



**HOW TO CONTACT US:**

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

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

Jenny Underhill, Secretary  
[underhij@hds.k12.or.us](mailto:underhij@hds.k12.or.us)

Sarah Coyle, Treasurer  
[coyles@hds.k12.or.us](mailto:coyles@hds.k12.or.us)

JoAnn Conroy, At Large EL Rep  
[conroyj@hds.k12.or.us](mailto:conroyj@hds.k12.or.us)

Josiah Cotton, At Large MS Rep  
[cottonj@hds.k12.or.us](mailto:cottonj@hds.k12.or.us)

Jeff Johnston, At Large HS Rep  
[johnstonj@hds.k12.or.us](mailto:johnstonj@hds.k12.or.us)

Catherine Jager, At Large  
Special Education Rep  
[jagerc@hds.k12.or.us](mailto:jagerc@hds.k12.or.us)

Gabby Castro, At Large  
Bilingual/Dual Schools Rep  
[castrog@hds.k12.or.us](mailto:castrog@hds.k12.or.us)

Abby Jones, Membership Chair  
[jonesab@hds.k12.or.us](mailto:jonesab@hds.k12.or.us)

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

Angela Adzima, Prof. Practice Chair  
[adzimaa@hds.k12.or.us](mailto:adzimaa@hds.k12.or.us)

HEA website: [heaoea.org](http://heaoea.org)  
*Like us on Facebook!*

OEA / HEA OFFICE  
20450 NW Amberwood Drive,  
Suite 125, Beaverton, OR 97006  
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 . . .

Welcome back, Members!

I hope you all had a restful and relaxing summer! It has gone by so quickly. As you go through the year, remember that your Association is here to serve you. We represent you and approximately 1,100+ educators, counselors, and educational specialists employed in the Hillsboro School District as certificated non-supervisory employees.

We protect your rights under the contract, advocate on your behalf, assist you in resolving conflicts, answer your questions, and give you support. In addition, we publish newsletters and informational brochures on a variety of topics, offer training opportunities, and provide you with educational and personal resources.

We believe our job is to do what we can to make your job easier, which means you can spend your time and energy on what you do best – teaching. We're here to support you and we have your back. It's never been more important to be a member of a union. Let us stand and be stronger together! Join with us this year, and every year, to help create the schools our students deserve!

Stronger together,  
Jill Golay

## Outsiders' Mailing Goals Not on the Up and Up

If you're a teacher in Oregon, you've certainly received a mailing from the Freedom Foundation or Opt-Out Today. We've written about this to ensure that our members and all licensed HSD staff understand the intent behind these mailings, but we think a refresher is due!

- Groups like Opt-Out and Freedom Foundation are funded by wealthy ultra-right organizations including the Koch and Devos families who have contributed together close to half a million dollars;
- The group's founders have been quoted stating their intent is to weaken the teachers' union;
- The mailings contain mistruths including stating that your dues support legislative candidates – NOT TRUE! Only voluntary PAC contributions go to support pro-education candidates;
- What do these organizations stand to gain by convincing you to leave the union? Ask yourself how they can help YOU in your profession;
- A strong union means that we have the bargaining power to negotiate our salary and benefits, and the voice to fight for your working conditions. States with strong unions pay their teachers an average of \$12-15,000 more per year. Solidarity forever!

## PERS Changes – What They Mean to You

Oregon legislators passed Senate Bill 1049 in the 2019 Session. OEA vehemently opposed this bill because there were other solutions and the amount generated by this reduction to your benefits is minor and unfair to put on your backs. Nonetheless, the impact of this legislation is a 1-2% reduction in the amount going to the Individual Account Program (IAP). Literally, your own 6% contribution will be reduced by 2.5% if Tier 1 or 2, and .75% if you are OPSRP (Tier 3). HEA and OEA will be looking for ways to minimize or counteract this reduction through negotiations or future legislation. For more info about this – attend our October 8 Workshop or go to <https://keeporegonspromise.org/news/>.

## Workshop - FREE to HEA members!

**Oct. 8<sup>th</sup>** Workshop: PERS Fundamentals and Retirement Planning from 4:15 to 5:45 p.m. at the OEA/HEA Office. Beverages and light snacks are also provided; all **members** and student teachers are welcome. The HEA Union office is at 20450 NW Amberwood Dr., Bldg. 8900 Beaverton, OR 97006. You can register and find the complete list of this year's workshops at <http://heaoea.org/events/>

## Events

### Oct. 4<sup>th</sup> First Friday @ 4

Our next First Friday's will be October at The Rock Wood Fired Pizza located in Tansbourne. Rosedale had the biggest member turnout in September and left with a tub of licorice! Drinks and light appetizers will be provided along with lively conversation. Look for these flyers on your building's HEA bulletin board.

### Oct. 5<sup>th</sup>– 5K Run/Walk Recipient School-Witch Hazel Elementary School

Mark your calendars! Washington County Educators team up with parents, students and the community for a day of family fun and exercise to support quality education. Proceeds go directly toward student supplies and classroom materials-this year to **Witch Hazel** Elementary School students in Hillsboro. Register online: [www.teamupforstudents.com](http://www.teamupforstudents.com).

**WE ARE SEEKING 5K SPONSORS!** If you have a contact that might lead to sponsorship, please contact Jill Golay [hillsobroea@oregoned.org](mailto:hillsobroea@oregoned.org)

## Member Support Meetings at the Office

HEA's first meeting of the year for Sped teachers will be in November. Catherine Jager will be leading these meetings and will be making site visits to buildings between now and then. Dual meetings will continue to be the first Wednesday of the month in October and November and then switch to every other month beginning in January. Gabby Castro will be hosting meetings every other month at the HEA office for members who work in dual schools. Drinks and light appetizers will be provided along with lively conversation. Look for these flyers on your building's HEA bulletin board.

## Contract 101

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

### Article 9, Section D – Involuntary Transfers Between Buildings (Or a change in an assignment)

**Covers change in assignment after the start of the school year:**

*"Any member transferred to another building or classroom due to district need, or who gets a 50 percent change in assignment to accommodate the district after August 15...shall be given up to two (2) days at the discretion of the building administrator. Days may be paid or substitute time at the member's discretion."* See your building rep if you have questions.

### Upcoming Important dates in your HEA contract

<i>Contract Date</i>	<i>Article</i>	<i>Article / Item</i>
June 30	5, D	Member notified of specific teaching assignment
August 15	12	Date after which member is paid 1-2 days for change in 50% of assignment
September 5 (payroll cutoff date)	16	Date by which to opt out of insurance
September 15	5, B. 4	Evening events list turned into HEA President
October 1	15, E.	Submit proof by this date for column movement
October 1, Feb 20	Appendix E	Dates used for student counts for HOA stipend payment amounts
After Oct 1	Article 9, A	Probationary members will have their first formal evaluation completed AFTER this date