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# Newsletter

May 17, 2017

## HOW TO CONTACT US:

Jill Golay, President  
503-645-6776 x2507  
[hillsboroea@oregoned.org](mailto:hillsboroea@oregoned.org)

Joseph Vermeire, Vice President  
[vermeirej@hds.k12.or.us](mailto:vermeirej@hds.k12.or.us)

JoAnn Conroy, Secretary  
[conroyj@hds.k12.or.us](mailto:conroyj@hds.k12.or.us)

Barb Wickham, Treasurer  
[wickhamb@hds.k12.or.us](mailto:wickhamb@hds.k12.or.us)

Jenny Underhill /Abby Jones,  
At Large EL Reps  
[underhij@hds.k12.or.us](mailto:underhij@hds.k12.or.us)  
[jonesabj@hds.k12.or.us](mailto:jonesabj@hds.k12.or.us)

Deanna Blem, At Large MS Rep  
[blemd@hds.k12.or.us](mailto:blemd@hds.k12.or.us)

Rachel Herrick, At Large Special  
Education Rep  
[herrickr@hds.k12.or.us](mailto:herrickr@hds.k12.or.us)

Patrick Birkle, At Large Bilingual  
Programs Rep [birklep@hds.k12.or.us](mailto:birklep@hds.k12.or.us)

Elizabeth Nahl, Political Chair  
[nahle@hds.k12.or.us](mailto:nahle@hds.k12.or.us)

Lisa Tanedo, Bargaining Chair  
[tanedol@hds.k12.or.us](mailto:tanedol@hds.k12.or.us)

Christine Estep, Membership Chair  
[estepc@hds.k12.or.us](mailto:estepc@hds.k12.or.us)

**OEA / HEA OFFICE:**  
Ph: (503) 645-6776

Sarah Moskoff, OEA Consultant  
[sarah.moskoff@oregoned.org](mailto:sarah.moskoff@oregoned.org)

Mel Harmon, OEA Assistant  
[mel.harmon@oregoned.org](mailto:mel.harmon@oregoned.org)

## From Your President . . .

Dear Members,

Well we are close to the final stretch. I know that many of us are starting to feel the impact of longer days, student spring sports and activities. May also brings focus to our amazing teachers that will soon be retiring. If you are planning to begin a new chapter in this journey of life, please let us know. We'd love to honor you and your career at our annual Pumpkin Ridge retirement celebration. This event will be held June 2<sup>nd</sup> and starts with socializing at 5:30pm and dinner at 7pm. Thank you, members, for all the many things you do to support one another and the students of the Hillsboro School District.

Jill Golay at the HEA office. [hillsboroea@oregoned.org](mailto:hillsboroea@oregoned.org) or 503-645-67776 ext. 2507

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

**\$1,000 HEA Scholarships Awarded**~I am pleased to announce Elisabeth Kang and Ksenia Striplin as HEA 2017 scholarship recipients. Elisabeth, is the daughter of Justine Kang who teachers at Orenco Elementary and Ksenia is the daughter of Mark and Mindy Striplin. Mark teachers at Brown and Mindy at Ladd Acres. Congratulations to you both Ksenai and Elisabeth!

## Summer Book Swap and Adopt~June 17<sup>th</sup>-August 26<sup>th</sup>~ 8:30 -1:30pm

Each year, HEA donates books to elementary students at the Hillsboro Saturday Farmer's Market in Downtown Hillsboro. I'd like to encourage you or your building to team-up and volunteer one summer Saturday. Building teachers can share shifts and volunteer a couple hours to help give away books. Also, we are always accepting donations. Just give me a call and I'll come by and pick up the books.

## June 9<sup>th</sup>, 2017 is First Fake Friday~End of the year tour of our town!

Our last First Friday of the school year will be the second Friday of the month due to our Retirement Celebration dinner at Pumpkin Ridge being held on Friday, June 2<sup>nd</sup>. We will start at McNally's at 4pm, then head over to Clark's at 5 pm and end at Wilson's at 6pm. Hope to see many of you at one or all three locations. Jenny will purchase light appetizers for us along the way and you buy your beverage.

## SpEd Gathering~1<sup>st</sup> Wednesday of each Month~June 7<sup>th</sup>

The first Wednesday of each month HEA hosts a meeting here at the office from 4:15 to 5:30 where Special Education teachers can come together to connect. This month's topic is getting through this year and planning for next year. Come join us, if you haven't done so yet.

