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## From Your President . . .

November is a busy month for us with the end of the quarter and new classes and students as well as, conference prep and conferences. Educators are always thankful to have a few days at the end of the month to rest and recuperate with fabulous food, family, and friends. American Education Week is also prior to the week of Thanksgiving and is an opportunity to celebrate public education and honor individuals who are making a difference by ensuring that every student receives a quality education. Each day of the week has its own theme, during which we celebrate our public-school community. This year we are challenged with honoring our fellow peers from afar, but now more than ever we know that an encouraging word to a bus driver, classroom teacher, cafeteria worker, or your favorite substitute will help us all to feel connected, appreciated and valued. I appreciate you and all that you do every single day. I am proud of our union, our solidarity and our work for students and staff. We are a collaborative voice that will continue to make a difference in our professional for ourselves, our peer and our students. THANK YOU!

Stronger together,  
Jill Golay and HEA Leadership

## National Native American/Indigenous Peoples' Heritage Month

As most of you know last month the HSD school board approved "Atfalati Ridge" as the name of the new elementary school being constructed in North Plains. The Atfalati Ridge name has the support of The Confederated Tribes of the Grand Ronde, whose members include the Tualatin Kalapuya natives who lived in North Plains and other areas of the Tualatin Valley. Atfalati, meaning "The people," is the name they call themselves. HEA has made it a priority to work on fighting racism and addressing institutional racism, as well as celebrating our BIPOC community. For land acknowledgment <https://native-land.ca/> and to learn more about indigenous peoples, history and culture please visit our website. <http://heaoea.org/>.

## HEA Begins Negotiations for In-Person/Hybrid Instruction

One primary role of your union is to negotiate for your safety, working conditions and pay and benefits. We do this through our contract, and when new working conditions arise, our role is bargain those new conditions. While we are just finalizing our CDL MOU negotiations, the need to bargain over in-person arose. Things developed quickly in the last few weeks, including the Governor's relaxing metrics for a return to in-person instruction. HEA felt it necessary to preserve our right to negotiate both the decision of when to return to school, as well as what impacts a return will have on your safety and workload by "demanding to bargain," a legal term which amounts to asserting our bargaining rights. We will begin those negotiations Wednesday, November 18 with a smaller negotiating group (5 for each party). Our topics will include safety for your return to buildings, the hybrid model and what it looks like, how much time you get for prepping for an in-person return and much more. We will keep you posted on progress.

## Surveys, Surveys, Surveys

Thank you for letting us know about the recent District CDL survey. HSD did tell us about the survey last week, and we were able to give some feedback. We realize that not all your needs or concerns will be addressed in this survey, but we do encourage you to take it. HEA will send out our own version of a "return to work" survey soon to make sure we capture all of your questions, concerns and ideas. We have heard lots from you on the topic of returning to school and will do our best to capture everything we need to know. The data from both surveys will be important as it will inform our negotiations for a return to in-person instruction.

## HEA Weekly Office Hour

Thursday from 4pm- 5p.m HEA hosts a weekly office hour where the first twenty minutes HEA leadership updates the group with information and answer questions. Then, elementary, middle, and high school groups participate in a breakout session 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. We end our meeting with a weekly member raffle. We would love for you to join us. [Zoom link](#)

## Workshops and More - FREE to HEA members!

Dec 7<sup>th</sup>: **Financial & Retirement Planning Workshop**, 4:30pm, [Flyer w/Zoom Link](#)

**Ready, Set, Grow** - <http://grow.oregoned.org/>

**OEA Professional Practice Opportunities** - <https://www.oregoned.org/member-resources/professional-learning>

## You may have money waiting for you! HRA / Preferred Plan

If you enrolled in Moda Plan 5, Kaiser Plan 2, or Kaiser Plan 3 for 2019-20, mark your calendars! Mae and Phaedra will be hosting digital Group HRA information sessions on the following dates and times:

Wednesday 12/02/2020, 8:00 AM-3:00 PM

Wednesday 12/09/2020, 8:00 AM-3:00 PM

Each session will be held via Zoom <https://us02web.zoom.us/j/9368366641> (Meeting ID: 936 836 6641). If you are enrolled in one of Hillsboro School District's Preferred Plans (Moda Plan 5, Kaiser Plan 2, or Kaiser Plan 3) for the 2019-20 or 2020-21 Plan Years, you will want to attend one of these sessions. We will review what an HRA is, the plan designs (so you'll know at what points you are eligible for disbursements), and information regarding how to file claims. Understanding the simple steps is important for you to maximize the value of your medical insurance and minimize the cost to you of accessing the care you and your family need.

Or, Contact Mae Hawkins at [mhawkins@waldoagencies.com](mailto:mhawkins@waldoagencies.com) or (208)780-1154 or attend Mae's Office Hours! Wednesdays from 7:30 AM and 3:30 PM Zoom <https://us02web.zoom.us/j/9368366641> or Meeting ID: 936 836 6641

## 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 fellow members.

### Instructional Stipends – Article 20, Appendix B

Most stipends are still in full effect during CDL. If you have questions about yours, please check with your principal or HR. Also feel free to contact us or hop onto our office hours this Thursday!

### 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](#)

### 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)

[For Transfer Reimbursement](#)