

HEA Representative Council Minutes

May 16, 2018

Meeting was called to order @ 4:22

Joe Vermeire moved to accept the March. 2018 minutes, Mike Dunn seconded. The motion passed.

Budget update- Barb Wickham

Announcements

- Elections Rep @ Large
- June Social- Wed. June 13th come pick up your check
- HEA Scholarship- Lydia Kramer and Josie O'Harro are our winners.
- Book Swap- Please sign up to work at our summer booth at the Hillsboro Sat. Market
- Sick Leave Bank Request- Six members have been approved to access the personal leave bank.
- Butternut Team Up 5k-May 26th, 2018
- 20% off MOD pizza Flyer
- Retirement Dinner- June 1st @ Pumpkin Ridge Golf Course
- First Friday-June 8th @ Coyotes
- HEA Dual School Mtg. - May 24th, 2018

Guest- Teresa Muench from NEA Member Benefits- Explained how to access some of our Member Benefits

Materials Review

- Reports are in the Packet
 - Bargaining- would like some signs of support to hang at Mondays session . CAT team will be there @ 4:00. May 21 @ HEA office
 - Membership-Contract Teachers party was a success, Retirement dinner is our next event.
 - Political- Yesterday's election had some successes. Thank you for voting.
 - Dual Schools- Had a mtg. With Travis Ryman about the Articulation Guide
 - President- Jill will be meeting with HR
 - SPED- Feedback from Admin is listed in the SPED report included in this packet.

Business

- Janus- Supreme Court case decision is coming in June. Members had Table Talks to practice talking to members about this issue. Questions were answered and next steps were shared. Email Jill or Sarah if you are approached about leaving the union.

- Tell Surveys- Jill discussed results with Mike Scott today. 18 schools participated. She would like to meet with principals in the fall about eh results.
- Bargaining- Lisa shared that we probably won't have a new contract by the Aug. 2018. The contract will be Status Quo.
- 2018-2019 Elections- Nominations are as follows:
 - Elementary at Large rep. - JoAnn Conroy & Abby Jones
 - Middle Sch. at Large rep.- Deanna Blem
 - High /sch. at Large rep.- Roger Pinder
 - SPED at Large rep.- Catherine Jager
 - Bilingual at Large rep.- Gabby Castro
 - Membership Chair- Christine Estep
 - Treasurer- Sarah Coyle was nominated by Elizabeth Nahl

All nominations were accepted and unanimously voted in.

Table Talk Topics were: Janus Questions,
Good of the Order- Silent Auction items, IP 25- we need signatures!!

Leveled Meetings

Meeting adjourned @ 6:00

Minutes respectfully submitted by JoAnn Conroy

September 2018 EB Report for Rep Council

HEA Event President Report September 19, 2018

- Membership-I spent the last week of August helping with New member breakfast. We had lots of help from the reps and executive board. In September I've made several trips to buildings helping reps complete their building's ICS. I made my first visit to Harkin's House, Boys and Girls Club and City View Charter.
- Evaluation-I'll be meeting with HR and OSP (Grant and Audrea) to clarify HEA's understanding of the evaluation roll out to educators. I will be contacting Cel 5D+ this week to obtain additional understanding and information on the best practice when implementing their evaluation system. I'll also be networking with HEA members on the evaluation committee. I do not believe that the current rollout is what we agreed to. In addition, I plan to add evaluation workshops to support members with SLGGs and eval system.
- Member Support with: placement on salary scale, lunch duty without extended pay, loss of prep with out extended pay, resignation letter, positions not being posted prior to being filled.
- Meeting new principals: I'll be setting up a time to meet with the district's new admin. We have about a dozen new principals.

Respectfully submitted by Jill Golay, HEA President

HEA Event Chair Report September 19, 2018

Upcoming dates-

New Member/Student Teacher Poker Scramble	March 21, 2019	4:00-6:00	HEA Office	Christine Estep
Contract Teacher Celebration	May 9, 2019	4:00-6:00	The Rock Wood Fired Pizza Kitchen	Christine Estep
Retirement Celebration	May 31, 2019	5:30-10:00	Pumpkin Ridge Golf Course	Jill Golay
First Fridays	Monthly started October	4:00-7:00	TBD-changes monthly	Jenny Underhill
WaCO 5K Run	May 18, 2019	9:00	TBD	Jenny Underhill
Book Swap	Summer Saturdays	8:00-1:00	Main Street by Starbucks	Jill Golay

Information items-

We had our New Member Breakfast on Friday, August 24th followed by the Rep Reconnect. We invited approximately 130 new members. It was well attended.

September 2018 EB Report for Rep Council

Reps to Do-

Please sign up on the clipboards circulating around the meeting tonight to help with the Poker Scramble and the Contract Teacher Event.

Respectfully Submitted by Christine Estep

Bargaining Report September 19, 2018

Bargaining:

- We are currently working without a contract, but still have protections under Status Quo. This means that anything which is a Mandatory Subject of Bargaining (work load, pay and benefits) will be in effect until a new contract is ratified. Therefore, any member eligible for step will be advanced for this school year. Any increase to the pay scale we negotiate for the new contract will be retroactive and the teams will negotiate how the back pay will be distributed (lump or spread out).
- A small group from each side will be having a brainstorming session on Thursday, 9/20 to see if we can come up with creative solutions to deal with student discipline and class size/caseload related workload and will bring back any idea to the table for full teams to see.
- We did not bargain in August due to scheduling conflicts.
- We have the following sessions scheduled but hope we won't need all of them!
 - Sept 27 - Full bargain - 9-4 at the HEA office. The early ending is due to district's schedule issues
 - Oct 15 - 12-7 at the HEA office
 - Oct 29 - 12-7 at the AC
 - Nov 19 - 12-7 at the HEA office
- We would like to get this contract settled and need your help to make the district realize how important it is to our membership.
 - CAT members are creating signs of support to post at the October 15th session - some are already done, having made one at the end of last school year!
 - We challenge each rep to come and bring five friends after work to the October 15th session

Thanks for your support. Together we can GET THIS DONE!

Respectfully submitted by Lisa Tanedo, Bargaining Chair

Political Report September 19, 2018

November 2018 Elections

Reps please help educate your members on the following races and issues.

1. The Governor's Race - HEA and OEA recommend support for Governor Kate Brown.
-Knut Bueller wants to raise 1.4 billion dollars for education by changing PERS to a 401K plan and capping educator salaries.

September 2018 EB Report for Rep Council

-Kate Brown has been governor during a time graduation rates have gone up 5%. She helped the state find 1 billion dollars to stabilize after cuts and support career technical education. She has a cradle to career view of education, has been an early education champion, and understands how to collaborate to create long term change.

2. State House Races - HEA and OEA recommend support for Representative Susan McLain in House District 29 and Representative Janeen Sollman in House District 30.

-Representative Susan McLain in House District 29 is a retired Glencoe teacher who is one of our articulate champions in the Oregon House.

-Representative Janeen Sollman in House District 30 is a former Hillsboro School Board member who consistently supports our issues in the state house.

Both are strong supporters of education and deserve our vote. Their opponents did not seek our endorsement.

