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## From Your President . . .

It's hard to believe that we are already in the middle of October. I know these past few weeks have been a whirlwind for all of us. Thank you for contacting me about the needs in your building. I've heard from many of you and your rep about large class sizes and caseloads, safety concerns due to student behavior and building construction. The HEA leadership will be making sight visits to check-in with you and listen to your needs and I will continue to work with human resources to make sure you and the contract are supported.

Stronger together,  
Jill Golay

## What Your Union does for You

We protect your rights under the contract, advocate on your behalf, assist you in resolving conflicts, answer your questions, and give you support. In addition, we publish newsletters and informational brochures on a variety of topics, offer training opportunities, and provide you with educational and personal resources.

We believe our job is to do what we can to make your job easier, which means you can spend your time and energy on what you do best – teaching. We're here to support you and we have your back. It's never been more important to be a member of a union. Let us stand and be stronger together! Join with us this year, and every year, to help create the schools our students deserve!

## Possibility to Work-back Post Retirement

HEA and HSD are working jointly to develop guidelines for some retirees to be able to return to work post retirement. SB 1049, among other things, included a 5-year window beginning Jan. 1, 2020 in which retired Oregon educators can work without a limitation on the number of hours. HSD and HEA are discussing issues like mid-year retirement and salary schedule placement post retirement for those who may wish to apply to return to HSD upon retirement.

## Workshop - FREE to HEA members!

**Oct. 28<sup>th</sup> Workshop: Early Career and Financial Planning:** 4:15 in the library at Neil Armstrong Middle School, Forest Grove. Beverages and light snacks are also provided; all **members** and student teachers are welcome. The school is located at 1777 Mountain View Lane, Forest Grove, OR 97116.

## Events

**Oct. 17<sup>th</sup> HSD/HEA SpEd Listening Session:** Elaine Fox, Sarah Crane, Wendy Ramos and Gregg O'Mara will present to answer questions and hear our concerns. The listening session will be held from 4:30-5:30 at the HSD Admin Office. This is our opportunity to have our voices heard. We hope you to see you 😊

**Nov. 5<sup>th</sup>—HEA/HSD Listening Session with Mike Scott and OSP:** Join colleagues on November 5<sup>th</sup> at Jackson Elementary School to share with Mike Scott and HSD leadership what is going well and what support you need. Your perspective is invaluable to help HSD better understand your classroom, your students and your workload. We will be in the library start at 3:45p.m.

## New Laws: What do you need to Know?

The 2019 Oregon Legislative Session made history and OEA members helped write it! Your activism and OEA's paid lobbyists combined for a historic session of pro-education wins. Just a few of those achievements include:

- Passage of the Student Success Act which will provide an historic level of investment and support for public education including guaranteed and sustainable funds for k-12, early childhood intervention and career technical education;
- Updates to the Restraint and Seclusion law which will allow educators to use appropriate, protective physical interventions and restraint when serious disruptive incidents occur. The updates to the law ensure that educators will be able to intervene with runners, physical fights, and other acts which threaten student and staff safety;
- Restored healthcare benefits to allow for double coverage of two public employees and allows for negotiated opt-out incentives for those who choose not to take that double coverage;
- Stopped additional funding for SBAC which would have increased Oregon's reliance on standardized testing;
- Expanded access to stable homes for families and students and ended "no-cause" evictions through historic expanded statewide renter protections;
- Required school districts to create comprehensive suicide prevention plans to support LGBT and other traditionally underserved student populations;
- Created the most-wide-ranging paid family and medical leave insurance program in the nation, giving all Oregonians the opportunity to take 12 weeks of paid time off for illness or to care for another's illness.
- Reduced personal income taxes by .25% for all Oregonians to support a more equitable system;

## HSD's Comprehensive Sexuality Education Plan

As you've likely heard, there's lots of "dialogue" in the community about the implementation of the Oregon's state standards as it relates to sexual health education. HSD has a very comprehensive website to address questions, but we've highlighted the top three questions we've heard and provided answers.

Q. What is HEA's position on the new sexual health curriculum?

A. The Oregon Education Association and the HEA believe that as educators, our job is to provide a safe and inclusive learning environment for all of our students. As such, our core mission and values reflect a commitment to equity, inclusivity and quality education for everyone in our schools. We understand that it is our job to teach the Oregon adopted standards and that the HSD health curriculum is based on those standards. We also understand that HSD is bound by our same values, and are also held to a legal standard of non-discrimination.

Q. Can students opt-out of the lessons if they choose?

A. Yes, that is their right and there is a process and a form provided on the HSD website at

<https://sites.google.com/hsd.k12.or.us/hsdcshe/home>

Q. Can teachers choose to "Opt Out" of teaching any of the Sexual Health Curriculum? No, you are bound as an employee to follow district directives and state standards in the application of your assignment/lessons. However, if ANY lesson causes you to have a personal struggle, you should discuss this with your administrator and seek solutions. You can also reach out to HEA for help in this matter.

For any other questions or supports, start by visiting HSD's site which is intended to answer questions and provide resources.

<https://sites.google.com/hsd.k12.or.us/hsdcshe/home>

## Contract 101

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

### Article 6 – Unit Member Workload, Sections D, F – Student Services Staff and Classroom Teacher Support

Section D – "Each year, the District will allocate a specific number of substitute days or an equivalent amount of per diem...to provide relief when a large number of IEPs or re-evaluation need to be completed by [Student services licensed staff], or when pre-referral studies need to be completed."

Section F – " Upon request, classroom teachers may receive assistance for the scheduling of Individual Education Plan (IEP) meetings...When student needs necessitate the schedule of more than four (4) IEP meetings in a month, such impacted teachers may request assistance...including extended contract or release time. The granting of such requests is at the discretion of the District."