



#### HOW TO CONTACT US:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

OEA / HEA OFFICE  
20450 NW Amberwood Drive,  
Suite 125, Building 8900, 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 . . .

American Education Week is always celebrated the week prior to the week of Thanksgiving. This week, November 18<sup>th</sup>-2<sup>nd</sup> is American Education Week. It is an opportunity for us to celebrate public education and honor individuals who are making a difference in insuring that every child receives a quality education. I want to take this opportunity to say thank-you to all of you for your countless hours of time and dedication. I know that every one of you are making a positive difference in a child's life and I know how hard you work to do this.

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

## Retirement / Workback Opportunity – Highlights

HSD recently published an FAQ about your option to retire earlier than planned and then come back to work under some different terms. Here are some highlights for you to know and consider before making your decision:

If you want to retire midyear in the next 5 years, follow these steps:

- 1) You should first make sure your principal is interested in keeping you for the remainder of the year as a temporary employee. If the answer is yes, get it in an email.
- 2) Work with PERS to make sure your finances are in order.\* PERS HQ 888-320-7377  
<https://www.oregon.gov/pers/MEM/Pages/index.aspx>
- 3) Call HSD HR to arrange the details. They will want it in writing eventually but start with the call to HR. Regarding the 60 days' notice as published by HSD, they are not enforcing that exact timeline – it was intended to prevent last-minute notices, but they are flexible.
- 4) Once you become a temporary (midyear retirement) you will not lose your accrued Personal Leave, but your sick leave will be reported to PERS for final calculations and your balance will become zero. You will receive 1 sick day per month of work. You would lose all seniority within the bargaining unit.
- 5) You will be a part of the bargaining unit whether you are a temporary or a probationary employee so you will have your regular insurance benefits. Your salary schedule placement will be the same as it currently is and you would receive any future Cost of Living Increases like all in the bargaining unit.
- 6) You won't pay into your own PERS/IAP anymore, so you will essentially receive 6% more in salary from HSD.

If you want to return the following school year (post midyear retirement) you will have to apply for openings when they are posted, or you can be hired within the building for a position that is vacated before it is posted as currently occurs for temporary employees. If you are hired you will be a probationary employee.

\*Members should be sure and use the PERS verification process to guarantee that PERS will stand behind the estimate of monthly benefits they will provide. On PERS website at  
<https://www.oregon.gov/pers/MEM/Pages/Data-Verification.aspx>

## HRA Reimbursement Deadline Approaching – December 31, 2019

If you participate in the HRA preferred benefit plan to save money – remember that each plan year runs from October 1-September 30 and then you have 90 days at the end of each plan year in which to submit your claims for reimbursement. That means that **by December 31, 2019, you must submit all claims for the plan year from 10/1/18-9/30/19 to be considered for reimbursement.** If you have questions you can call the HSD benefits office or DBS (Diversified Benefit Services) at (800) 234-1229. *Sessions for in-person support will be offered at the AC on Dec 3 from 11-5:30 and at SMMS on Dec 12 from 11-5:30.*

## 321insight-Essential Training

Hillsboro School District offers videos and tools to train licensed staff and para-educators on common challenges, they face in a format they can use. Please feel free to use and share this link <http://www.321insight.com/registration.php?c=5db707157b194> to create accounts at 321 Insight! If you have questions on setting up an account, please contact Gayle Jourdan at [jourdang@hsd.k12.or.us](mailto:jourdang@hsd.k12.or.us).

## Workshops and Webinars - FREE to HEA members!

Your local HEA office is hosting a series of Trauma-Informed Practice workshops beginning in January 2020. We also offer workshops on licensure, financial planning, and student loan forgiveness. Check out the whole list of offerings at [www.heaoea.org](http://www.heaoea.org)

OEA offers a "Ready, Set, Grow" series of Webinars that include such topics as "Behavior Intervention" and "Restraint and Seclusion Policy". They are free for all HEA members at <http://grow.oregoned.org>. Members will receive 1 PDU for each live virtual classroom sessions and participation in the weekly online discussion forums. If you complete the micro-credential (this is evaluated and awarded by NEA), OEA will issue an additional 15 PDUs. All of this is free.

There is also 1 graduate credit available for these sessions, as part of a partnership with Western Oregon University. The cost to members is \$80. It is entirely optional and only available to those who complete the micro-credential. Our contractual tuition reimbursement may cover the \$80, please use the district approval forms which can be found in My HSD, Document Center. Link here [Licensed Pre-approval Options for Tuition Reimbursement](#)

**HEA Office Workshops** Register at [www.heaoea.org](http://www.heaoea.org)

Jan 21<sup>st</sup> Workshop: New License Design for Oregon Educators @4:30pm  
Jan 28<sup>th</sup> Workshop: Trauma and the Brain (Trauma-Informed Practice) @4:30pm  
Feb 26<sup>th</sup> De-escalation Strategies and Techniques @4:30pm  
Feb 27<sup>th</sup> PERS Fundamentals: Mid-Late Career Retirement Planning @4:30pm

**OEA Webinars** Register at <http://grow.oregoned.org>

Restraint and Seclusion Policy Webinar - Nov 20, 2019 5-5:45 pm

Behavior Interventions – Dec 2, 2019 4-5:00 p.m.

Learning Targets to Establish Success Criteria and Engage Students – 7-week course begins Jan 6 and goes through Feb 21

## Events

### Dec. 6th First Friday @ 4

Our next First Friday's will be December at The Rock Wood Fired Pizza located in Tanasbourne. Drinks and light appetizers will be provided along with lots of lively conversation. Look for this flyer on your building's HEA bulletin board.

### Nov. 23<sup>rd</sup> Coffee Chat with Our State Representatives

Community Conversation with Rep Sollman and streaming on Facebook live @JaneenSollmanforHD30

**Rep Sollman from 10 am to 11:00 am, Brookwood Library at 2850 NE Brookwood Pkwy, Hillsboro.** The session will

Come join Rep McLain for an update on Legislative Days, a preview of the 2020 short session, and discussion about her work as Co-Chair of the I-5 Bridge.

**Rep McLain from 1 pm to 2:30 pm, BJ's Coffee at 2834 Pacific Ave C, Forest Grove**

## Contract 101

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

### Article 10, Section E – Tuition Reimbursement p. 22 Summarized below:

Unit members employed with HSD for less than seven years have access to six (6) quarter hours per year. Unit members employed for less than six (6) years shall receive up to three (3) quarter hours per year. Unit members will be reimbursed at the PSU graduate rate or actual cost, whichever is less. Other provisions for eligibility can be found in this Article. All course work must be requested in writing and receive advance approval using District forms-HSD will not reimburse without prior approval for coursework. [Licensed Pre-approval Options for Tuition Reimbursement](#)