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From Your President . . .

The start of 2020 has reminded me how important it is to be truly present for our students, each other, and our community. We are educating today’s youth during some very difficult times under some very challenging circumstances. It is essential that you take good care of yourself and be kind to your colleagues. We don’t always know what each person is dealing with, so please be patient and let us know if you think we can be of service to you, a colleague, or your building. You are important, what you do is important, and how you feel is important. Your HEA is here for you!

Jill Golay, President

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

Update on the Student Investment Account (SIA) - \$ for Next Year

HEA has been working with HSD to find a closer agreement on how Hillsboro School District intends to allocate the nearly \$16 million they will receive next year from the SIA. [Reminder, the actual pot of SSA money that will come directly to K-12 schools is called the SIA, the Student Investment Account] While we are not in complete agreement, HEA does appreciate the significant movement made by HSD to put more dollars into the “mental health bucket” of spending. Current breakdown of how HSD intends to divide up the \$:

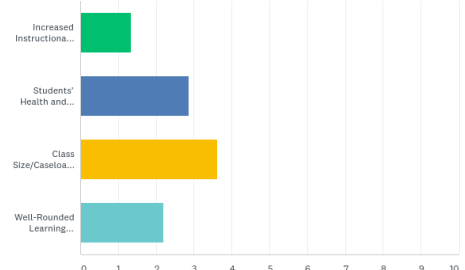
- \$5.79 million to lower class sizes and caseloads (includes monthly classified collaboration time)
- \$3.25 million towards mental health
- \$2 million on educator pathways and new curriculum
- \$160k for partnerships for afterschool programs like Boys and Girls Club)
- \$4 million to maintain “lower” class sizes at elementary, non-title wellness centers, LSS, and more

Keep speaking out! **HSD School Board mtg** - Tues, Feb. 25th Work Session @5:15 & Regular Session at 7:00 pm @ AC

Thanks for Sharing your Opinion!

After initial spending plans for the SIA were released last month, HEA did its own follow up survey for your SIA priorities. Approximately 800 of you took the survey.

Here’s how you ranked your spending priorities for the four “buckets” of SIA allowable uses:



- #1 - Reduce Class Size
- #2 - Address students’ mental health and safety
- #3 – Provide well-rounded learning opportunities
- #4 – Increase instructional time

Here are your top 4 options within Students’ Health and Safety/Mental Health “bucket”:

You overwhelmingly selected the following top four (4) new hire priorities

- #1 - School counselors
- #2 - More classified staff
- #3 - Licensed clinical social workers (therapists)
- #4 - More behavior specialists

Look for your Ballot. Please Vote

HEA members will have the opportunity to vote this Thursday and Friday on HEA officers, building representatives and OEA delegate for '20-'22 and an MOU (Memo of Understanding) to add two non-student days to the calendar next year. Ballots will be available in building rep's classrooms all day Thursday and Friday – the deadline to vote is Friday, February 21. Potential members can vote after submitting a membership application to their building representative and can ask the building rep for the application form.

MOU details: (Memorandum of Understanding)

The MOU would add two non-student contact days in 20-21 for licensed staff to collaborate; The two days would be October 30 and February 1; October Statewide Inservice non-contract day will be converted to a student contact day to allow for students to not come on October 30th and one day will be added to the end of the year to allow for us to collaborate on February 1st. These two additional workdays for members would mean 1% additional increase to your negotiated 2.75% cost of living "raise" for 20-21, for a total increase of approximately 3.75%. This is in addition to any increment advances or column movement, if you are eligible.

March 22nd Deadline-HEA Scholarship Opportunity for your Senior

Members with children who will be enrolling as a full-time student at an accredited four year college, university, community college, or trade school are encouraged to have their child apply for one of the two \$1,000 scholarships. For HEA information, resources and forms go to the HEA website at www.heaoea.org or contact Jill at hillsborohea@oregoned.org, or [503-645-6776 X 2507](tel:503-645-6776).

Workshops and Webinars - FREE to HEA members!

HSD Sessions

Mar 11th Secondary Student Support in your Classroom-AC 213 @4:00-6:00pm

My HSD, Document Center. Link here [Licensed Pre-approval Options for Tuition Reimbursement](#)

HEA Office Workshops Register at www.heaoea.org

Feb 25th Staff Resiliency and Wellness @4:30pm

Feb 26th De-escalation Strategies and Techniques @4:30pm

Feb 27th PERS Fundamentals: Mid-Late Career Retirement Planning @4:30pm

Mar 3rd Trauma Informed Practice, Part II @4:30-6:30pm

Mar 10th Student Loan Forgiveness Workshop, @4:30-6:30pm

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

February 26th Core Intervention for Trauma @ 4-5:00 pm

Events

March 13th, HEA & HCU First Friday @4 Location is Pizza Schmizza Pub and Grub

Join us in March at Pizza Schmizza pub and Grub at 891 NE 25th Ave in Hillsboro. Drinks and light appetizers will be provided along with lots of lively conversation. Look for this flyer on your building's HEA bulletin board.

March 14th, OEA White-Allyship Symposium from 9-4pm

@ Monarch Hotel, Clackamas, Oregon-Register Online: <https://www.oregoned.org/events/symposium>

March 22-24, Oregon School Employee Wellness Conference

9th Annual Oregon School Employee Wellness Conference is in Bend, Oregon. This years' keynote speaker is Tara Brown, "The Connection Coach". The conference will include twenty breakout sessions with many rejuvenating activities. Register at <https://oeachoice.com/conference/>

Engage 2020: One-on-One Conversations with Your Union

The engage team visited the HILHI Feeder sites on February 12th. Thank you for connecting with us. We will be at the Liberty Feeder locations on February 26th.

April 1st – Transfer Request Notification

Voluntary transfer requests were due to HSD on or before February 1st. Per our contract, the district has until April 1st to notify us transfer request outcomes for the 2020-21 school year. However, the SIA monies have districts beginning to post jobs now hoping to hire the best teacher candidates. Look for news from HSD soon for both voluntary and involuntary transfers and please reach out to me if you have any questions, comments or concerns. **You can also review Article 12, p. 31-32 for more details and your contractual rights.**