minutes to 300 from 288. HEA has proposed extra time/pay for Dual teachers to conference with parents of both their classes or assess in two languages. HEA is proposing to put in the contract that Teacher Directed Academic Seminar be limited to one (1) hour in length. We codified in the contract the "No Meetings" week for the last week of each quarter (exception is IEP and Evaluation related meetings). HEA proposed to increase elementary prep time to 420 minutes per 5-day week (from 385). HEA has also proposed specific supports for Split classroom teachers.

Article 7~ we have asked for members to be able to use tuition reimbursement funds to attend conferences. HSD says it's just too much money for their budget, given that we are asking for many financial things (salary, insurance, another personal leave day, and targeted lower-class size and caseloads). We are going to look at creative ways to approach this issue.

In article 17~we are working to resolve language differences related to returning a student to class after a behavior incident. Other than that – we are close to settling that article.

HSD proposed to increase our salary schedule by 1.5%, 1.75% and 2% in the next three years, starting in 2018-19. For insurance, HSD proposed no increase to the \$1150 cap for 2018-19, \$1175 for 2019-20 and \$1225 for 2020-21. HEA's salary proposal to HSD was 3.25% for two years and we have proposed a \$50 increase to the insurance cap for this year, next year by rate increase average.

The bargaining teams met this Monday, October 29th for a 5-hour session at the AC. We were thrilled to have so much member support – with about 100 staff members there to watch and listen. Thanks to those who came out! We have the following sessions scheduled:

Nov 19 - 12-7 at the HEA

Nov 29 - 12-7 at the HSD/ Admin office

December 5th~Dual Schools at 4:00 p.m.

We will be discussing common agreements and curriculum. We are hoping that we will have representation from all eight elementary schools, SMMS and Hilhi.

December 6th~Sped Meet @ 4:15 p.m.

We will review and discuss difficulties present at the elementary level, discuss ways to identify upcoming problems while supporting our teams, students and ourselves.

December 7th~First Friday at 4

HEA and HCU members at The Rock Wood Fired Pizza~Upstairs @ 2295 NW Allie Ave., Hillsboro, OR 97124 Light appetizers will be pre-ordered by HEA/HCU and beverages can be purchased on your own.

Highlighted Monthly Benefits

MUV Fitness is offering free membership to all HEA members in the month of November. They are also waiving our sign-up fee and discounting our monthly membership to \$15 dollars a month. If you are interested in this deal, please email me and include your phone number. I will submit your name to the MUV manager and you can start your free trial the very same day!

Hillsboro local restaurant, Amelia's will give HEA members 10% off their meal. Just let them know you are a member and show your badge to your server upon ordering. Amelia's Rustic Mexican Restaurant is located at 2130 NE Griffin Oaks St #200, Hillsboro, OR 97124 and Amelia's Exquisite Mexican Dining is located at 105 NE 4th Ave, Hillsboro, OR 97124

The holidays are just around the corner-a time to rejuvenate and spend quality time with friends and family. NEA Member Benefits can help you save time and money this holiday season with helpful ideas to: stretch your holiday budget. Check out www.NEAMB.COM/HOLIDAY

\$1000 member-only giveaway at NEA Member Benefits! Enter daily from Nov 1-Dec 31 at www.NEAMB.COM/HOLIDAY and visit there to make holiday planning easier!

Contract 101

The HEA/HSD Collective Bargaining Agreement is available electronically on the HEA website @heaoea.org. Your building rep also has a copy to refer to when supporting you and fellow members.

Contract 101 – Key Dates and Items for your Evaluation Process

You HEA contract addresses Evaluation in Article 6 (pp 13-14); it also references the HSD Evaluation Handbook, thereby incorporating many parts of that handbook.

- Contract teachers/licensed staff are formally evaluated “on cycle” a minimum of every two years (one formal observation); normally the summative evaluation is done by **June 1**
- Probationary teachers/licensed staff are formally evaluated at least twice each school year (two formal observations) – the first to be completed by **January 10 and the 2nd to be completed by June 1**
- All formal observations must include a pre-conference and post-conference – this is to your benefit.
- Handbook lists Mid-Year Self-Reflection and Goal Update as **February 22, 2019**
- All licensed staff have the right to attach a rebuttal to their final evaluation *at any time*.
- Your Professional Goal is for your self-reflection and not to be used for evaluative purposes;
- A Plan of Assistance should only happen when there is a documented pattern of failure to meet expectations and where documented supports have been offered to remedy the concerns.