You can support their campaigns by attending a joint phone bank. They are held every Tuesday Evening from 5:30 to 7:30 from their downtown Hillsboro office at 211 E Main Street, Hillsboro.

3. State Senate Race - HEA and OEA recommend support for Senator Chuck Riley in Senate District 15 -Senator Chuck Riley in Senate District 15 is a former house representative consistently supports our issues in the state senate.

His opponent did not seek our endorsement.

3. Ballot Measures HEA and OEA recommend No Votes on Ballot Measures 103, 104, and 105.

-BM 103 - Zero tax on groceries which is a cover for zero tax for big business grocery stores. No one is looking to tax the actual customer buying groceries.

-BM 104 - Need a 3/5 majority for votes involving money. Takes away the basic tenants of democracy. Picture needing money to fund DHS and a vote going down because of being short by two votes if you need 3/5ths.

-BM 105 - A hate group put this forward. It would take away our long-standing status as a sanctuary state. This would allow police to profile Oregonians. Oregon has made great strides overcoming parts of its racist past. We should not move backwards. Nothing about this Ballot Measure would improve immigration issues. It takes away the rights of Oregonians.

Respectfully submitted by Elizabeth Nahl, Political Chair

Professional Practice Report September 19, 2018

I am happy to inform you that the National Education Association awarded a **NEA My School, My Voice 50/50 Initiative** grant of \$15,000 to the Hillsboro Education Association for the 2018-19 school year. The purpose of the grant is to build understanding and facilitate implementation of the NEA's "My School, My Voice" checklist and opportunity indicators among Hillsboro Education Association members and Hillsboro School District stakeholders. To engage members of our union and community stakeholders to collaborate

September 2018 EB Report for Rep Council

with HSD in the implementation of Every Student Succeeds Act (ESSA) for Hillsboro schools. We hope that the data collected will provide useful information that will enable HEA to enhance our collaboration with HSD for the implementation of Every Student Succeeds Act.

We are promoting completion of the NEA's My School, My Voice Opportunity Checklist (<http://myschoolmyvoice.nea.org>) to collect data for this effort. We've asked ex. board to complete and today we are asking you. I will be looking for fellow members to help with this endeavor and will be sending out additional information with committee opportunities with task description, dates and time commitment.

Respectfully submitted by Patrick Birkle, HEA Professional Practice

Membership Report September 19, 2018

Last week Jill, Sarah, and Abby, plus the help of many building reps, were able to get almost all of our ICS forms turned in by the September 15th Drop Deadline!! THANK YOU!

We went out into the buildings and met with many educators who were on the fence or unsure about joining the union, and we were able to tell them about all of the benefits the union has to offer. We had the opportunity to speak to many members at Poynter when principal Jon Pede welcomed us to join their staff meeting, introduced us and gave us a few minutes to address the group.

It was a very busy, exhausting, and rewarding day! Afterwards, we met and discussed our successes of how many members we have in our union, and we rock!! Currently HEA has 98% signed members! As of now, there are

- 21 potential members (nonmembers)
- 4 where fee payers last year,
- 8 are new to the district and elected not to join
- 5 have dropped their membership
- 4 are in the mixed bag pile:
 - 1 leave this year out of the country
 - 1 on leave last year and hasn't rejoined but said they plan to and
 - 2 on leave last year that haven't rejoined still waiting to hear back from rep of status

We look forward to meeting with those people throughout the year in hopes of making them part of our STRONG UNION TEAM!

Respectfully submitted by Abby Jones, Membership Chair

H2 - After School Events - 2018 - 2019

SCHOOL NAME	1st Event	Date	2nd Event	Date	3rd Event	Date	Staff Choice--Event and Date
EXAMPLE: ABC School	Ice Cream Social	8/27/2018	Back to School Night	9/22/2018	Spring Fling	3/17/2019	1st Grade Family Night--3/12/2017; STEAM Night--4/9/2017
Brookwood ES	Back to School Night	9/18/2018	Teachers are choosing 2 nights from a list of Family nights (STEAM themed)		Teachers are choosing 2 nights from a list of Family nights (STEAM themed)		
Brown MS	Back to School Night	8/30/2018	Becomes a Panther Night	4/11/2019	8th Grade Social	6/13/2019	AVID Family Night: 9/25/18 & 5/30/18 Cultural Night TBD
Butternut Creek ES	BTS Ice Cream Social 4:30-6:00	8/30/2018	Bulldog Family Night 5-8 pm	2/28/19	Cultural Night 5-8 pm	5/30/19	
Century HS	BTS	9/26/18	Incoming Fresh Night	3/5/19	Career Pathways Night	5/29/19	
Eastwood ES	Back To School Night	8/31/18	International Writing Night	3/21/19	Celebration of Learning	5/23/19	
Evergreen MS	Back To School Night	8/28/2018	Spring Conferences	3/19/2019	6th Grade Parent Night	April/2019	
Farmington View ES	BTS Ice cream Social	8/30	STEM Night	April 2019	N/A	N/A	Booster Meetings, FVPAAE, Family Nights, Auction
Free Orchards ES	Stop-Drop-Smile	8/29	Feb. Conferences	2/13/2019	Celebration of Learning	6/6/2019	Parent Outreach Fair 9/26, Family Math & Pizza 11/14, Science Fair 3/21
Glencoe HS	BTSN	9/26	9th grade Night	3/20 @ EMS	Academic Planning Night	3/19	other: senior project night 5/28, graduation 6/8 and honors night 6/8
Groner K-8	Open House 3:30-5:30	8/30/2018	Family STEAM Night	4/25	Celebration of Learning	5/23/2019	
Hilaboro Online ES	Family Night	9/11	Conferences	November	Science Fair	April 2019	
Hilaboro Online MS/HS	Back to School	9/5	Conferences	November	Sen. Prof/Graduation		
Hillsboro HS	Back to school Night	9/12	Senior Showcase	May	Choice		Latino Parent Night, Senior Honors Night, Night Owl
Imlay ES	Ice Cream Social	8/30/18 3:30-5:30	Circulum Night	10/3/18	Family STEAM Night	May 2019	
Indian Hills ES	Kindler Family Night	8/28/18 6:00 -7:30	Meet, Greet & Grab a Treat	8/30/18 3:30 - 5:30	Back to School Night 6-8pm	9/27/18	Family Science Night - Spring 2019
Jackson ES	Ice Cream Social/Meet the Teacher 6-8pm	8/30/18	Back to School Night 6-8pm	9/20/18	Culture Night 6-8pm	6/3/2019	
Ladd Acres ES	Back to School Night	9/13/18	STEAM Festivals/Events	11/15/18, 1/24/19, 4/25/19	Music Festival	Jan 29 - % Apr 9 - 1/4 Oct 30 - 1/4	Technology Night (Winter date TBD)
Lenox ES	Meet & Greet/BTSN 4:30-6:00	8/29/18	Family STEAM Night 5:30-7:30	3/7/19	Celebration of Learning 5:30-7:30	5/23/19	
Liberty HS	Back to School Night	9/20/2018	Curriculum Night	3/5/2019	Senior Exhibition Night	5/28/2019	
Lincoln Street ES	Back To School Night	8/29/2018	*Parent Informational Night/Math/Literacy	October 25, 2018	*AVID/College and Career Ready	1/29/2019	*STEAM/Concert Nights (March/April/May based on grade level)
Miller ED	Back to School Night	9/18/2018	Student Exhibitions	Various Dates	Graduation	6/5/2019	
Milner Bridge ES	Back to School Night	8/29/2018	Parent Information Night	9/11, 9/12, 9/13	Spring Fiesta	May 3rd, 2019	
Mooberry ES	Back to School Night	8/29/18	Extra Night of Conferences	11/6/18	Student Showcase Showdown	6/6/2018	
North Plains ES	Stop drop and smile	8/29/2018	spring showcase	5/16/2019	NA	NA	
Orenco ES	Back to School Night, 5:30-7:00 pm	8/29/2018	Family STEAM Night and Science Fair, 5:30-7:30	4/25/2019	Musical Performances, 5th, 3rd, 1/2	5th/6th-12/13/2018, 3rd/4th-3/7/2019, 1st/2nd-5/16/2019	Kinder Night (4/29 or 5/6), EL Family Information
Patterson ES	Meet the Teacher	8/29/18	Back to School Night	9/20/18	Spring Open House/Culture Night	5/16/19	
Poynter MS	PMS community night	8/29/2018	Back to School Night	9/28/18	Spring Conferences		
Quatama ES	Back to School Night	6/30/18	Family STEAM Night				
Reedville ES	Back to School Curriculum Nights 2	9/27/18 - K-10/2/18 3-6	Family STEAM Night	12/6/18	Student led conferences	2/21/19	
Rosedale ES	Back to School Supply Drop Off	8/30/2018	Title I Night	2/21	Rosedale Auction	4/17/19	
South Meadows MS	Back to School Night	8/30/2018	teacher choice		6th grade welcome night		
Student Services	Speed Parent Partnership 5:30 - 6:30	10/17/18	Speed Parent Partnership 5:30 - 8:30	1/16/19	Speed Parent Partnership 5:30 - 8:30		

