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## From Your President . . .

*I am glad this year is all but over. I am looking forward to having the opportunity to do all the little things that I often took for granted. I am eager to spend time with my family, hug my grandchildren, make building site visits, and yes, even attend in-person union meetings! My wish for you this winter break is to get some much-needed rest. We know that the new year will bring us new challenges but focus on taking care of yourself and not worrying about what the future holds. HEA will continue to support you, and we will see you all next year!*

Stronger together,  
Jill Golay

## HEA Survey Results

HEA recently surveyed our members for a few pieces of critical information related to the transition back to in-person or hybrid instruction. Here are some key points of information we learned about staff's comfort level and reasoning related to in-person instruction during COVID:

- When metrics are met, how comfortable do you feel about returning to in-person instruction? (Scale of 1-5, with 1 being Not Comfortable)
  - 54% said very or somewhat uncomfortable
  - 26% said neutral
  - 20% said comfortable
- 21.5% said they would not return to in-person instruction if so required
- Staff who said they would not return cited their own or family members risks as well as fears of spreading the disease in the community.

## Hybrid/In-Person Instruction Negotiations - Update

HEA and HSD have been meeting twice-weekly since November 18 to negotiate the terms for your return to school under a Hybrid or In-Person Model during COVID. We are meeting with a smaller group than we do during full contract negotiations. Five for each "side" plus someone for record keeping. We have spent our time together identifying workload and safety issues of importance for this transition and then digging in to determine what information is needed to move to the next phase of negotiations. Next meeting is January 4th where we will begin envisioning a "sample" elementary school. This will allow us to do the deep dive into the contractual implications for licensed staff workload and safety during Hybrid or In-Person instruction. As always, we will keep you posted on progress.

## OEA/NEA Representative Assemblies are Virtual in 2021

Interested in learning more about our state and national organization? Consider running as a candidate for the state or national assembly. Help represent the best interests for students and for members at either the state level or at the national level. Candidate nominations will be open in January and February. If interested, please check in with your HEA Building Representative, or contact me ([hillsboroea@oregoned.org](mailto:hillsboroea@oregoned.org)). Voting is at the end of February. <https://www.oregoned.org/action-center/events/representative-assembly>

OEA RA DATES: Week of April 12-17 Virtual

NEA RA DATES: June 2-July 6 Virtual

## CDL MOU Ratified by HEA Members!

The Memorandum of Understanding (MOU) for CDL was ratified by HEA membership last week by a large majority, using the secure voting platform, Simply Votes. The MOU covers CDL only, and we are already bargaining for Hybrid or return to school during COVID 19. HEA hosts a weekly office hour on Thursdays from 4-5 p.m. if you have questions about the MOU, or if you just want to say hello! HEA Office hour [Zoom link](#)

## HEA Member Opportunities

Join HEA for our weekly office hour, Thursdays from 4-5 p.m. Drop in or stay for the whole hour. We review the week, answer questions, do leveled or specialized breakouts and end with a raffle prize. We have received great feedback about this time together, so please join us if you can. Here is the [Zoom link](#) to participate.

### Share with your Elected Representatives: Oregon Legislative Sessions

There will be a one day Special Session of the Oregon Legislature at 8:00 a.m. Monday, Dec. 21, 2020 to focus on COVID-19 response. The regular Oregon Legislative Session begins January 19th. [Register for the conversation](#)

### Virtual Community Conversation with State Representative Janeen Sollman,

Saturday, December 19, 2020, 9:30-10:30a.m

### Holiday discounts with your NEA membership:

<https://www.neamb.com/products/nea-discount-marketplace>

### Ready, Set, RISE!: Trauma-Informed e-learning Modules for Educators

Learn how to implement trauma-informed practices, and sustain collective care and well-being at your school with the help of Ready, Set, RISE!. The first of four modules, **Trauma-Informed Care and Educator Well-being**, provides educators with the tools and understanding of how trauma-informed practices can impact educator well-being and support teaching in any school setting.

**Explore the e-Learning Modules:** [Ready, Set, RISE!](#) <https://www.readysetrisemodules.com/>

Ready, Set, Grow - <http://grow.oregoned.org/>

OEA Professional Practice Opportunities - <https://www.oregoned.org/member-resources/professional-learning>

## Last Reminder for HRA Participants - File Claims by December 31, 2020

If you enrolled in Moda Plan 5, Kaiser Plan 2, or Kaiser Plan 3 for 2019-20 be sure to submit your claims for that benefit year. If you need assistance, contact Mae Hawkins at [mhawkins@waldoagencies.com](mailto:mhawkins@waldoagencies.com) or (208)780-1154 or attend Mae's Office Hours! Wednesdays from 7:30 AM and 3:30 PM Zoom <https://us02web.zoom.us/j/9368366641> or Meeting ID: 936 836 6641

## 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 fellow members.

### LINK TO ~Licensed Evaluation Due Dates 2020 – 2021

#### Key deadline dates in the contract

January 10	Article 9, A.2	Date AFTER which 2nd probationary evaluation is done
February 1	Article 11, J.2	Date by which staff must request rest and recuperation for 1-year unpaid leave
March 1	Article 12	Transfer requests are due
March 1	Article 12	2nd date by which member must submit proof for column movement
March 1	Article 15, A	Date by which retirement must be announced to receive a one-time \$500 payment (applies to staff not eligible for advancement on the salary schedule)