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From Your President . . .

Our new year seems to be equally challenging as the year we just left. Yet, I find comfort in NEA president Becky Pringle's words: "Educators are encouraged...in knowing that there is finally a true partner in the White House who will listen, value the ideas, and act in the best interest of students, educators, and families." And I know we will harness our collective strength and solidarity to take advantage of this new opportunity.

I appreciate all of you and want to thank you for taking our short survey. For those of you who were hoping to share more in-depth about your concerns or questions, HEA will be following up with virtual site visits over the next two-three weeks to listen and gather more feedback. I will coordinate with your building rep to schedule a virtual site visit soon.

Stronger together,
Jill Golay and HEA Leadership

HEA Return to In-Person / Vaccination Survey Results

We recently conducted a survey asking members whether they would return to in-person instruction if required before a vaccine was available to them. 83% of licensed staff told us they would either not return, or preferred not to return before they had the option for a COVID vaccination. 17% would like to return to in-person instruction. That information has been shared with HSD.

- 761 members took the survey
- All levels were equally represented (pk-2, 3-6, MS, HS, Multi-level)
- Members were nearly split on which instructional model they preferred

Hybrid/In-Person Instruction Negotiations - Update

After sharing considerations and concerns in different areas to the District team, HSD has presented the team with three different models for in-person instruction along with their list of pros and cons. Your HEA team is now adding to the list of pros and cons and sharing the intricacies of your instructional day before the district makes a decision about which model to use. From there, the teams will negotiate the safety measures and changes in working conditions to be addressed in an MOU (memorandum of understanding) before returning to hybrid in-person instruction. The plan is k-2 returns first.

OEA/NEA Representative Assemblies are Virtual in 2021

Due to COVID-19 the 2021 OEA/RA will again be held virtually. OEA/RA will be the week of April 12-17, and host evening hearings throughout the week (that are optional) with most of the business done on Saturday, April 17th. The Oregon Education Association Representative Assembly is the largest deliberative body of union members in Oregon, averaging more than 600 member-delegates each year. Elected delegates come together to debate and vote on governing documents and new business items, which guide the direction of OEA. HEA has a long-standing history of involvement in this process, which has resulted in positive changes that have benefited our members. If interested, please complete this [OEA/RA Delegate Interest Form](#). Voting is at the end of February.

Evaluation Supports

The [Licensed Evaluation Rubric with Examples/Considerations for CDL](#) was created collaboratively by a small group of HSD administrators and HEA teachers. The far-right column highlights teaching methods to look for and questions to ask when evaluating teachers during CDL. Only standards that needed additional clarification were focused on. Other standards, which had a more obvious connection to CDL, were left blank. Please Note-All standards will still be evaluated. This document will be helpful when planning lessons and during evaluation meetings with your administrator. Please work with your principal if you'd like to schedule your evaluation while still in the CDL model.

[Licensed Evaluation Due Dates 2020 – 2021](#)

New [Metrics](#) Highlights

- ❖ Association (HEA) representation is required on school/district operational blueprint committees and revised blueprints are required for any change in the instructional model.
- ❖ When on a bus - no eating on buses, face coverings required, open/vented windows required on buses to the extent possible.
- ❖ Entrance screening; isolation protocols for symptomatic students, checking temperature is not required. Parents/volunteers are **NOT** allowed in the school building.
- ❖ Classroom, 6-feet of distance + 35 square feet maintained, recognition that educators need to move around the classroom space safely, face coverings required, 100 maximum people limit for students (cross over protection for staff).
- ❖ Designated responsible person at each school for the [RSSL](#) delivery implementation and designate a process to submit local concerns/complaints to RSSL point-person.
- ❖ Mealtimes: all students must maintain 6 ft. distance and hand washing before/after required, independent adult mealtimes vs. shared spaces.
- ❖ Athletics and activities aligned to county risk level not school health metrics; New guidance on field trips and outdoor school.
- ❖ Complaint options: Local labor management collaborations. utilizing existing safety committees; New process for school-based named and anonymous complaints - reviewed by school RSSL point-person.

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. For those of you who can't join us, look for a weekly summary in your email.

[Early Career and Aspiring Educator... | Oregon Education Association](#) This is a wonderful opportunity to network with educators across the state in roles of mutual support. Saturday, January 30, 2021, all day.

NEA Membership

<https://www.neamb.com/products/nea-discount-marketplace> & [neamb.com/money-mistakes](https://www.neamb.com/money-mistakes); & [nea.org/studentdebt](https://www.nea.org/studentdebt)

Contract 101 / CDL MOU

The HEA/HSD Collective Bargaining Agreement is available electronically on the HEA website @ www.heaoea.org

Key deadline dates in the contract

NOTE: Date for Requesting Leaves of Absence for 2021-22 school yr extended to March 1 (from February 1)

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)

LIPI language in CDL MOU

Section 13 h. **Extended contract or release time will be offered for additional responsibilities that are the result of in-person instruction or assessment as approved in advance of your administrator.**