*Licensed staff to choose two of these three events

SCHOOL NAME	1st Event	Date	2nd Event	Date	3rd Event	Date	Staff Choice--Event and Date
Tobias ES	Back To School Night	8/30/2018	Tobias STEM Night	5/2/2019	Teacher Choice: Grade Level Family Night, Playworks Night, Family Lit/Math Night, Kindergarten Orientation, etc. TBD by teacher	TBD by Teacher	
West Union ES	Meet and Greet Ice cream social 4:30 - 6pm	8/30/2018	Back to School Night 6:00 - 8:00	9/25/2018			
Witch Hazel ES	Back to School Ice Cream Social	8-30-18	AVID Family Night	4/4/2019	Multicultural Night	12/3/2018	Kinder Orientation/DL program information
WL Henry ES	Back to School (Academic Focus)	9-19-18	Winter Performance	12/8/18	Teacher Choice: Grade Level Family Night, Playworks Night, Family Lit/Math Night, Kindergarten Orientation, etc. TBD by teacher	TBD by Teacher	
WV McKinney ES	Back to School	8/30/2018	Spring PTC	1/30/2018	Spring PTC	1/29/2018	

HEA 2018-19 Calendar

HEA: Blue HEA Events: Purple HSD: Green OEA/UniServ/NEA: Peach Political/Phonebanks: Yellow Maroon: Date Unknown

September 2018								
SU	M	T	W	TH	F	SA		
						1	5th	HEA SPED Meeting, 4:00 pm, HEA Office
							5th	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
2	3	4	5	6	7	8	10th	HEA Executive Board, 4:00 pm, HEA Office
9	10	11	12	13	14	15	11th	HSD Board Work Session 5:15 pm, AC
16	17	18	19	20	21	22	14th	Membership Forms Due to HEA Office
23	24	25	26	27	28	29	19th	HEA Rep Council, 4:15 pm, HEA Office
30							20th	HEA ESSA, 4:00 pm, HEA Office
							21st	New Rep Training, 1:00-5:00pm, HEA Office; Dinner, 5:00 Rock Creek Tavern
							22nd	All Rep Training, 9:00am-2:00pm, HEA Office
							25th	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC

October 2018								
SU	M	T	W	TH	F	SA		
							2nd	HSD Board Work Session, 6:00 pm, Hillsboro Civic Center
	1	2	3	4	5	6	3rd	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
7	8	9	10	11	12	13	4th	HEA SPED Meeting, 4:00 pm, HEA Office
14	15	16	17	18	19	20	5th	HEA First Friday, 4:00 pm, TBD
21	22	23	24	25	26	27	5th-6th	OEA Advocacy Conference, Bend
28	29	30	31				8th	HEA Executive Board, 4:00 pm, HEA Office
							9th	Disrupted Learning Forum, 4:30-6:00pm, Meadow Park MS
							17th	HEA Rep Council, 4:15 pm, HEA Office
							18th	HEA ESSA, 4:00 pm, HEA Office
							23rd	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC

November 2018								
SU	M	T	W	TH	F	SA		
				1	2	3	1st	HEA SPED Meeting, 4:00 pm, HEA Office
							2nd	HEA First Friday, 4:00 pm, TBD
4	5	6	7	8	9	10	5th	HEA Executive Board, 4:00 pm, HEA Office
11	12	13	14	15	16	17	6th	ELECTION DAY
18	19	20	21	22	23	24	7th	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
25	26	27	28	29	30		13th	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
							14th	HEA Rep Council, 4:15 pm, HEA Office
							15th	HEA ESSA, 4:00 pm, HEA Office

December 2018								
SU	M	T	W	TH	F	SA		
						1	5th	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
							6th	HEA SPED Meeting, 4:00 pm, HEA Office
2	3	4	5	6	7	8	7th	HEA First Friday, 4:00 pm, TBD
9	10	11	12	13	14	15	10th	HEA Executive Board, 4:00 pm, HEA Office
16	17	18	19	20	21	22	11th	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
23	24	25	26	27	28	29	19th	HEA Rep Council, 4:15 pm, HEA Office
30	31						20th	HEA ESSA, 4:00 pm, HEA Office

January 2019								
SU	M	T	W	TH	F	SA		
		1	2	3	4	5	2nd	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
							3rd	HEA SPED Meeting, 4:00 pm, HEA Office
6	7	8	9	10	11	12	11th	HEA Fake First Friday, 4:00 pm, TBD
13	14	15	16	17	18	19	7th	HEA Executive Board, 4:00 pm, HEA office
20	21	22	23	24	25	26	8th	HSD Board Work Session, 5:15 pm, AC
27	28	29	30	31			16th	HEA Rep Council, 4:15 pm, HEA Office
							17th	HEA ESSA, 4:00 pm, HEA Office
							22nd	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
							25th-26th	Minority/Women Leadership Training, Location TBD

HEA 2018-19 Calendar

HEA: Blue HEA Events: Purple HSD: Green OEA/UniServ/NEA: Peach Political/Phonebanks: Yellow Maroon: Date Unknown

