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From Your President . . .

It is hard to believe that we are already in the middle of October. I know these past few weeks have been a heavy lift for all of you and we are all exhausted. I have heard from many of you and appreciate your willingness to complete the surveys, temperature checks and time trackers. The data has helped me to share your needs and advocate for you. Just this morning I collaborated with ODE sharing attendance workload and later today your HEA leadership is meeting with Congresswoman Suzanne Bonamici to share your CDL experiences. I continue to be about large class sizes and caseloads, attendance issues, technology snafus and the enormous increase in your workload which is unsustainable. HEA leadership will continue to work with human resources and OSP to make sure you and the contract are supported. Remember to join us on Thursday from 4 to 5p.m. for our weekly office hour. We have invited both OSP and HR to join us periodically and as well as folks from benefits to answer our questions. Most recently we have asked superintendent Mike Scott if he would be interested in joining us and are calendaring a date. I appreciate you and all that you do and am truly thankful for your support.

Stronger together,
Jill Golay and HEA Leadership

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 are here to support you and we have your back. It has 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! If you are not yet a member you can find our 'join tab' on the front page of our website. 😊 <http://heaoea.org/>

Financial Planning Workshops - FREE to HEA members!

Three upcoming workshops: October 26 – Early Career Financial Planning @ 4 p.m.; November 10 – Early Career Financial Planning @ 4:30 pm; December 7 – Financial and Retirement Planning @4:30 pm. All workshops will end around 5:30; Link will be sent upon registration.

HEA Weekly Office Hour: Every Thursday from 4pm- 5p.m is our weekly office hour. We spend the first twenty minutes updating you with important information and answer questions that you might have. Then, we break out into elementary, middle, and high school groups where members support members. The first Thursday of the month we host a Dual school break out followed a SpEd breakout on the second Thursday of each month. Finally, we come back together for the last five minutes for a weekly member raffle. We would love for you to join us. [Zoom link](#)

Oct. 28th–HEA/HSD Listening Session with Mike Scott & HSD Leadership:

Join colleagues virtually on October 28, 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.

Hillsboro Preferred Plans

Were you enrolled in Moda Plan 5, Kaiser Plan 2, or Kaiser Plan 3 for 2019-20?
Are you enrolled in one of these plans now?

You may have money waiting for you!

If you have questions about this benefit or how to file claims:

- Contact Mae Hawkins at mhawkins@waldoagencies.com or (208)780-1154
- Visit <https://www.hsd.k12.or.us/benefits> or here for information on your plan including how to file claims: [Kaiser 2](#), [Kaiser 3](#), or [Moda 5](#)
- ***NEW!** * Stop by one of Waldo Agencies' Digital Office Hours!
Zoom <https://us02web.zoom.us/j/9368366641> or Meeting ID: 936 836 6641
Wednesdays from 7:30 – 8:30 AM and 3:30 – 4:30 PM

Please Note: The deadline for filing claims for the 2019-20 Plan Year (dates of service between 10/1/19 – 9/30/20) is December 31, 2020. We encourage you to file claims as you receive EOBs throughout the plan year and recommend all claims be sent by mid-December

Contract 101

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

Split Classroom Teachers – Article 5

Teachers assigned to split classrooms will receive additional supports which may include extended contract, more planning time, classified support, admin has final decision (Art 5, B.3, b. pg.11)

Flex Time – Article 5, B

In “consultation” with your administrator, and notification of office, licensed staff may flex arrival or departure time in recognition of times when they are asked to extend their workday. (Art 5, B.6, pg. 12)

Classroom Teacher Support (with many IEP mtgs) – Article 6, F. p 14

If classroom teachers must have more than four (4) IEP meetings in a month, they can request extended contract hours or release time. (Art 6, F, pg. 14)

Extended Hours – Article 5, E.

Time spent adapting curriculum to standards (CDL), doing assessments or other collaborative work related to curriculum is paid up to eight (8) hours for elementary or twelve (12) hours for secondary. Hours are access using district form prior to doing the work. (Art 5, E. pg. 12)

[Assessment Standards Extended Contract Application Form 2020-2021](#)

[Assessment and Standards Implementation time sheet 2019-2020](#)

SpEd and ELL Workload – Articles 5 and 6

- Secondary sped and ELL teachers receive one extra prep period per day for case management, meetings, etc. (Article 5, B.2, a. pg. 10)
- Elementary sped and ELL teachers receive ½ day per week for case management, paperwork, meetings, etc. (Art 5, B.3, b. pg.11)
- All student services licensed staff may request an annually determined number of sub or paid days, per diem, for relief for a variety of workload items. Currently 2 days. (Art 6, D, pg. 13)

Involuntary Transfers – Article 12

Involuntarily transferred staff can request additional PD that does not count against the tuition allotment in Article 10. They are also eligible for up to two (2) paid or sub days for moving or learning new curriculum. The number of days ranges on circumstances. (Art 12, D. pg. 32)