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From Your President . . .

Thank you for all that you do! You are amazing educators and I appreciate you. Remember the 3 C's - Care, Connect and Content. Take care of yourself and your family first. You can't do your job unless you put your overall well-being first. Then, connect with your students and families. I find that people feel supported when they know someone cares and they feel heard. Finally, support your students' learning with content. I truly believe that kids are resilient and will navigate these few months better than we think.

I'm hosting weekly union office hours on Wednesdays from 8:30-9:30 and then again from 3:00 to 4:00. Look for the Google Meets invite in your HSD email.

Jill Golay, President

"Our lives begin to end the day we become silent about things that matter", Martin Luther King Jr

COVID-19 Related HEA News

➤ **SIA and State School Funding**

The Student Investment Account (SIA) is funded by corporate activity taxes. Given the current state of our economy, it is likely that the amount projected by the state before the Pandemic happened will be less than expected. The rest of our state funding, which comes from the State School Fund, is heavily based on income taxes, so it may also be impacted. The bottom line? We don't know how next year will be impacted, which is why districts have all decided not to post vacancies early, as they will wait for a more accurate revenue forecast, which will be known on May 6.

➤ **The latest from ODE and grading**

ODE (Oregon Dept of Ed) will be releasing today that grades 9-11 will be based on a Pass/Incomplete system. If a student earns an incomplete, they will have essentially two years to earn the credit. Credit will be awarded for many forms of evidence of learning, to help address the equity issue. Grades 6-8 grading will be decided "next" we are told. Not sure if that is in two days, or five. Elementary grading is not dictated by ODE, so it is up to HSD. Evaluation is the next policy decision on the ODE docket. We hear that may be next week.

➤ **Letter of Agreement (LOA)**

HEA is in talks with HSD about a LOA which will outline any new working conditions or otherwise "Mandatory Subjects of Bargaining" which are not accounted for in our current union contract. Schedule issues, mandatory meetings, evaluation, pay and safety are among the list of things that will be contained in this LOA. Stay tuned....

Expanded Federal Leave - COVID

The Federal law that governs your protected leave has expanded during this crisis to provide federally supplemented leave for several qualifying reasons. If you are 1) suffering from COVID yourself, 2) caring for someone with COVID, or 3) unable to have childcare due to COVID closures, you would likely qualify for 2-10 weeks of paid leave, with pay ranging dependent on circumstance. Folks in the #3 category would receive up to 12 weeks of leave, paid at 2/3 of their daily salary (capped at \$200). This can be supplemented with a person's own accrued leave for another 1/3 of pay. To find out if you qualify, visit

https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Federal.pdf

OEA Foundation Student Support Grants - Expanded During COVID Closures

OEA Foundation is expanding the allowable grant funding guideline to support our students with immediate and basic needs. From now until May 1, OEA members may apply for grants to help students with food, rent and utility bills. In addition, OEA Aspiring Educators (student teachers) have also been invited to apply for Foundational Assistance if they are experiencing COVID-19 related financial need. Go to OEA's website to apply. <http://oeafoundation.oregoned.org/>

Employee Assistance Program (EAP)

As we navigate through these stressful times full of unknowns and ever-changing information, remember the EAP has a 24-hour support line (1-866-750-1327), confidential online and telephonic counseling, and a variety of resources on their website.

TSPC

Teachers standards and practices commission (TSPC) is operating online effective March 24. Email inquiries to contact.tspc@oregon.gov. Get answers to topics such as completing required professional development, coursework, or time-in-service requirements for license renewal in 2020.

Support with Ergonomics in Your Home Office

If you are finding that your home office is causing physical discomfort, please let your principal know and then contact Leah McCarthy, HSD Risk Manager at 503-844-1765 or email at mccarhl@hsd.k12.or.us. We expect there to be a link with resources and tips published by HSD soon – look for it in Hot News or your HSD email.

Contract Teacher Celebration

When probationary teachers are offered their third consecutive contract, they go from probationary to contract status. Each Spring, HEA hosts a celebratory dinner filled with fun and prizes to honor these staff members. With social distancing still in place, HEA has decided to recognize our 2020 contract teachers from afar. Please look for your colleagues' names @ www.heaoea.org and congratulate them for their achievement. The Association will also be recognizing each of these individuals with a token of our appreciation.

California Casualty and NEA Member Benefits – Prizes and Discounts!

