



Improving the future through quality education today.

# Newsletter

February 20, 2019

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## From Your President . . .

### Oregon Teachers used their Outside Voices! #Red4Ed

SALEM -- Yesterday nearly 5,000 Oregonians marched together with one voice to call on lawmakers to fully fund Oregon schools. Teachers, school nurses, counselors, specialists, librarians, educational assistants, school bus drivers, custodians, and community college faculty & staff were joined by parents, students, public school families, and more than 45 non-profit organizations to March for Our Students. Twenty-five school buses brought people together from around the state.

John Larson, high school English teacher and president of the Oregon Education Association kicked off the rally exclaiming, "Now is the time for us to come together. Now is the time for us to push the envelope. Now is the time to stand in union as educators and community members for our students. As educators, we see it every day – decades of disinvestment mean that our schools are in trouble. It's time for Oregon to fully fund its education system. Students and educators can't wait."

Marching together was an invigorating experience! I am proud of HEA's—we had over 300 members, parents, students, administrators and board members join our fight for students. We were a forced to be reckoned with and it was AWESOME! Check out all our pictures Hillsboro Education Association's Facebook page.

### #RED4ED~Why We Wear Red on Wednesdays

Speaking of a national movement...By wearing red each Wednesday, we are raising our voices together for our students, for our schools and for ourselves as educators! The Oregon action is part of a growing movement across the state and the nation. Over the past three months more than 42 local school board resolutions have passed calling on state lawmakers to fully fund public education after decades of disinvestment. From Oregon to Oklahoma and across the nation, educators are leading the Red for Ed movement and securing big wins for students by organizing rallies and showing up in state Capitols.

### We have a Contract!

It took awhile – but it was worth it – HEA has one of the best contracts in the state! We gained more than 50 language improvements or clarifications that support our work and we had NO ROLLBACKS (reversal of a benefit or good language). Currently, on average, your salaries rank top 5 if you're at the "top of the column" in masters or masters+ and top 10 for beginning salaries. Our increases of 2% this year, 2.5% next year and 3% June 2021 keep us more than competitive with our neighbors and ready to go fight for significantly more school funding for our students! **To view our contract: [www.heaoea.org](http://www.heaoea.org) or ask your rep or email Jill Golay.**

**March 6th~Dual School Mtg** (Classroom Supports and Collaboration)  
**@Witch Hazel Elementary, 4:00-5:00p.m.**

**March 6th~Sped Mtg** (SpED transitions btw elementary and MS)  
**@Witch Hazel Elementary, 4:15-5:30p.m.**

## OEA Disrupted Learning Report

OEA has helped to lead the way in Oregon- exposing the crisis of disrupted learning in our classrooms. Over the past two years, OEA collaborated with the Oregon Dept of Ed, the State Legislature and other community leaders to study, interview, research and evaluate data from over 2000 members who shared their stories of disrupted learning in their classrooms. This data was compiled and analyzed and turned into a policy report including recommendations to address the epidemic. Members can view the report online at <https://www.oregoned.org/whats-new/a-crisis-of-disrupted-learning> . The report is being shared widely across the state – having been given to each current Oregon legislator as well as various other policy and lawmakers across Oregon. You may have also seen one of your colleagues on the KGW story about the crisis of Disrupted Learning – OEA collaborated with KGW to help educate the general public about our classrooms. The more our community understands our schools, the more we are likely to get their support as we find new ways to face this evolving crisis.

## 5K Run/Walk Recipient School-Witch Hazel

Washington County Educators team up with parents, students and the community for a day of family fun and exercise to support quality education. Proceeds go directly toward student supplies and classroom materials-this year to **Witch Hazel** Elementary School students in Hillsboro. Register online: [www.teamupforstudents.com](http://www.teamupforstudents.com). **WE ARE SEEKING 5K SPONSORS!** If you have a contact that might lead to a sponsorship, please contact Jill Golay ([hillsbroea@oregoned.org](mailto:hillsbroea@oregoned.org))

## March 1 – Transfer Request Deadline

Voluntary Transfer Request Form must be submitted by March 1<sup>st</sup>. Members should let their current principal know that they are putting in for a transfer. Upon submitting the transfer request, members should introduce themselves to the principal of the building where they are requesting to transfer. Members will also gain an advantage by Inviting the principals to come watch them teach. You can find the form online at My HSD; Or if viewing this newsletter online [CLICK HERE](#)

## March 22<sup>nd</sup> Deadline-HEA Scholarship Opportunity for your Senior

This scholarship opportunity is for a graduating high school senior whose parent is an active HEA member. Members who have children who will be enrolling as a full-time student at an accredited four year college, university, community college, or trade school are encouraged to apply for one of the two \$1,000 scholarships. For HEA information, resources and forms go to the HEA website at [www.heaoea.org](http://www.heaoea.org) or contact Jill at [hillsbroea@oregoned.org](mailto:hillsbroea@oregoned.org), or **503-645-6776 X 2507**.

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

## March 1st~First Friday @ 4~Coyotes Bar and Grill-Downstairs

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! Look for us upstairs😊

**2018-2021 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.*

### Top 5 Contract Change Highlights:

- Ability to use one sick leave day in 18-19 as a personal leave day/ can use two sick days beginning in 2019-20!
- Elementary prep time increased to 400 minutes per week
- Split teachers (combined grade level) will receive additional supports including extended contract and sub time
- Limited all Academic Seminars to 1 hour in duration
- Distinguished between disruptive and threatening student behavior which much clearer protocols for addressing each

## Labor Management: Current Topics

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

~Educator SBAC Training hours

~Behavior Referral Admin. Follow-up

~On-Going Probationary Support