

October HEA LeadershipRep Report

Dual Language Rep at Large Report

October 20, 2020

Updates from our debrief with HSD:

- Expressed teacher concern, frustration, and exhaustion surrounding translation and the time it takes to translate everything for all families in both languages.
 - Arcema encouraged teachers to check your grade level Google Classrooms as that is where she and Gabby V are uploading all information. She said they are trying to use different venues (office hours, videos, emails, etc) to reach all teachers. They would like to see more teachers sharing their materials via those Google Classrooms so we can all work smarter not harder.
- Spoke about Articulation Guide and elevating the Spanish Language.
 - District encourages our live lesson times to follow the articulation guide, and anything outside of those hours be accessible to all students and families in both languages so they can choose. Expressed that many parents are feeling inadequate and unable to help in the capacity that they feel like teachers would like. Use small groups and WIN time to help scaffold language.
- Wonders/Maravillas- expressed concerns and frustration with website, materials, resources, and translation.
 - Arcema suggests putting in a ticket with the McGraw Hill Tech Department any time the website does not work, shows errors, or is glitchy. They will be the ones to fix it. You should receive support within 24 hours. The HSD Tech department can only support with log-in issues for Wonders/Maravillas- anything else is MH territory.
- Working with HSD/Tech department to support side-by-side teachers with Google Meet issues- stay tuned.

As always, please reach out with any dual-related questions and concerns!

Respectfully submitted by Audrey Carpenter, Dual Language Rep at Large

SpEd Report

Respectfully submitted by Abby Neville and Catherine Jager

Hello SPED Staff,

We met with SPED Admin on Thursday to bring forth some of the concerns that you had brought to our attention. Attached is a document outlining those concerns and their responses. If you have any further questions or concerns, please feel free to reach out to us at any time!

Question/Concern	Response
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<p>Any tips for HS case managers to balance multiple preps and teaching? Some are having to use their case management time to prepare for classes.</p>	<ul style="list-style-type: none"> ● Make sure you are using your paperwork days ● There are templates available on the handbook site to aid you with writing IEPs (Elementary & Secondary) <ul style="list-style-type: none"> ○ SPED secretaries could support by putting the template into IEPs so all case managers need to do is fill it in
<p>Is it possible for SPED secretaries to support fixing all the IEPs that need minutes changed to annual (HS)?</p>	<ul style="list-style-type: none"> ● SPED Secretaries could help with phone calls and paperwork <ul style="list-style-type: none"> ○ Think about your families and who you want to make sure to connect with personally. ○ Ensure that your SPED Secretary is comfortable with doing this and that they are able to deliver all the information ● Resources: 4 x 4 changes outline; 4 x 4 changes graphic
<p>Is it possible to provide a SPED secretary or some SPED secretary time for program teachers?</p>	<ul style="list-style-type: none"> ● No extra SPED Secretary FTE in budget, however... <ul style="list-style-type: none"> ○ You could use an assistant assigned to your program to support with paperwork and scheduling meetings (adjust their schedule to include some time for this) <ul style="list-style-type: none"> ■ Barb and O’Lisa would need to train them ■ Reach out to Wendy, Gregg, or Sarah if you need support with how to adjust your schedule
<p>Any possibility of additional paperwork/case management days due to CDL?</p>	<ul style="list-style-type: none"> ● Make sure you are using your two days first ● If you run out of days and need to request more, contact Wendy, Gregg, or Sarah
<p>Concerned about workload if/when we move to Hybrid... Teaching online is a full time job, teaching in person is a full time</p>	<ul style="list-style-type: none"> ● SPED Admin is currently working on guidance around LIPI ● Once there is more information

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<p>job... how can we balance both while still meeting the needs of our students?</p>	<p>from OSP on what Hybrid learning may look like for all students and staff, SPED leadership teams will start to put together resources and guidance</p>
<p>Regarding those who were involuntarily transferred to another building due to CDL: what should they expect in terms of their assignment for next year? Will they automatically be returned to their previous school? Given the option of where to go? Will they be split between schools?</p>	<ul style="list-style-type: none"> ● CDL MOU says that the district will make every effort to return the member back to their previous building <ul style="list-style-type: none"> ○ Every year, SPED Admin look at FTE and caseload numbers to determine the ratios <ul style="list-style-type: none"> ■ They also try to avoid splitting staff between buildings unnecessarily, but again are going off of the FTE and caseload numbers
<p>What safety parameters are being put in place to support proper ventilation at testing sites and classrooms?</p>	<ul style="list-style-type: none"> ● Just recently did a walkthrough and everything is in compliance ● SPED admin will be sending out some talking points to staff to let them know more specific information on safety measures
<p>Concerned about safety when we return to building, especially for students and staff who are immunocompromised. How much will the size of groups be limited?</p>	<ul style="list-style-type: none"> ● Size of groups will be determined by OSP and ODE ● Lots of safety procedures in place ● Ultimately, families have the choice to keep their child on CDL if they do not feel safe with them returning to the buildings <ul style="list-style-type: none"> ○ Nurses are working with families to make plans
<p>Still large discrepancies with when principals are allowing SDI to take place. Some principals are saying you can't teach until after 1:30 daily or only on Wednesdays. Kids aren't coming because they are tired and can't do it after learning all day.</p>	<ul style="list-style-type: none"> ● SDI can be embedded in core content (classroom small groups, classroom WIN times, etc.) ● If this is not happening at your building, please have a conversation with your principal about how SDI is being provided. <ul style="list-style-type: none"> ○ This guidance was put in Monday Notes ○ Ask your building rep to attend the meeting with you if you are concerned