For those of you not currently a California Casualty customer, Sherry Hanacek, local field rep, is offering a \$25 Amazon gift card for requesting an auto insurance quote via the below link to Sherry's personal California Casualty website. This is a limited time offer. Click this link www.readyforquote.com/sherry for an easy OEA endorsed auto insurance rate comparison. **NEA MB** has arranged discounts of up to 75% off designated items from Office Max/Office Depot. You can order online and there's even free delivery on qualifying orders of \$50 or more! To learn more, go to www.neamb.com/officedepot

May 21st Student Loan Forgiveness Virtual Workshop

Thursday, May 21st from 4:30-6:30. Learn how to take advantage of the Federal Loan Forgiveness Program, including how the NEA Student Forgiveness Navigator can be a resource to better understand the latest developments coming out of the CARES ACT in relation to the COVID-19 crisis. Register at www.heaoea.org

Contract 101

The HEA/HSD Collective Bargaining Agreement is available electronically on the HEA website @ www.heaoea.org

Extended Hours – Assessment and Standards – Article 5, Section E.

Unit members may access extended contract hours at the curriculum rate to perform tasks such as student assessments, collaboration and integration of new standards and curriculum. Elementary unit members may access up to eight (8) hours...In the absence of such a schedule secondary unit member shall...be eligible for up to twelve (12) hours. Unit members will access these hours by completing the designated District form prior to the work being completed and before the end of the school year. [assessments and standards approval form](#) ; [assessments and standards reimbursement form](#)

HEA 10-Minute Meeting April 15, 2020

Topics	Reps. You Choose-Hold a virtual 10-minute meeting or forward to your members.
Letter of Agreement (LOA)	One of HEA's jobs is to help ensure that you have safe and optimal working conditions. We have been collaborating with HSD to make this transition to Distance Learning and are developing a Letter of Understanding (LOA) to ensure that the contract is followed and new work expectation items are negotiated. Stay tuned.
Work Expectations	Your overall work hours are still per the negotiated contract. We understand this shift to Distance Learning is causing some long workdays. HEA is working with HR to determine solutions for this. If you feel that you are working significantly more than when schools were open, please let your admin and/or HEA know so we can problem-solve or change conditions.
HSD Plan for Distance Learning...	
<ul style="list-style-type: none"> • "Teacher – Led" Instruction 	Scheduled "teacher led" time can include you live and/or pre-recorded videos embedded in your lesson by you or others. Examples include recording such as BrainPOP or YouTube.
<ul style="list-style-type: none"> • Office Hours 	Daily office hours can be with virtual/live contact or through emails and /or phone calls.
Extended Hours Reimbursement (8 for ele, 12 Secondary)	Article 5, Section E allows elementary up to 8 hours, and secondary up to 12 hours annually for standards or curriculum work. You can access these hours by submitting the required District form prior to the work being completed and then after for reimbursement. assessments and standards approval form assessments and standards reimbursement form
HEA Prez office hours	Jill Golay, HEA President will offer virtual office hours on Wednesdays, 8:30-9:30 am Hangouts Meet joining info https://meet.google.com/ocx-ezpp-xjc Or dial: +1 484-531-2540 PIN: 203 035 534# and 3:00-4:00 pm Hangouts Meet joining info https://meet.google.com/ocx-ezpp-xjc Or dial: +1 484-531-2540 PIN: 203 035 534# You can reach me at hillsborohea@oregoned.org ; golayj@hsd.k12.or.us ; phone 503-709-7073.
Monthly Benefit Tip	NEA MB has arranged discounts of up to 75% off designated items from Office Max/Office Depot. You can order online and there's even free delivery on qualifying orders of \$50 or more! To learn more, go to www.neamb.com/officedepot
Resources Links	
HEA Website	www.heaoea.org
ODE (Or Dept of Ed)	https://www.oregon.gov/ode/students-and-family/healthsafety/Pages/COVID19.aspx
OEA Foundation	The foundation is expanding allowable funds until May 1 st . OEA members can apply for grants to help students with food, rent and utility bills. http://oeafoundation.oregoned.org/
COVID Leaves Poster	https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Federal.pdf

FEDERAL EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires the Federal government to provide all of its employees with paid sick leave and, for employees who are covered under Title I of the Family and Medical Leave Act (FMLA), with expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

► PAID LEAVE ENTITLEMENTS

Generally, the Federal government must provide Federal employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total; and
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total.

Federal employees including those not covered under Title I of the FMLA can receive either ⅓ of the higher of their regular rate of pay, or the applicable state or Federal minimum wage for the two-week period for qualifying reason #5 below. However, for leave under qualifying reason #5, Federal employees covered under Title I of the FMLA can receive 10 additional weeks of expanded family and medical leave for reason #5 below, up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

► ELIGIBLE EMPLOYEES

All Federal employees are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Federal employees who are covered under Title I of the FMLA and have been employed for at least 30 days prior to their leave request are eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.*

Most federal employees are not covered under Title I of the FMLA and so would not be eligible for partially paid expanded family and medical leave. Please consult with your agency to determine whether you are covered under Title I of the FMLA. The Office of Personnel and Management will issue guidance on this question.

► QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

A Federal employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

- | | |
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| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
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► ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA for Federal employers covered under Title I of the FMLA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Federal employers covered under Title I of the FMLA in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



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