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From Your President . . .

With February being a month to celebrate love, I am promoting self-care. 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!

Stronger together,
Jill Golay

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

HEA Scholarship Opportunity for your Senior

This scholarship opportunity is for a graduating high school senior whose parent is an active HEA member. Members with children who will be enrolling as full-time students 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 <http://heaoea.org/> or contact Jill at hillsboreoa@oregoned.org.

Hybrid/In-Person Instruction Negotiations - Update

Late last year, a small HEA team and HSD began negotiations for return to Hybrid/In-Person instruction. After several weeks of discussing concerns and issues, as well as pros and cons of instructional models, HSD chose the interactive live stream model. Knowing this, HEA has crafted a proposal that addresses **criteria for return, workload and working conditions, safety, evaluation, and leaves**. The team will be presenting their initial MOU proposal to the District today. Look for regular updates in our Bargaining Brief. Remember that an MOU (memorandum of understanding) modifies or adds to an existing agreement, in this case, the HEA 2018-21 Contract.

Full Contract Bargaining

Our current [HEA Contract](#) has a duration of July 1, 2018- June 30, 2021, and will therefore expire at the end of this school year. We typically begin bargaining for our successor agreement in February or March of the expiration year with the hope of having a new contract ratified before the end of the school year. This year is unique as we are in the middle of Hybrid MOU negotiations while beginning to prep for full contract "Successor" bargaining. In the event that we don't settle the contract before June 18, 2021, the current contract will remain in the status quo. Status quo means that all terms will apply, including your movement to the next salary step after July 1 if you are eligible.

Join CAT - Contract Action Team

It's contract bargaining time! The HEA Bargaining Team is getting ready to negotiate the full contract and needs members to support them. In 2018, with the support of the Contract Action Team (CAT), your HEA bargaining team was able to make over 50 improvements to our contract language. CAT made a huge impact on the bargaining outcome simply by showing up to support the negotiations process. **We are looking for "point members" called [CAT Communicators](#) at each school.** We emailed all members this week with a [job description](#) and [interest survey form](#). The goal is to pack the house with an HEA virtual presence to show solidarity and in turn strengthen your HEA Bargaining Team.

New CDC Guidelines

On Friday, February 12, the CDC released new guidelines including specific recommendations and resources for schools and school staff. There's lots of good information in here, as well as a checklist for disinfecting and setting up your classroom, suggestions for classroom setup, printable posters, and much more.

<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/resources-teachers-staff.html>

We are the ARABTC!

The goal of the Anti-Racist Anti-Bias Teacher Coalition (ARABTC) is to work to identify and change the structures within our association that continue to perpetuate systemic racism. We believe that, in order to make that change possible, we must center the voice and experiences of our BIPOC+ members as the driving force of this work. With that in mind, we are seeking to hear from any and every BIPOC member who is willing to share their story and partner with us in this mission. Complete this form to share your story. [BIPOC Interview Opportunity](#)

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.

Grants

<https://www.neafoundation.org/for-educators/student-success-grants/>

NEA Membership - Check out these NEA Member Discounts and Resources!!

<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

The HEA/HSD Collective Bargaining Agreement and CDL MOU are available 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)

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|-----------------------|---|
| 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) |