

September 2019~Executive Reports for Building Reps

President Report:

Safety meeting today with Casey Waletich and Officer O and HCU President

- Farmington roof leaking-if items are damaged-yes-aware and had several buildings that leaked on the heavy rain day, let the principal know so member can be reimbursed
 - Parking at Reedville-staff overflow is not paved and an empty lot with a home in between. Muddy and not well lit and members must walk along the street to get to the building.-not muddy, not a safety problem, in fact, have more parking than in the past
 - Glencoe Metal shop with 47 students-yes, large, let HR know and keep them in the loop
 - Glencoe classified fell off the unmarked curb and broke 5 ribs- Leah in risk management supporting person
 - Hilhi-teachers on carts, portables brought in due to main water pipe being broke by a construction crew-fixed by 11:30
 - How to support safety in classroom with high numbers-SSA \$
 - Secondary Science teachers- had training this summer and will have 4 times a year, will have a lead safety science person per building that will receive extended contract, safe provided additional half-day training and Michelle provided training with fire extinguishers-Jill will with science safety person and other science teachers to see if members needs are being met.
 - Construction on track with Poynter ahead of schedule with completion at the end of. Now how to find time to move teachers back to their rooms? What will this look like? Jill will reach out to Dr. Pede and building reps.
 - Evergreen should be completed by December and will also have to decide how move looks like. Both buildings will receive extended contracts for the time it takes to tear down, move and set up a class in a new location.
1. Please remind members dates to have SLGGS and reflection forms completed and turned in to admin.
 2. Also, \$100 dollars for all elementary members...must submit receipts within 30 days of purchase.
 3. Members should request up to two days of the extended contract if asked to change a grade or teach a split after August 15th.
 4. I would like to encourage all reps to attend either Friday or Saturday rep training or both. Bylaw change will not allow untrained reps to support members in meetings that might lead to discipline without the nuts and bolts training.

Respectfully submitted by Jill Golay

Political Action Report

September 18, 2019

New issues

1. If you are interested in becoming a precinct captain for the democratic party please contact Carl Fisher before the end of September at field@washcodems.org. You would fill out an application and be appointed until the next primary in May. In early 2020 you would fill out paperwork to be elected as a PCP on the May ballot.

Information Items

1. Rep. Susan McLain Town Hall 9/21/19 10-11:30 a.m. at Forest Grove City Auditorium.
2. AFSME wants to do some coalition building in Washington Co. This is an important step to building public employee political power.
3. The grocery workers are bargaining and looking to hire replacement workers at Fred Meyer and QFC. Please consider shopping at Trader Joes, New Season's, Whole Foods, and Costco.

Respectfully submitted by Elizabeth Nahl

Professional Practice Chair Report September 18, 2019

After our 50/50 convening in DC in June, we have worked to combine efforts of the My School My Voice Checklist for ESSA and our SSA work. This summer our amazing Summer Ed team through a grant from NEA were able to work the farmers market book swap booth both Saturday and Sunday and we were able to collect 325 Responses to My School My Voice checklist using our google form and the bit.ly/smvmchecklist. Additionally, we have launched a new community alliance and outreach group known as HEA's Community PROJECT. (Providing Reliable Opportunities Justice and Equity for Children and Teachers). We had over 35 people attend our first meeting on August 24th and it was AMAZING!!! We will be reaching out and planning another meeting in the next few months.

During our Membership and ICS collections, we were able to get 86 of our 1100 members to complete the checklist using the bit.ly/MSMV5050. We will be giving our first \$500 grant to the school with the highest percentage of staff completing the checklist by Oct. 1st. Right now Minter Bridge had 19, McKinney has 12, Ladd had 9, HOA has 5, Farmington View has 7, Groner has 7, Big Picture/Miller has 6. So please encourage your staff members to complete the survey.

Respectfully submitted by Angela Adzima

Dual Language Rep at Large Report

Welcome back! Our first dual-language listening session will be Wednesday, October 2nd from 4-5:30 at the HEA office. Mark your calendars! All dual language educators from all levels and subjects are welcome to join. At our listening sessions throughout the year, our discussions will center around what is going well, what are some questions and concerns we have, and potential solutions and ideas. Following each session, Jill and I will meet with Travis and Arcema to debrief. Please feel free to reach out at any time throughout the year.

Respectfully submitted by Gabby Castro, Dual Language Rep at Large
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At Large SpEd Report

Catherine and Jill met on September 16th with Elain, Sarah, and Greg. Agenda is as follows:

- Inclusion Pilot at Liberty-Catherine will make site visit and connect with teachers
- Refresher Safety care Training-1 day for a refresher and happens typically during the day

- Refresher Training-optional and voluntary every other month at the admin center for all educators working with SpEd students. Sub costs or extended contract from 4 to 6.
- School-Based health center expansion-SpEd not affiliated with. (Beth Graser)
- SLP/Nurses Supporting Medicaid
- Gen Ed and SpEd supports-summer summit asked them to consider mini-training during the Principal directed academic seminar,
- SpEd listening session-March 12th date needs to be changed because it is the same as a Licensed listening session.