February 2019

SU	M	T	W	TH	F	SA		
					1	2	6th	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
							7th	HEA SPED Meeting, 4:00 pm, HEA Office
3	4	5	6	7	8	9	8th	HEA Fake First Friday, 4:00 pm, TBD
10	11	12	13	14	15	16	11th	HEA Executive Board, 4:00 pm, HEA Office
17	18	19	20	21	22	23	12th	HSD Board Work Session, 5:15 pm, AC
24	25	26	27	28			20th	HEA Rep Council, 4:15 pm, HEA Office
							21st	HEA ESSA, 4:00 pm, HEA Office
							26th	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC

March 2019

SU	M	T	W	TH	F	SA		
					1	2	1st	HEA First Friday, 4:00 pm, TBD
							6th	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
3	4	5	6	7	8	9	7th	HEA SPED Meeting, 4:00 pm, HEA Office
10	11	12	13	14	15	16	11th	HEA Executive Board, 4:00 pm, HEA Office
17	18	19	20	21	22	23	12th	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
24	25	26	27	28	29	30	15th-17th	NEA Leadership Summit, Location TBD
31							20th	HEA Rep Council, 4:15 pm, HEA Office
							21st	HEA Poker Scramble, 4:00 pm, HEA Office
							TBD	HEA ESSA, 4:00 pm, HEA Office

April 2019

SU	M	T	W	TH	F	SA		
							3rd	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
	1	2	3	4	5	6	4th	HEA SPED Meeting, 4:00 pm, HEA Office
7	8	9	10	11	12	13	5th	HEA First Friday, 4:00 pm, TBD
14	15	16	17	18	19	20	8th	HEA Executive Board, 4:00 pm, HEA office
21	22	23	24	25	26	27	9th	HSD Board Work Session, 5:15 pm, AC
28	29	30					11th	West Side PRAM (Pre OEA/RA), HEA office
							17th	HEA Rep Council, 4:15 pm, HEA office
							18th	HEA ESSA, 4:00 pm, HEA Office
							26th-27th	OEA Representative Assembly, Portland
							30th	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC

May 2019

SU	M	T	W	TH	F	SA		
			1	2	3	4	1st	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
							2nd	HEA SPED Meeting, 4:00 pm, HEA Office
5	6	7	8	9	10	11	3rd	HEA First Friday, 4:00 pm, TBD
12	13	14	15	16	17	18	6th	HEA Executive Board, 4:00 pm, HEA office
19	20	21	22	23	24	25	9th	HSD Board Budget Committee 5:30 pm, AC
26	27	28	29	30	31		9th	Contract Teacher Event, 4-6pm, The Rock
							6th-10th	Teacher Appreciation Week (8th=Teacher Day)
							14th	HSD Board Work Session, 5:15 pm, AC
							15th	HEA Rep Council, 4:15 pm, HEA Office
							16th	HEA ESSA, 4:00 pm, HEA Office
							18th	5K Fun Run, 9:00 am, Echo Shaw
							28th	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
							31st	HEA Retirement Dinner, 5:30pm, Pumpkin Ridge

June 2019

SU	M	T	W	TH	F	SA		
						1	5th	HEA Bi-Lingual Meeting, 4:00 pm, HEA Office
							6th	HEA SPED Meeting, 4:00 pm, HEA Office
2	3	4	5	6	7	8	7th	HEA First Friday, 4:00 pm, TBD
9	10	11	12	13	14	15	10th	HEA Executive Board, 4:00 pm, HEA Office
16	17	18	19	20	21	22	11th	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
23	24	25	26	27	28	29	12th	HEA Rep Council, 4:15 pm, HEA Office
30							20th	HEA ESSA, 4:00 pm, HEA Office

HEA 2018-19 Calendar

HEA: Blue HEA Events: Purple HSD: Green OEA/UniServ/NEA: Peach Political/Phonebanks: Yellow Maroon: Date Unknown

July 2019							
SU	M	T	W	TH	F	SA	Unknown
	1	2	3	4	5	6	NEA Representative Assembly, Location TBD
							OEA Summer Conference, Location TBD
7	8	9	10	11	12	13	
14	15	16	17	18	19	20	
21	22	23	24	25	26	27	
28	29	30	31				

August 5, 2019--HEA Retreat

Still may be added: Political Coffee Chats, Phonebanks, Listening Sessions

Last updated: 9-17-18

Engage Phase II Outreach Grant - Hillsboro Education Association
Local Leader Information

Name - Jill Golay, President

Address - 8900 NE Walker Rd. #125

City, State, Zip - Hillsboro, OR 97006

Phone - 503-645-6776

Email - hillsboroea@oregoned.org

Occupational/Work Title - full-time release local president

Grant Information

Local OEA Association: Hillsboro Education Association

Project Title: Engage Phase II

Goals Related to Project: Outreach to Trusted and Respected Identified members; using data from Engage to retain and organize members

Amount Available: \$1,000 / HEA will match up to \$1000 but is requesting more for program to be effective and successful.

Engage Outreach Grant - Hillsboro Education Association - Narrative

Description: The main goal of the outreach is to connect with our Trusted and Respected members who we identified in Phase I of Hillsboro's Engage Project with the expectation that they will become more knowledgeable about and active in the union. With T&R's having an elevated level of involvement and knowledge about OEA/HEA we believe their union values (or understanding) will translate to more members in the building being pro-union. It is our belief that the continued conversations with T&R will help us to identify Association areas of strength and areas where additional resources should be implemented. We will use this information to drive our program to reach and retain members. Depending on outcome of Phase II in fall/spring - HEA will consider a deeper more involved event to gather the T&R together and will share such data with OEA for purpose of shaping future leadership development.

Implementation: Our Hillsboro Executive Board will oversee the project. Specifically there is a group of Engage/Powerful local leaders who started with Phase I of Engage and will be responsible for continuing to carry out the various duties for the project. Additionally, HEA is creating a "Membership" position to recruit and retain membership. The membership chair will be the lead for this project, and will work with HEA president and uniserv staff person.

Timeline: Select Membership Chair in June, Membership chair will be trained and prepped during July/early August; Membership chair begins individual member contacts, starting with Aug new staff bfast, inservice at the HS, and continues with monthly visits to identified buildings; Monthly visits will include visiting with all staff/PR - appreciation lunches etc., individual contacts as needed and phase II conversations with T&R.

Tracking Progress: Membership chair will do a written summary of the day's visits and conversations. Highlights will be documented and shared (create a tracking document); For T&R interactions, they will be documented and uploaded into identified database. Database will include each school, who was visited, how lunches went and specific T&R info and conversations; data will drive resources, training, further bldgs visits, bargaining and HR meeting topics. Follow up will be key

Local Resources: HEA will match \$1000. Member's time and talent. Will use fall rep training to help train membership supports; additionally HEA will send key organizers to any trainings that OEA/NEA can provide around retaining membership.

Report Back: Report created as requested.

Other: Phase II conversations will be shaped using PHase I data.

Budget:

Release Membership chair 1 day per month at \$220 a month+ 2 days to attend OEA/NEA membership related training=\$2,640

Stipend to member for additional responsibilities=\$500.00

Incentives to get folks in the room and encourage conversations=\$380.

Total amount=\$3,520.