## Meet Justin Boggs – Your Personal Financial Advisor – and NEA Retirement Specialist

One of your many NEA member benefits includes "free" access to Justin Boggs of JB Financial Services. Because you are an NEA member, Justin's consulting fee will be waived – he will meet with you one-on-one and help you get your finances in order. Justin can assist with everything from making a budget, to setting you up for your retirement. Justin was hand-picked and his products vetted and monitored on a regular basis by NEA. Give Justin a call at (559) 623-2947.

**Labor Management: Hot Topics** HEA has been working on several issues in our Labor Management meetings.

- Summer School
- Staff Assignments
- DRA's

### **How Well Do You Understand Your Health Insurance?**

According to a recent study, the average consumer spends 79 days considering the purchase of a major appliance; and 16 minutes when picking an insurance plan during open enrollment. Bottom line, the world of insurance plans is changing and it requires participants to be educated so we can make the best choice for ourselves and our families.

#### **Read up!**

Watch for publications from HEA and from the District about the various plans.

#### **Attend HSD Benefits Fair**

HSD will be hosting several opportunities to get help with enrollment, like the annual Benefits Fair at the AC on August 31<sup>st</sup> 2-6 p.m.

#### **Do the research**

Take the time to look up which providers are covered before you choose a plan if you choose MODA. You can do they by going to <https://www.modahealth.com/ProviderSearch> ; Kaiser is more straightforward in that they either offer it in-house or you must follow their protocol for other providers.

#### **If you are an HRA participant... You may have money waiting for you!**

If you are currently enrolled in Moda Dogwood or Kaiser 3 and are not familiar with the Hillsboro Preferred Plan/Health Reimbursement Arrangement (HRA) and how to file claims, be sure to stop by the AC between the hours of 1:00 and 6:00 PM on May 24<sup>th</sup> or June 13<sup>th</sup> to get help understanding your benefit and how to file for reimbursement. If you have questions and cannot attend, please email Mae Hawkins at [mhawkins@waldoagencies.com](mailto:mhawkins@waldoagencies.com) or call (208)780-1154.

### **What's Happening with the State School Budget and my PERS?**

Currently the legislature is in session and they are in the process of determining how much money to allocate to k-14 Oregon public schools. The chairs of the house and senate Ways and Means said they wanted to spend \$7.8 billion on schools; Governor Brown said she could find \$8.02 billion for schools. Even with 8.02 billion, most district will face medium to severe cuts in the next biennium.

Most recently, the House Democrats released a budget proposal to invest an additional \$1.4 billion in education funding – which is exciting! However, it is widely publicized that this proposal may not pass without “cost saving measures” form PERS or insurance costs for public employees. These proposals include such things as increasing retirement age, making final average salary based on 5 rather than 3 years, capping final salary amounts and merging OEBB with PEBB (Oregon Educators Benefits Board and Public Employee Benefits Board). OEA is actively working on the PERS coalition to stop these negative bills and is trying to find solutions to this crossroads between Revenue and your benefits. It is OEA’s goal to push the legislature to fund our schools adequately in such a way that it doesn’t cost you your benefits. Learn more about the Oregon Education Investment Initiative at [Invest-in-education](#).

#### **PLEASE contact your legislator to encourage passage of the Oregon Education Investment Initiative**

<http://www.oregoned.org/action-center/invest-in-education>

### **Contract 101**

*It's important to know your contractual rights, and always work with your building rep and your principal to ensure the following is in place. The following is contractual: If you have any questions about applies in this category, please contact us.*

#### **Working Conditions-Article 17, Section A., Student Discipline-Highlights**

1. Disruptive student behavior will not be allowed to hinder the progress of the class. When a student’s behavior interferes with the classroom instruction or threatens the health, safety or welfare of the employee, other employees, or other students, the employee shall be authorized to send the student or students to the school’s designated location.

The District will ensure that all buildings have a discipline plan in place by September 15. The site-based plan will include the designation of a location for students to be sent who are compromising the safety of staff or other students, possible responses to student behaviors, structures of communication between teachers and administrators regarding student behaviors, and ways staff could recognize positive student choices. **All members in the building will have input in a building discipline plan by June 1 for the following year’s plan.**

2. Administrative Support ~A member who is assigned to teach or supervise a student may ask the building administrator(s) to discuss any disruptive situation involving that student and explain how the situation was handled and any ongoing developments. If the teacher completes a written behavioral referral to the Principal, the teacher will receive written feedback about the action taken within a reasonable time frame, generally expected to be forty-eight (48) hours. (continued in contract...)