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	<ul style="list-style-type: none"> ■ If there continues to be a concern, please reach out to Jill Golay
Can students with modified instruction be exempt from some of the Wonders assessments?	<ul style="list-style-type: none"> ● Look at the assessments section of IEP ● Determine if the student needs to only take parts of the assessment (based on their specific modifications) or if they need accommodations to access
Is it possible for all case managers to receive access to Wonders? Some schools were told there were only a certain number of licenses available.	<ul style="list-style-type: none"> ● All Specialists should now have access to Wonders/Maravillas <ul style="list-style-type: none"> ○ If you do not, please contact your principal
Requesting a sub: is it possible for us to only request a sub for the times that we are synchronous or do we need to request them for the whole day?	<ul style="list-style-type: none"> ● This is a building-level decision, please connect with your principal
Is there a way for AC to support staff needing to use their own resources to print and mail things to families who don't have email? Can we send materials to AC to be printed?	<ul style="list-style-type: none"> ● Yes, if there is not someone in your building who is available to print, you can send the IEP to Print Shop ● Consider collaborating with your team to see if someone on the team might feel comfortable going into the building to print and mail paperwork

October 2020 Events Chair Report

1. New Retirees

We had 10 people retire after the 2019-2020 school year ended. President Jill Golay bought gift cards and plants for the retirees using money budgeted for retirees. Exec Board members and Sarah Moskoff delivered or mailed a card, a gift card and succulents to all ten retirees. They were delighted to have a token of our appreciation.

2. New HSD employees

Abby, Jill and Christine collected free swag for the new employees. Mel purchased markers for the swag bags. CJ Larson donated OEA items. The bags were assembled by Jeff, Angela and Jill. New employees will be given the swag by reps.

Respectfully,
Christine Estep, Events Chair

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Professional Practice Report

Respectfully submitted by Angela Adzima

10.21.20

Honestly, Nothing to report right now. We have heard from some parents who are interested in researching and advocating for creating “outdoor schools” for our littlest learners so that we can safely bring them back together. We need to get a date set out for PROJECT sometime in Nov. however at this time we have nothing to report.

Elementary at large report

Respectfully submitted by leadership

Oct. 21, 2020

Question/Concern	Response
Equity issues around the number of students and parent teacher conferences. Even worse for our DL upper grade teachers.	<ul style="list-style-type: none">• Teachers should submit extended contract if they cannot complete conferences in allotted time• Teachers should reach out to their principals asking for additional support.• Teachers should share with building rep their needs, rep will confidentiality share during monthly rep/principal meeting
Feasibility of STAR Math testing for littles during CDL what is the point?	<ul style="list-style-type: none">• Jill will bring up in labor management and reach out to elementary ex. Board for additional information
Split Grade level workload issues even worse during CDL	<ul style="list-style-type: none">• Classroom teachers assigned to split classrooms will receive additional supports which may include additional planning time, extended contract, and additional classified support. Unit members will collaborate with their administrator to identify these supports. The administrator shall make the final determination.
Excessive number of SST and IEP meetings in a given week. Some ppl are reporting 8 meetings in 1 week!	<ul style="list-style-type: none">• Upon request, classroom teachers may receive assistance for the scheduling of Individual Education Plan (IEP) meetings in an effort to reduce situations in which a higher than usual

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	<p>number of such meetings occur during the same month. When student needs necessitate the scheduling of more than four (4) IEP meetings in a month, such impacted teachers may request assistance from their building administrator, including extended contract or release time. The granting of such requests shall be at the discretion of the District.</p>
<p>How to make use of the Reading assessment data. Especially with Reading Fluency so I have a 5th grader who is the 22 percentile ranking for fluency. What grade level text should I be giving them? Wonders just tells me they are approaching grade level but honestly they are WAY lower than that!!</p>	<ul style="list-style-type: none"> • Jill will bring up wonders about discrepancies with OSP and HR asking for ways to support students that are outliers.
<p>The synergy google sync is causing a LOT of stress and gives parents NO usable information!</p>	<ul style="list-style-type: none"> • HEA executive board met with OSP/HR and tech to address 'all things tech' last week.
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AC/Active Members	1085
PM/Potential Members	40
XM/Ex-Members (Dropped)	8
LOAs/Leave of Absence	13