NEA My School, My Voice 50/50 Initiative HEA Plan

Local Association: Hillsboro Education Association

Plan Timeframe: September, 2018 - June, 2019

Local President: Jill Galay E-mail: hillsboroed@oregoned.org

Phone: 503-645-6776

50/50 Lead: Patrick Birkle E-mail: pjbirkle@gmail.com

Phone: 503-369-8733

Goal	Specific Activities/Steps	Resources Needed (Indicate \$ where necessary)	Measures of Success	Lead(s)	Timeframe
<p>Build understanding of the "My School, My Voice" checklist and opportunity indicators among Hillsboro Education Association members.</p>	<p>We will initiate a program to inform members about the NEA My School/ My Voice checklist. We will facilitate completion of the checklist by members. We will analyze the results of the survey, report them, and develop a plan of action for engagement by HEA with the Hillsboro School District.</p> <p>It will begin with training of building representatives in September to introduce and complete MSMV in buildings.</p> <p>Members will be introduced to the MSMV checklist and provided an opportunity to complete it at 10 Minute meetings in October.</p> <p>Personal contact will be made with members that did not attend the 10 Minute Meeting.</p>	<p>1. Resources (binders, dividers, tabs, sticky notes, pens, and pencils) for members to plan, conduct, and review activities and data: \$500</p> <p>2. Printing and social media, materials, postage, creation of flyers, business cards with MSMV access information, webmaster expense to create tab and upload ESSA material : \$750</p>	<p>1. At least 50% of all HEA members at each work site will complete the MSMV checklist.</p> <p>2. Results will be reported and used to guide HEA Executive Board, ESSA Team, and bargaining team for ongoing dialogue with HSD administration.</p>	<p>Jill Galay, Patrick Birkle assisted by HEA Executive Board</p> <p>Ongoing coordination with OEA staff</p>	<p>--September, 2018: Representative training to introduce survey and have representatives complete it.</p> <p>--October, 2018: 10 minute building meetings and follow up with members to complete (MSMV)</p> <p>--March-June, 2019: HEA member participation in HSD budgeting process for allocation of funds. Establish regular times for meetings with</p>

<p>Build understanding of the "My School My Voice" checklist by Hillsboro School District stakeholders and facilitate completion of the checklist.</p>	<p>1. Engagement will occur by networking and having printed materials that provide information on how to participate in (MSMV) as well as opportunities to become involved and stay informed through our website and FB.</p> <p>2. Networking will occur through invitations to events as well as pre-arranged opportunities to share (MSMV) with stakeholders. We'd like to build relationships with all organizations and have a contact person from each organization that we can reach out to.</p> <p>3. HEA ESSA committee will map out stakeholders and make initial contact. Additional stakeholders will be involved when we provide accessibility to our ESSA committee and information on how to become involved. This will occur during local events such as: Proud to be HSD, Washington County Uniserv annual 5K Run, Tuesday and Saturday summer Hillsboro Market, Community events, back to school night, open house, attendance of monthly local club and business meetings including school board and city.</p> <p>4. We will make every effort to identify and include all ethnic and</p>	<p>1. Facility Rental for public forums and other meetings: (Hillsboro Public Library, Rood Bridge River House, space at community market and civic events) \$1,000</p> <p>2. Janitorial costs for meetings at 36 school sites: \$2,400</p> <p>3. Food and Refreshments for public forums and meetings: \$2,000</p> <p>4. Buyout of member time: 1 member @ \$225 x 10 days (One day per month, September-June for meetings with stakeholders and community partners). 10 members @ \$111 (half-day each for training about MSMV and planning for implementation of grant activities.) \$3,360</p> <p>5. Printing and social media, materials, postage, creation of flyers, business cards with MSMV access information: \$1,000</p> <p>6. Translators for flyers and all communication and interpreters for forums and events. \$750.</p>	<p>1. At least 50% of all Hillsboro Classified Union members at each work site will complete the MSMV checklist.</p> <p>2. At least 50% of all HSD administrators will complete the MSMV checklist.</p> <p>3. At least 10% of parents at each HSD school will complete the MSMV.</p> <p>4. Results will be reported and used to guide HEA Executive Board, ESSA Team, and bargaining team for ongoing dialogue with HSD administration.</p>	<p>Jill Golay, Patrick Birkle assisted by HEA Executive Board</p> <p>Ongoing coordination with OEA staff</p>	<p>HSD OSP to monitor ESSA implementation.</p> <p>--End of September/beginning of October, 2018: Outreach to PTOs, School Board, HSD administration, and student leadership groups. Contact Congresswoman Bonamici (Vice Ranking Member of Education and the Workforce Committee) and Oregon state senator Chuck Riley and representatives, Susan McLain and Janeen Riley.</p> <p>--November, 2018: Outreach to parents through PTO meetings and during Parent/Teacher conferences. Outreach to other stakeholders identified above</p>
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<p>Provide regular (at least monthly) progress and data reports and present final results at a community celebration in May.</p>	<p>minority populations in grant activities.</p>	<p>1. HEA ESSA chair will report out to board monthly and Office for School Performance and local president will include ESSA report in monthly Teaching and Learning 10-minute building rep meetings.</p> <p>2. Chair and committee will report out ESSA progress and monthly opportunities at rep council meetings.</p> <p>3. Continued weekly/monthly ESSA material/information on Facebook and HEA local website (HEAOEA.org).</p> <p>4. Regular meetings with HSD OSP.</p> <p>5. Ongoing testimony by members at HSD school board meetings and monthly HEA Representative meetings and executive. board meetings.</p> <p>6. Ongoing communication with stakeholders who participated.</p> <p>7. Inclusion of ESSA implementation reports at rep council and 10 minute meetings to include teaching and learning as regular topics.</p>	<p>1. Printing and social media, webmaster expense to create tab and upload ESSA material. \$500.00</p> <p>2. Facility Rental for public forums and other meetings: (Rood Bridge River House, space at community market and civic events) \$740</p>	<p>There will be regular postings on the HEA website (heaoea.org), the and HEA Facebook page.</p> <p>Updates will have been shared at all building representative meetings, executive board meetings, ESSA team meetings, and 10 Minute meetings in each building.</p>	<p>Jill Golay, Patrick Birkle assisted by HEA Executive Board</p>	<p>--December, 2018 and January, 2019: Collection and analysis of survey results. Continue to encourage completion of MSMV by all stakeholders.</p> <p>--February, 2019: Meetings with stakeholders to report results and determine priorities for action.</p> <p>--May, 2019: Community celebration and award of four mini-grants.</p> <p>--Ongoing throughout the process. At least monthly updates through presentations at meetings and/or conversations with the HEA executive committee, representative</p>
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	8. Updates for HEA members, stakeholders, and the larger community through HEA, HSD, local media outlets and events.				council, HSD school board, and HSD Office for School Performance. Regular updates through social media, local media outlets, and HSD Communications office.
Award mini-grant to one school in each of the four Hillsboro School District high school attendance areas to organize My School, My Voice checklist results.		Provide mini-grants for one school in each of the four HSD high school attendance areas to organize around the MSMV results.: 4 @ \$500: \$2,000	Award of four mini-grants.	Jill Galay, Patrick Birkle assisted by HEA Executive Board -Grant application team (TBD) to develop grant guidelines, application forms and process, criteria for evaluation of grant applications and to select mini-grant recipients. -Will seek guidance from Hillsboro Education Foundation Board	October, 2018-Form grant administration team November, December, 2018-Grant team develops grant application process -- <i>January, 2019</i> : Open application process for mini-grants for four HSD schools. January, February, 2019-Invite schools to submit grants to be submitted March, 2019-Grant applications submitted and rev' 3.