In lieu of a SpED meeting in October, I would like to plan two meetings in November where I actually go to the schools. I work nearly every day after school in October (Volleyball) or have meetings at this point. Given what we heard yesterday, I am wondering about how we can best get feedback from SPed teachers. I think going to visit them will really help us to have better feedback from members. At the meeting on Wednesday, I would like to connect with our reps who teach SPED and arrange times to come to their schools and/or to collect feedback from their SpED teachers. I would definitely be interested in talking to Liberty Teachers as well. I plan to talk to our SPED department at Hilhi soon and hear their concerns. I am wondering what their reaction to the Full Inclusion pilot will be.

Respectfully submitted by Catherine Jäger

Events Chair Report

On August 23rd several HEA executive board and building reps hosted a new hire breakfast at Imlay Elementary. The union welcomed 66 HSD new hires and had 62 educators join the union. We wanted to offer HEA t-shirts to those we joined but just didn't have the time to get them ordered. Next year! Instead, we asked for input with the t-shirt design. The opportunity for all members to get creative and submit their design is encouraged through the month of September. Please spread the word.

HEA and HCU hosted a September first Friday at Coyote's Bar and Grill. We had about 25 people stop by and share stories about their first week in their classroom. It was a great way to come together and support each other with high numbers, new desks and a lot of construction woes. Rosedale had the largest attendance and took home the red tub of licorice.

Respectfully submitted by Jill Golay for Christine Estep

Membership Chair

- 62 out of 66 signed up at new hire breakfast
- 1,114 current union members
- PM list will be shared in October once all ICS packets are into HEA office.

With our membership chair teacher a split this year, we did not buy her out the first couple weeks of school. Instead, as president, I made site visits and supported Reps with getting their ICS sheets out to members in their buildings. As of today, we have 33 of our 36 building's ICS packets. We are rocking this! Abby will be bought out the end of the month to make site visits to building who have random ICS forms still out as well as to connect with educators that have been hired after August 23rd. We have had a couple of potential members decide to join us and become active members and we have had a handful of past members drop their membership. Abby and I will meet at the end of this month to come up with a plan on how we can stay

connected with HEA's potential members. We will also send out the names of buildings potential members to reps by October 1st.

Reminder: you should know who your PMs are and if they ever need contractual support please have them reach out to me (or you can). I will come over and support their needs. Building reps are asked to support dues-paying members.

Respectfully submitted by Jill Golay for Abby Jones

HEA 18-19 Accomplishments

August:

Tips and Tours
New Hire Breakfast
Rep Reconnect
Local Leader Grant
ESSA at Rosedale

September:

First Friday
Attend monthly HSD school board
Attend monthly HSD work session
SpEd member meetings
Dual Member meetings
Rep Training
Bargaining
Membership Focus-ICS
Fall elections/Communication, phone banking, and canvassing

October:

First Friday
Bargaining
SpEd and Dual
Membership Chair Supporting buildings
Fall elections/Communication, phone banking, and canvassing

November:

American Ed Week
Bargaining
First Friday
50/50 Grant Work
Elections

December:

First Friday
Powerful Locals retreat
Bargained
Dual Schools meeting
SpEd schools meeting
WLT/MLT Conference

January:

HEA EB Brunch
SpEd and Dual Meetings
Bargaining
Red 4 Ed Local Prez meeting
Legislative session/Lobbying, coffee chats

February:

First Friday
SpEd and Dual Meetings

Salem Symposium
Wear red Wednesdays
March 4 Students
Homeplate Dinner
Ratification Contract Meetings
Our contract
Legislative session/Lobbying, coffee chats

March:

First Friday
Dual and SpEd meetings
Wear red Wednesdays
Banner Drop
Poker Scramble
Organizing Committee began (1st video)
Disrupted Learner KGW
School Board interviews
Legislative session/Lobbying, coffee chats

April:

First Friday
PRAM
Review Scholarships apps
OEA RA
HSD/HEA SpEd Listening Session
Take it to the Max on news/sign making
Wear red Wednesdays
Rep/Principal Contract Training
PTO/HEA Coffee Chats
Spring Elections

May:

First Friday
HSD-HEA Listening session
Red 4 Ed May 8th - Walk Out
Proud to be HSD book swap booth
Homeplate dinner
Contract teacher event
Pumpkin Ridge Retirement Dinner
Linda Ellsworth Award
Elections

June:

Rep celebration @CPR
50/50 grant training DC

July:

NEA-RA
HEA Retreat