Total Bargaining Unit 1146

August Update:

- **Virtual New Hire Orientation** - Prior to the VNHO, Jill called all the New Hires to welcome them and get that first contact! HUGE HELP! The Friday before in-service, Exec Board met with the New Hires via Virtual Meet to introduce the union and sign those PM's up!! Almost all new hires signed up that day! There were games, raffles, and fun to be had!
- **Virtual "Tips and Tours"** - Many Building Reps tackled walking the new hires through a virtual "Tips and Tours". Abby Neville, WHES rep, created an amazing slideshow that we were able to adjust and share for all to use. REMINDER - 2 hours of pay + gift cards towards coffee for "Tips and Tours" time can be turned in via voucher.

SeptemberOctober Update: Jill took over Membership since Abby was drowning in CDL. Jill continued to reach out to Building Reps to give updates on New Hires/PMs in their building. TRYING TO GET ALL PMs to SIGN UP BEFORE MOU VOTE! (otherwise those people cannot vote)

- **STILL TIME TO DO "TIPS AND TOURS"!** - Reach out if you are unable to do a tour OR get a PM to sign up to be a member. Jill and I can help with that!
<https://docs.google.com/presentation/d/1bc6bc-n877hZuoLpafthiriftlvDR5r44LTVk81Bxc0/edit#slide=id.p>
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- **NEW Mentor Program Grant** - We are looking for reps to be a Mentor to some new hires! It's basically what you are already doing BUT a little more intimate AND you get paid \$150 to be a mentor for three mentees. It's a great way to help out our new educators that just need THAT person to go to. Let Jill know if you're willing to help! - [HEA Member Mentorship Interest Form](#)

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Political Report

Respectfully Submitted by Elizabeth Nahl

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Question/Concern	Response
Where can I find a list of OEA endorsed candidates?	<ul style="list-style-type: none"> • https://www.oregoned.org/standing-up-for-you/elections •
Where can I check on my ballot?	<ul style="list-style-type: none"> • https://sos.oregon.gov/voting-elections/Pages/default.aspx •
How/where can I volunteer for Joe Biden?	<ul style="list-style-type: none"> • Volunteer with the Biden campaign directly: Here is the form to express your interest:https://forms.office.com/Pages/ResponsePage.aspx?id=AErz7XYRsEOoDpVi_-dqNg5XgJl7BvLjA2Am-nlM3pURVMwVDY0RFU2TDVRS1VWM0s1WUVUVEo0Si4u • Join a Union Workers for Biden-Harris Text Bank: Every Friday at 4:00 ET volunteers text voters in battleground states. RSVP here https://www.mobilize.us/nea/event/348500/ •
Is there a way to watch the last debate with some like minded pro-Biden supporters?	<ul style="list-style-type: none"> • Sidin' With Biden: Biden-Harris Campaign FINAL Presidential Debate Watch Party! Join other NEA members on Thurs, October 22 at 5:00 pm PST/7 pm CST/8 pm EST for a pre-debate happy hour. The debate begins at 6 pm PST/8 pm CST/9 pm EST. We'll be text chatting and verbally discussing our thoughts and commentary during the debate. Afterwards, we'll have a post-debate conversation to discuss impressions and the issues that resonated. We will also discuss upcoming events and actions into battleground states and more ways you can help get Joe and Kamala get elected and win a Democratic majority in Congress to Make America Sane and Humane Again! https://www.mobilize.us/nea/event/353373/ •
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Middle School Report

Respectfully Submitted by Josiah Cotton

Teachers not allowed to get their technology from school	<ul style="list-style-type: none"> This was taken care of. Tech services stated that any teacher should be able to get what they need from school. Members are told to contact their rep if this isn't the case.
High school concerned about advisory being everyday	<ul style="list-style-type: none"> Jill knows about this and is working with HR
Attendance on Wednesdays has been a nightmare (high school) due to having to look at assignments, e-mail, or check in in other ways.	<ul style="list-style-type: none"> HEA is working with HR
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HS Report

Respectfully Submitted by Jeff Johnston

Question/Concern	Response
When do HS teachers find about work reduction i.e Advisory?	<ul style="list-style-type: none"> Leadership has asked to reduce to one day a week. Discussing with labor management.