						April, 2019-Announce grant recipients
						May, 2019-Community celebration of grant recipients

HEA Lookin, ICS Forms

OEA ID	Name	Work Location	Type	Position/other info	Status	What we need	Notes
9450451	WELCH, KATHRYN	CENTURY HS	AC-1-100	Century (was Glencoe), rerouted per Jill; Math	Returning Member	ICS or Member Form	Jill emailing member
9307448	FLEMING, DANIELLE	FARMINGTON VIEW ES	AC-1-100	5th/6th	Returning Member	ICS or Member Form	In route Drop Inquiry 9-14-18; Rep
9451353	NGUYEN, NANCY DO	HENRY ES	AC-1-100	Resource Specialist	Returning Member	ICS or Member Form	Ninon asked for a copy of ICS sheet, which Mel emailed to her 9-19
8918727	RAMIREZ FLORIAN, MARIA LUCERO	HENRY ES	AC-1-100	2nd Grade	Returning Member	ICS or Member Form	
7701126	ARGUELLES, OMAR W	HILLSBORO HS	AC-1-100	Art	Returning Member	ICS or Member Form	
4971563	FOTLAND, GEOFFREY L	HILLSBORO HS	AC-1-100	Band Teacher, also at Farmington and Witch Hazel Student Success Coach; Free Orchards, Jackson, McKinney (was Lincoln)	Returning Member	ICS or Member Form	
7691949	HARGRAVES, ANN	JACKSON	AC-1-100	SLP; Per District Rosedale (was Student Svcs)	Returning Member	ICS or Member Form	
9692722	LEE, JU HEE	Minter Bridge	AC-1-100	ELL; Now at Poynter (was Orecnco)	Returning Member	ICS or Member Form	
4971351	HAZEN, JEFFERY	POYNTER MS	AC-1-100	Per District, OSP Care Coordinator	Returning Member	ICS or Member Form	
6658166	ZEPHIRIN, SARAH M	SOUTH MEADOWS MS	AC-1-100	Per District now	Returning Member	ICS or Member Form	
8725766	LYMAN, RUBY	TOBIAS ES	AC-1-100	Brookwood	Returning Member	ICS or Member Form	Drop Inquiry 9-18-18

HEA Potential Members

Individual ID	Name	Work Location	SEA Mshp Type	NOTES
9861648	LICHT, JOSHUA	BROOKWOOD	PM-1-13	New, refused to join (was fee payer in Coos Bay)
5667124	SIPP, SHANE	BROOKWOOD	PM-0-0	Post Janus Drop
10031596	BLANCO, KEVIN	BROWN MIDDLE	PM-0-0	New, refused to join
9148359	ROMERO, JUAN CARLOS	EASTWOOD ES	PM-1-13	Fee Payer 17-18, now LOA 18-19 per District List
7343281	STANLEY, RICHARD	GLENCOE HS	PM-0-0	Post Janus Drop
3038391	STEINER, CHRISTOPHER	GLENCOE HS	PM-1-13	Fee Payer 17-18, refused to join
1624435	RICHMOND, SUSAN E	HILLSBORO DISTRICT OFFICE	PM-1-13	Fee Payer 17-18, refused to join
3053106	DILLEY, DARREN A	HILLSBORO HS	PM-0-0	LOA 17-18, no fees received, now PM, plans to sign up on website
9684925	CLIFT, DAVID WAYNE	HILLSBORO HS	PM-0-0	New, refused to join
9541696	FERRIER, MEREDITH	HILLSBORO HS	PM-0-0	Post Janus Drop
2149553	LOE, SHEILA A	HILLSBORO HS	PM-1-13	Fee Payer 17-18, refused to join
8594449	BOUCHER, EMILY	IMLAY ES	PM-0-0	Post Janus Drop
10039916	MARTIN BELLIDO, DANIEL	LINCOLN STREET	PM-0-0	New, refused to join
10036593	RODRIGUEZ, CARMEN	LINCOLN STREET	PM-0-0	New, refused to join
10039903				
	MORGAN, JENNIFER	MINTER BRIDGE ES	PM-0-0	New; working in BSD, not in IMS as BEA, we'll have to tag once she is in HSD
8154267	TILLMAN, JESSICA	MINTER BRIDGE ES	PM-1-13	Fee Payer 17-18, refused to join
3800746	CARLSSON, LISA	QUATAMA ES	PM-0-0	LOA 17-18, no fees received, now PM
8918767	TENORIO, JACOB	ROSEDALE ES	PM-1-13	Fee Payer 17-18, refused to join
10061558	GARZON ARANGO, MARTA	SOUTH MEADOWS MS	PM-0-0	New, refused to join
9710665	GOMEZ GIRALDO, JUAN CARLOS	SOUTH MEADOWS MS	PM-0-0	Post Janus Drop
8726107	STURTEVANT, PAMELA	STUDENT SVCS/OSP	PM-0-0	Post Janus Drop
8522488	LOPEZ, JUAN CARLOS	WITCH HAZEL	PM-0-0	New
10039831	NOCERAS MULET, MARTI	WITCH HAZEL	PM-0-0	New, refused to join

9/19/2018

23 People

Fiscal HEA Proposed Budget 18-19

HEA Programs	2014-15 Budget	2014-15 Actual	2015-16 Budget	2015-16 Actual	2016-17 Budget	2016-17 Actual	2017-18 Budget	2017-18 Actual	2018-19 Proposed
Goal 1: Commitment to build a unified, cohesive Association which meets the needs of all Members									
Objective 1 Communication with Members Ex: HEA Website, E-Surveys, Newsletters	1,400.00	1,200.00	1,400.00	1,017.76	1,400.00	1,650.00	1,700.00	1,391.76	1,700.00
Objective 2 Social Activities Ex: New Teacher Social Fall/Spring Activities, Retirement & Awards Dinner	4,000.00	2,670.52	4,000.00	2,432.85	4,000.00	3,338.12	4,000.00	3,508.43	4,000.00
Objective 2.1 First Friday			1,000.00	1,134.15	1,000.00	1,014.25	1,200.00	799.36	1,200.00
Objective 2.2 Early Educator Grant**			5,000.00	3,610.23	1,399.77	1,012.89	376.88	331.49	Roll into first Friday?
Objective 2.3 Engage Grant								new	1,000.00
Objective 2.4 50/50 Grant								new	15,000.00
Objective 3 Training Leaders/ Membership Ex: Leader Training, Exec Board Training, New Leader Training	2,000.00	431.04	2,000.00	791.99	2,000.00	2,222.81	2,500.00	2,456.13	2,500.00
Objective 4 Building Rep Expenses Ex: Rep-Principal Breakfasts, Building Mtgs	2,000.00	1,354.90	2,000.00	1,801.32	2,000.00	1,825.64	2,000.00	1,443.03	2,000.00
Total Goal 1	9,400.00	5,656.46	15,400.00	10,788.30	11,799.77	11,063.71	11,776.88	9,930.20	27,400.00
**Note: 2.2 for 14-15 was Balance of Powerful Locals Grant from OEA)									
HEA Programs	2014-15 Budget	2014-15 Actual	2015-16 Budget	2015-16 Actual	2016-17 Budget	2016-17 Actual	2017-18 Budget	2017-18 Actual	2018-2019 Proposed
Goal 2: Secure, protect and expand personal, legal and human right for Members									
Objective 1 Grievance Process Ex: OEA Grievance Workshop, Processing & Arbitration	3,000.00	-	3,000.00	-	3,000.00	-	3,000.00	0	3,000.00
Objective 2 Political Awareness Ex: PIE Drive, Lobbying Legislatures Legislators, OEA Trainings	1,000.00	43.98	1,000.00	632.00	2,000.00	311.77	2,000.00	1,226.99	1,500.00
Objective 3 Bargaining Ex: OEA Bargaining Conference, Bargaining costs, Stipend for Bargaining Team Members (\$150)	5,000.00	2,150.37	5,000.00	1,398.34	2,000.00	590.32	3,000.00	2,829.64	3,000.00

