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# Newsletter

December 19, 2018

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## From Your President . . .

Wishing you a restful winter break surrounded by friends and loved ones that bring laughter to your lips and joy to your heart. See you back bright eyed on January 7<sup>th</sup>

### Grant Opportunity:

If you find yourself with time on your hands – consider applying to win one of four grants of \$500 each to enhance your classroom and boost student achievement! OEA and your Washington County UniServ Council have prepared a Promising Practices application packet with step-by-step instructions complete with useful tips to help you apply. Applications are due January 11, 2019.

For information and forms go to the HEA website at [www.heaoea.org](http://www.heaoea.org), or contact Jill at [hillsboroea@oregoned.org](mailto:hillsboroea@oregoned.org), or **503-645-6776 X 2507**.

*“Our lives begin to end the day we become silent about things that matter”*, Martin Luther King Jr.

## OEA/NEA Representative Assemblies

Interested in learning more about our state and national organization? Consider running as a candidate for the state or national assembly. Check it out <https://www.oregoned.org/action-center/events/representative-assembly> Help represent the best interests for students and for members at either the state level or at the national level. Candidate nominations are open December 19-February 19th. If interested, please check in with your HEA Building Representative, or contact me ([hillsboroea@oregoned.org](mailto:hillsboroea@oregoned.org)). Voting is end of February.

OEA RA DATES: April 26-27 at Jantzen Beach, Portland, OR

NEA RA DATES: June 2-July 7 Houston, Texas

## January 9th~Dual School Meeting (assessments and evaluations) @ HEA Office, 4:00-5:00p.m.

## January 10th~Sped Meeting (work session) @HEA Office, 4:15-5:30p.m.

## January 18<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!

## HEA/HSD Negotiations – Show your Support for a Fair Settlement

Thank you for supporting the bargaining team throughout this long process. We are hopeful that we are close to a fair settlement. We will continue to bargain for a contract on Friday, January 11 – AC 10-6 p.m. and Tuesday, January 29, AC 10-7 p.m. We value your time and hope that you agree that spending a couple hours supporting your HEA bargaining Team is a top priority. We are stronger together and need your support and for you to attend!

## The Time is Now! Our Students Can't Wait...

Huge class sizes and caseloads. Room clears. Missing support staff. Our students deserve better. It's time to show our lawmakers that our schools need funding now. OEA is implementing a major campaign to fix Oregon's revenue system. Here's what we're doing to make that happen:

### **March For Our Students in 2019 – February 18**

Join your colleagues, parents, students and administrators on February 18 at the State Capitol and make history. This is the first true opportunity in a generation to address Oregon's broken revenue system. Our legislators need to know specifics about the impact of huge class sizes and caseloads, behaviors, lack of resources and more. Above all - they need to see 5000 of us on the Capitol steps on February 18 to know how serious we are!

**Sign up for the March on <http://bit.ly/rallyforstudents> and join us on an HEA bus leaving from the HEA office at 9 a.m., or carpool and meet us there in Salem at 10 a.m. at the Convention Center. Office will open at 8 a.m. for doughnuts and coffee. We march from the Convention Center to the Capitol at 10:45 and it's over by 12:30**

### **School Board Funding Resolution**

HEA is asking HSD leadership to partner in this campaign. Specifically, we are proposing that the HSD School Board pass a "Funding Resolution" which details the need for adequate school revenue. This would impact our goals by presenting a united front to our lawmakers. Stay tuned on the development of this...

### **Red for Ed**

Every 2<sup>nd</sup> Wednesday of the month, starting in February, locals will wear "Red for Ed" and participate in actions they plan such as walk-ins, neighborhood canvassing, outreach to parents, etc. HEA will let you know what YOU can do to support our efforts on these Wednesdays. Stay tuned!

## **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.*

### **Educational Program Improvement and Professional Development - Article 7, E., page 15-16 Tuition Reimbursement**

Members that have been employed for less than seven years shall receive up to six (6) quarter hour per year. All such course work must be requested in writing on the established District form and receive advance written approval based upon District criteria. (continue to [www.heaoea.org](http://www.heaoea.org))

Members that have been employed for over six (6) years shall receive up to three (3) quarter hours per year.

Members will be reimbursed at the Portland State University graduate rate or the actual cost of approved courses, whichever is less.

**Article 12, E. Salary, Column Movement, p. 31** "A member submitting...proof of additional professional training qualifying him or her for a higher salary column will be paid at the higher salary;...If proof is submitted by March 1 of any year, the teacher shall be paid at the higher salary for the second half of that contract year.

### **Important upcoming contract dates**

- March 1 - Voluntary Transfer Request must be submitted by this date. You can find the form online at My HSD; Or if viewing this newsletter online [CLICK HERE](#)
- January 30 - Second formal observation and mid-year evaluation for Probationary staff must be completed by this date.

## **Labor Management: Current Topics**

*HEA has been working on several issues in our Labor Management meetings. Some of these include:*

- Behavioral referral follow-up by admin
- IA sub jobs not filling
- Part time proration
- Summer School pay rate
- Secondary Spring Conferences