



HOW TO CONTACT US:

Jill Golay, President
503-645-6776 x2507
hillsboroea@oregoned.org

Open Position, Vice President

Jenny Underhill, Secretary
underhij@hsd.k12.or.us

Bonnie Wakeman, Treasurer
wakemanb@hsd.k12.or.us

LeAndre Butler, At Large EL Rep
butlerlj@hsd.k12.or.us

Josiah Cotton, At Large MS Rep
cottonj@hsd.k12.or.us

Jeff Johnston, At Large HS Rep
johnstonj@hsd.k12.or.us

Abby Neville, Elementary At Large
Special Education Rep
nevilleab@hsd.k12.or.us

Open Seat At Large
Bilingual/Dual Schools Rep

Abby Jones, Membership Chair
jonesab@hsd.k12.or.us

Mary Kay Babcock, Membership
Chair, jonesab@hsd.k12.or.us

Christine Estep, Events Chair
estepc@hsd.k12.or.us

Elizabeth Nahl, Political Chair
nahle@hsd.k12.or.us

Lisa Tanedo, Bargaining Chair
tanedol@hsd.k12.or.us

Angela Adzima, Prof. Practice
Chair adzimaa@hsd.k12.or.us

HEA website: heaoea.org
Like us on Facebook!

Sarah Moskoff, OEA Consultant
sarah.moskoff@oregoned.org

Mel Harmon, OEA Assistant
mel.harmon@oregon.org

From Your President . . .

Once again, we are heading into an unprecedented school year. Despite our hopes and expectations that the worst of the COVID pandemic would be behind us by now, the Delta variant impact has become undeniable.

There is nothing we want more than a safe return to in-person instruction - we have been looking forward to it for almost a year and a half. But for the students we teach, their families, and all our fellow HEA members, we must get it right. HEA has been working hard to ensure that we have strong safety agreements in place before the start of school. We will keep you abreast of our progress and are hopeful that we will have an agreement with the district prior to students returning on September 9th.

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

The U and I in U-N-I-O-N is What Makes Us Stronger

We were in our full HEA regalia on Friday at the new hire orientation. It was so great to meet 180+ HSD new hires- WELCOME! Mayor Callaway joined us to kick off our welcome event and HEA/OEA leadership circulated and visited with the new crew to answer questions about HEA and explain the value of our collective voices and the benefits of our Association.

Visit the HEA website to JOIN us!

HEA prides itself on our regular and transparent communications. Please visit us at [http://heaoea.org/](http://heaoea.org) to become a member, access your full contract, learn how to join the CAT to become more involved in the bargaining process, find extended contract forms, the sick bank leave application and much more!

State Vaccination Order

We have received questions about the recent state order for all Oregon K-12 staff to either be vaccinated or qualify for a medical or religious exemption. HEA's role with this mandate is to ensure that the process is handled according to state guidelines, and that your contractual rights are protected. We are also currently negotiating safety and workload conditions in an MOU (memorandum of understanding) where the impact of this new law will be addressed. Here are two links to the related statutory language and also to an FAQ published by OEA.

[School Vax Rules](#) [OEA Vax FAQ](#)

What can you expect from HSD?

- HR will be working to ensure that the district is in compliance with the state order.
- Within the week HSD should be communicating next steps. The options are:
 - Showing proof of prior vaccination -- either a copy of vaccine card or digital record.
 - Applying for an exemption, either medical or religious -- the district will share these forms with employees.
 - Getting fully vaccinated. This means by Oct. 18 employees will need to show they have received both doses of the vaccine (one for J&J)
- The deadline for full vaccination is Oct. 18.

Tick-Tock: OEBC enrollment ends September 6th

If you haven't signed up for your benefits yet, consider attending the HSD Benefits Fair at the AC tomorrow, Wednesday, September 1st between 2-6pm. HEA has negotiated great benefits for you in the form of three HRA options which have no "out-of-pocket" premium cost and very low deductible and max out-of-pocket amounts. Take a close look at Kaiser 2 and 3 and MODA 5:) HEA leadership will be there as well to support the contract and answer any questions you may have. Make sure you stop by the HEA booth and say hello!

Fall Return MOU Being Negotiated

Your HEA Bargaining team is currently negotiating safety and workload conditions for your return to school this week. The impact of the state guidelines, including the vaccine mandate are also being addressed in the MOU. There are many components that will remain from last spring's Hybrid MOU - with some proposed changes including additional work time if quarantine requires a brief transition to CDL, updated ventilation language, social distance issues and the impact of the vaccination mandate. We are proposing to keep the COVID leave we negotiated last spring, which would allow licensed staff to access up to 8 days before using their own accrued leave for qualifying COVID related reasons. Our latest proposal allows the use of these days for getting a vaccine or booster or recovering from a vaccine or booster shot.

Full Contract Bargaining - Picking Up Where We Left off in June

Recap: Our contract expired on June 30, 2021. HEA began negotiating the successor agreement in May with the understanding it would continue into this fall. Until we settle this new contract, we are under all provisions of the expired contract, which includes our salary language. Anyone eligible for step movement **will** receive that increase in their paychecks this year, even though the contract is expired. When we settle the contract, we will include language that makes a cost of living increase retroactive to the first paycheck after July 1, 2021.

We will resume negotiations with HSD on September 21 and have reserved [generally] every other Tuesday for bargaining. We have several more articles to propose to have everything "on the table" and then the parties will exchange counter proposals. Topics we are bringing to the table include workload, involuntary transfers, temporary postings, several equity related issues, salary column movement, evaluation and many more. Like three years ago, our sessions will be open to all members and at this time will likely be livestreamed for safety and convenience. You can check us out at www.heaoea.org

Employee Assistance Program (EAP)

Provided by Reliant Behavioral Health and available to staff, dependents, and anyone that lives in your house.

- Confidential Counseling: 6 visits and 4 weeks of online counseling supports (per incident, per household member)
- 24-hr Crisis Help, Online Consultations, [A Tess-flyer](#), AI Chat-bot, [2021 online peer support](#)
- 100% confidential
- Access to other services: basic legal, caregiving

Vacant HEA VP Position

Our HEA Vice President, Joe Vermeire, resigned from his position to take a Leave of Absence for the 2021-2022 school year. The remainder of Joe's VP position is currently open and will be filled per our bylaws with a currently elected HEA leader (executive board or building representative). Then in February the entire HEA membership will vote to elect governance for the 2022-2024 term (president, Vice president, treasurer and secretary).

Union Support

Except for Atfalati, every building currently has an HEA building rep. Please reach out to your building's rep if you have questions or need support. If your rep is unavailable, you can also connect with me anytime by at hillsboroea@oregoned.org or on my cell phone @ 503-709-7073.