Objective 4 Crisis Fund Ex: Strike Build-Up***	10,500.00	-	10,500.00	-	21,000.00			10,500.00		0	10,500.00
Total Goal 2	19,500.00	2,194.35	19,500.00	2,030.34	28,000.00	902.09	18,500.00	4,056.63			18,000.00
***Note: \$21,000 on 4.4 in 16-17 is folded into 6 month CD which is also included in 15-16 Proposed Budget			This amount was not moved to a cd -was left in the checking account at the end of 2015-16		Moved into CD in 2016-17 fiscal year to be moved to the crisis fund in November 2017		Allocated to move into Crisis fund at the end of 2017-18 fiscal year.				
HEA Programs	2014-15 Budget	2014-15 Actual	2015-16 Budget	2015-16 Actual	2016-17 Budget	2016-17 Actual	2017-18 Budget	2017-2018 Actual	2018-2019 Proposed		
Goal 3: Participate actively in NEA and OEA											
Objective 1 UniServ Ex: Dues/other related costs (\$5.00) per member	5,500.00	5,300.00	5,500.00	5,815.00	6,000.00	6,005.00	6,000.00	6,085.00			6,000.00
Objective 2 OEA/NEA Ex: OEA-RA and OEA Conferences	3,000.00	2,315.17	3,000.00	1,658.67	2,000.00	2,203.33	2,300.00	2,053.64			2,300.00
Objective 3 NEA-RA or NEA Pacific Regional and/or Minority Leader Conference	3,500.00	3,296.08	3,500.00	-	4,000.00	3,970.10	4,000.00	2,776.86			4,000.00
Total Goal 3	12,000.00	10,911.25	12,000.00	7,473.67	12,000.00	12,178.43	12,300.00	10,915.50			12,300.00
HEA Programs	2014-15 Budget	2014-15 Actual	2015-16 Budget	2015-16 Actual	2016-17 Budget	2016-17 Actual	2017-18 Proposed	2017-2018 Actual	2018-2019 Proposed		
Goal 4: Unify and strengthen the united education profession and present a positive image of teachers in the community											
Objective 1 Community/ Public Relations Ex: Media campaign, involvement in civic & service organizations, Hillsboro Chamber, Book Swap & Adopt	300.00	64.99	300.00	300.00	300.00	378.71	400.00	324.93			400.00
Objective 2 Scholarships Ex: Two scholarships at \$1,000 each	1,500.00	1,500.00	1,500.00	-	2,000.00	2,000.00	2,000.00	2,000.00			2,000.00
Total Goal 4	1,800.00	1,564.99	1,800.00	300.00	2,300.00	2,378.71	2,400.00	2,324.93			2,400.00
HEA Programs	2014-15 Budget	2014-15 Actual	2015-16 Budget	2015-16 Actual	2016-17 Budget	2016-17 Actual	2017-18 Proposed	2017-2018 Actual	2018-2019 Proposed		
Goal 5: Help Members achieve professional excellence											
Objective 1 Workshops Ex: Educational issues, self-help, personal issues, workshops, videos	250.00	109.06	250.00	-	500.00	31.09	250.00	0			250.00

Fairshare Savings		3,357.45		3,358.01			3,361.35	Transferred to -	-
TOTAL RESOURCES (FTE)		188,508.27		213,371.62			187,129.07		196,449.82
CRISIS FUND		190,502.98		190,630.37			102.19		310,450.68
Certificate Savings: <i>moved to crisis fund 9/15/2017</i>									
Money Market		84,670.13		84,712.59			72,970.52		
<i>moved to crisis fund 9/15/2017</i>									
7/31/2017 Checking Balance		85,796.05		87,199.24			23,328.08		
<i>(to crisis fund November 2017)</i>									
Div Income		49,779.15		42,038.46			35,969.39		62,225.49
		400.12		755.85					
FTE + checking							344,692.88		258,675.31

MEMORANDUM OF AGREEMENT
Between
Hillsboro Education Association
And
Hillsboro School District

2018-19 Winter Break Leave Agreement

This Memorandum of Agreement is hereby entered into by the Hillsboro School District ("District") and the Hillsboro Education Association for the purpose of establishing the leave parameters due to the date change of winter break on the 2018-19 school calendar. To that end, the parties agree to the following:

1. The parties acknowledge that the winter break above was rescheduled. Any known impact to the contract has been considered by the parties and is thereby addressed in this document.
2. Licensed staff members who provide evidence that they had scheduled vacations during the week of December 17 through 21 prior to the Board taking action to adjust the 2018-19 winter break schedule will be allowed to take leave on those days as provided for in this Agreement. Extenuating circumstances will be considered on a case by case basis.
3. Licensed staff members who meet the criteria set forth in Section 2 may utilize their personal leave days from 2018-19 and may borrow ahead from 2019-20 for any dates for which they had a pre-scheduled vacation. After using 2 personal days, the member who qualifies under Section 2 above, and who has a pre-scheduled vacation between December 17 and 21 of more than two days, will have those additional days covered as emergency leave, up to a maximum of 3 days. If a member has an insufficient number of personal and/or emergency leave days to cover their absence, any uncovered days must be taken as sub deduct leave.
4. Prior to September 30, 2018 licensed staff must submit a leave request along with proof of travel plans finalized prior to March 13, 2018.
5. All contractual provisions not specifically modified in this Agreement shall remain in full force and effect for 2018-19.
6. This agreement is non-precedential, will not establish past practice, and represents a mutual agreement to address only the extraordinary circumstances of this school year. Nothing in this Agreement is intended to modify the parties' statutory rights or obligations, nor constitutes any admissions.

