



Improving the future through quality education today.

# Newsletter

August 23, 2017

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## From Your President . . .

Welcome back, Members!

I hope you all have had a restful and relaxing summer! It's hard to believe it's gone by so quickly. This year will be a busy one for the HEA. We will be working with HSD negotiating our new contract. Your input to negotiations will be crucial to the HEA Bargaining Team. We will soon have a link on our HEA website to provide input, along with opportunities to complete surveys electronically prior to winter break, and roaming visits by the bargaining team to talk with you personally. You can also talk to me personally- email me at [hillsboroaea@oregoned.org](mailto:hillsboroaea@oregoned.org) or call me at the HEA Office 503-645-6776 ext. 2507. Please help me welcome our 140+ new teachers by serving as their union mentors as they become acquainted with colleagues, students, parents, buildings, district administration and the community. The most enjoyable part of my job is when I get to make site visits to your building and connect with you. Thank you for being a teacher, a parent, or a community member in Hillsboro. Enjoy the remaining days of summer.

## What HEA is doing for you

It's important to the HEA Executive Board that the HEA newsletter is relevant as well as fun to read. Some features you can expect to see in each issue are:

- [Contract 101](#) to educate member on specific areas of the contract
- [Monthly Events and Workshops](#)
- [Political Updates](#) and coffee chats with legislators
- [Website @heaoea.org](#)
- [Building Reps](#) in each building to support you

## September 13<sup>th</sup>, 2017~Sped Meet/Greet at 4:15 p.m.

Save the date to socialize with fellow new special education teachers. We hope to see returning Sped teachers too to help support our new members. Drinks and light appetizers will be provided along with lively conversation. We will continue to have monthly meetings to support Sped teachers with their questions, comments and concerns.

## October 6<sup>th</sup>, 2017 ~First Friday at 4 p.m.

Save the date to socialize and snack with other HEA and HCU members at **Coyote's Bar & Grill** starting at 4 p.m. This is a chance to get to know other HEA/HCU members, ask questions of the HEA Executive Board, make a new friend, or just come to have some food and drink on your way home! Light appetizers will be pre-ordered by HEA/HCU and beverages can be purchased on your own. We can't wait to see you there!

## Workshop Offerings: FREE to all HEA members

The Washington County OEA office (same location as the HEA office) is where a variety of workshops are held. To register for a workshop (or to look at the many offerings, go to [heaoea.org](http://heaoea.org). ONLINE REGISTRATION ONLY.

## HSD Bond on November Ballot

If the District is successful with its bond ask in November, the OSCIM grant dollars will be used to fund the following projects: • Purchase land for additional school capacity; • Upgrade/replace pavement, sidewalks, hardscapes; • Complete additional roofing and portable classroom replacements; • Replace single-pane windows; • Improve/replace tennis courts; and • Upgrade new elementary school gymnasiums to “immediate occupancy” seismic standard. For additional information on the Hillsboro School District bond, please visit [Hillsboro-Bond.org](http://Hillsboro-Bond.org).

## What is the Hillsboro Preferred Plan, And Why Would I Sign Up For It?

The Hillsboro preferred insurance plan options/HRAs are lower cost plans with a high deductible and high out of pocket maximum. There is one for MODA and one for Kaiser. The District and HEA use the cost savings from the low cost plans to help create a Health Reimbursement Arrangement (HRA). The HRA supplements the two plans, providing a lower Deductible and Out of Pocket Maximum (MOP) and a MUCH better value to you! Both HRA options are **zero deduction from your paycheck** with mid-priced dental and vision! For more details, check out the HEA bulletin board or attend a session below.

### How Does It Work?

Through a simple claims process, you can experience the benefits of a lower In-Network Deductible and Max Out of Pocket by only paying the lower deductible and then 20% until you reach the lower max out of pocket. Most people find it very user friendly. Take advantage of HSD’s many opportunities to meet with experts about the plans and sign up!

- Thursday, August 17                      8 AM—4 PM    @ **Facilities**
- Thursday, August 24                      10 AM—7 PM   @ **Glencoe HS**
- Monday, August 28                        10 AM—7 PM   @ **Hilhi & Liberty HS**
- Tuesday, August 29                        10 AM—7 PM   @ **Century HS**
- Wednesday, August 30                    10 AM—4 PM   @ **Transportation**
- Thursday, August 31                       2 PM—6 PM    **BENEFITS FAIR @ Admin Center**

## Contract 101

The HEA/HSD Collective Bargaining Agreement is available electronically on the HEA website [@heaoea.org](http://@heaoea.org). Your building rep also has a copy to refer to when supporting you and fellow members.

Question: ***What makes our contract binding on the district?***

Answer: Oregon is what is known as a “collective bargaining state.”

- In states like ours, laws passed by the legislature and signed by the governor require public school districts to bargain conditions of employment with the representatives of the teachers in the district.
- As a result of this bargaining, a contract is signed by both the Association (your legal representative) and the District.
- This contract is legally binding on both sides; large penalties can result from violations.
- In non-collective bargaining states (Idaho, for example) educators do not have the protections associated with a district-wide contract.
- We should always protect and maintain our collective bargaining rights! If you notice a violation, let your building rep. know.

## Bargaining Starting this Winter

Our Collective Bargaining Agreement (CBA / Contract) will expire June 30, 2018. Our contract requires that we either begin bargaining, or at least start counting the 150 days of bargaining required by Oregon law, by December 1. While we likely will not convene regular sessions until after January 1, we will have initial meetings with the district by December 1 and will keep you informed through regular HEA Bargaining Briefs. We hope to try some new things this year, including the formation of a Contract Action Team (CAT) for those folks who want to be involved, but not on the team. Look for more info about this exciting opportunity from your HEA leadership and publications.