For the District:

For the Association:



Kona Lew-Williams, Chief HR Officer



Jill Golay, HEA President

09.6.2018

Date

September 6, 2018

Date



MEMBERSHIP FORM

(For Office Use Only)

OEA ID# _____ PM → AC

(For Office Use Only)		
	Type Code	\$ Amount
NEA Dues		\$
OEA Dues		\$

1 YOUR INFORMATION

EMPLOYER				LOCAL ASSOCIATION		
WORK LOCATION						
PERSONAL INFO	Last	First		Middle		
	Date of Birth			Last 4 of Social Security #		
	Ethnicity	<input type="radio"/> American Indian / Alaskan Native		<input type="radio"/> Caucasian (not Hispanic)		<input type="radio"/> Native Hawaiian / Pacific Islander
		<input type="radio"/> Asian		<input type="radio"/> Middle Eastern Descent		<input type="radio"/> Other
<input type="radio"/> Black		<input type="radio"/> Hispanic		<input type="radio"/> Decline to Answer		
CONTACT INFO	Address		City	State	Zip	
	<input type="radio"/> Okay to text me ¹	Home Phone		Cell Phone		
	Home Email ²					

By signing, I am confirming my active membership in my local association, the Oregon Education Association ("OEA"), and the National Education Association, and my agreement to abide by the Constitution and Bylaws of all three associations. I agree to pay the standard, annual (Sept. 1 – Aug. 31) dues, fees, and assessments required for membership in the three associations and to continue to do so annually unless canceled as set forth below. The annual dues, fees, and assessments required for membership in the three associations are subject to periodic change by the governing bodies of the associations and I agree to pay on a continuing basis, regardless of my membership status, the modified annual dues, fees, and assessments established by the governing bodies of the three associations unless I provide written notification to the OEA between September 1 and September 30 of the membership year immediately preceding the membership year in which the payments are to be cancelled. I further authorize my employer to deduct from my wages an amount equal to the regular annual dues uniformly applicable to members of my local union, OEA and NEA, and further authorize that such amounts so deducted and distributed during regularly scheduled pay periods be sent to the OEA for and on my behalf. If the employer fails to deduct, I will pay OEA directly. I understand that dues payments are not deductible as charitable contributions for federal income tax purposes. ¹ By checking this circle, I understand that the National Education Association and its affiliates including the Oregon Education Association, the local Association, NEA Member Benefits, and NEA360 may use automated calling techniques and/or text message me on my cellular phone on a periodic basis. The National Education Association, the Oregon Education Association and the local Association will never charge for text message alerts. Carrier message and data rates may apply to such alerts. ² Member email addresses and phone numbers are stored in a database shared by the National Education Association, OEA and local affiliates. Email lists are not sold, leased, or rented to any other organizations.

2 SIGN & DATE Additional Info

Member's Signature

Date

1) What year did you enter the profession? (YYYY) ____ _

2) I am:

- Already a member
- Transferring from another district
- Joining the Association today
- Interested in receiving more information about membership

3) Our Association provides resources and support to educators to ensure student success. How can we help you in your career and practice as an educator?

- Student Behavior and/or Classroom Management
- Curriculum Assistance
- Working with Parents
- Access to Mentors / Coaches
- Working with Administrators
- Understanding Evaluation / Observation Process

4) Our Association works to ensure every school provides our students with the opportunities to succeed. Which of the following issues are most important to you?

- Social and Racial Justice
- Parental and Community Engagement
- Conditions in the Workplace
- Education Policy at the local, state or national level
- Economic Justice
- Fully-funded Schools
- Political Advocacy

5) Our Association advocates for conditions that retain high-quality educators for students. Which of these most interest you?

- Compensations & Contracts
- Health Care & Insurance
- Pension & Retirement Benefits
- Student Debt
- Educator Rights & Responsibilities
- Stretching Your Paycheck

3 FURTHER YOUR IMPACT Make a Voluntary Donation

³Oregon Education Association Political Action Committee (OEA-PAC) collects voluntary contributions from members to support recommended candidates in state elections. NEA Fund collects voluntary contributions from Association members and uses these contributions for political purposes, including, but not limited to, making contributions to and expenditures on behalf of candidates for federal office. Only U.S. citizens or lawful permanent residents may contribute to The NEA Fund. Federal law prohibits The NEA Fund from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. Contributions or gifts to OEA-PAC and The NEA Fund are not deductible as charitable contributions for federal income tax purposes. Contributions will be deducted for the current membership year and for each membership year thereafter in accordance with the payroll deduction procedure.

I'm contributing to OEA-PAC and the NEA Fund (\$50 single or \$100 married filing jointly tax credit!):³

- \$100 to OEA-PAC and \$20 to NEA Fund per year
- \$ _____ OEA-PAC and \$ _____ NEA Fund*

I'm contributing to the OEA Foundation (tax deductible):

- \$12 per year
- \$24 per year
- \$ _____ per year

September 19, 2018
Ten Minute Building Meeting – HEA

Time	Topic / Issue	Details
5 min	<p>SHARE</p> <p>NEA Member Benefits!</p> <p>Our Contract is in Status Quo</p> <p>New Evaluation 5 D's</p> <p>Come to a School Board Meeting with your school!</p>	<p>All HEA/OEA members have access to multiple benefits on the NEA Member Benefits website, as well as the ability to have a Certified Financial Planner do an in-depth customized plan for free! (a \$880-2000 value).</p> <p>Our Collective Bargaining Agreement (contract) has expired as of June 30. While we continue to negotiate, our contract is in Status Quo which is a legal term that means all provisions of the contract stay intact while we bargain. If you are eligible for step movement, you will receive your step. If you are at the top of your column, HEA will ensure that you will receive any cost-of-living (COLA) increases retroactively to the first paycheck of 18-19.</p> <p>We have heard that many members are concerned about the new evaluation system – 5 Dimensions being implemented too quickly or confusion about the Dimensions. HEA is in continuous talks with HSD to ensure thorough and consistent communication from admin to you; and to make sure that members understand and are comfortable with the new system as it gets rolled out. Please continue to share your concerns with HEA and with your admin.</p> <p>We are only as strong as our presence and collective voice! Please sign up for one school board meeting as a school and let them know you care about settling your contract and about class sizes!</p>
5 min	<p>TO DO</p> <p>Share about NEA Member Benefits</p> <p>Share about Status Quo</p> <p>Keep us posted about the 5D's</p> <p>Sign up your school!</p>	<p>Let members know to sign up at www.neamb.com for many great benefits including \$500 FREE travel dollars!</p> <p>Right now, our contract is still protected by “Status Quo” – but please support your HEA Bargaining Team and come to bargaining sessions! The next one after school is on October 15 at the HEA office.</p> <p>We want to know what’s working and what’s isn’t- so we can work with HSD to make it better. Ask your members to keep you posted on ups and downs and then let us know.</p> <p>Please have your staff agree on a Tuesday evening to attend the HSD School Board meeting. Show your HEA solidarity and your advocacy for your students by giving voice to your profession. List of school board dates on back.</p>

Building reps are our most important link to the members—thank you for what you do!

Hillsboro School Board Session 18-19

9/11	HSD Board Work Session 5:15 pm, AC
9/25	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
10/2	HSD Board Work Session, 6:00 pm, Hillsboro Civic Center
10/23	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
11/13	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
12/11	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
1/8	HSD Board Work Session, 5:15 pm, AC
1/22	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
2/12	HSD Board Work Session, 5:15 pm, AC
2/26	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
3/12	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
4/9	HSD Board Work Session, 5:15 pm, AC
4/30	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
5/9	HSD Board Budget Committee 5:30 pm, AC
5/14	HSD Board Work Session, 5:15 pm, AC
5/28	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC
6/11	HSD Board Work Session, 5:15 pm, Regular Session, 7:00 pm, AC