



From Your President...

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Happy American Education Week! This week we celebrate the power of public education and thank you, our educators, who do so much to make our public schools the pillars of our community and the cornerstone of our democracy, prosperity, and strength. This is a great week to review our [National Education Association's vision, mission, and core values](#).

We celebrate November as it is **Native American Heritage Month**. We hope you take some time to explore the history and contributions of Native people this month and throughout the year. NEA has put together the following [lessons, activities, and resources](#). We could not have put it better than our colleagues at NEA EdJustice when they said, "We all deserve an education that imparts honesty about who we are, integrity in how we treat others, and courage to do what's right. For too long, too many of us have been given little to no knowledge of Native history - or have been taught inaccurate information. When we're not taught the full truth, we make room for bias, discrimination, and injustice. But when we teach honestly about our history, we realize our shared connections and make progress towards justice possible." Please also take a moment to look at this wonderful set of resources at neaedjustice.org and feel free to share with us how you have used these or other resources in the classroom.

In Solidarity,

Mary Kay Babcock
HEA President | she/her/ella

OEA Foundation

Do you have a student that needs eyeglasses, a good winter coat, or a pair of good shoes? [OEA Foundation](#) provides educators with grants up to \$100 to help offset the cost of basic, immediate, and urgent needs of our students. Thank you in advance for taking the time ensure that a student's physical, social and emotional needs are met so they can succeed at school.

Anti-Racist, Anti-Biased Teacher Coalition

The Hillsboro Education Association has made it a priority to address racism and dismantle institutional racism, as well as celebrate our Black, Indigenous, People of Color community. Please let us know if you are interested in learning about our Anti-Racist, Anti-Biased Teacher Coalition committee by completing this [interest form](#).

Addressing Student Behavior

According to the contract, disruptive student behavior will not be allowed to hinder the progress of the class. When a student's behavior interferes with the classroom instruction to the detriment of other students the unit member may send the student or students to the building's designated location.

The unit member shall communicate with the office regarding the incident, and all involved will follow the steps in the building discipline plan. The administrator or designee will communicate with the unit member prior to the student returning to class. The building discipline plan will detail how elementary students are returned into the classroom.

Under Article 7 A.1, Discipline Plans must include the following. Please use this as a checklist to ensure your building's plan is in compliance:

- The designation of a location for students to be sent who are compromising the safety of staff or other students
- The possible responses to student behaviors including Tier One intervention strategies
- The structures of communication between teachers and administrators regarding student behaviors and the ways staff could recognize positive student choices
- The kinds of support and how the teacher can access support from others, including building administrators, counselors, and District specialists, and including the steps that will be taken if a student threatens or harasses a teacher
- The coverage protocol when administration is not available. The site-based plan is meant to work in collaboration with student support plans

HEA Office Hours

Join us on Thursdays from 4:00 - 5:00 p.m., for virtual HEA Office Hours. Get to know your executive board leadership, learn more about your contractual rights, get updates, and find connections. [Zoom Link](#)

Visit the HEA Website and Join Us!

HEA prides itself on our regular and transparent communications. Please visit us at heaoea.org to become a member, access your full contract, learn how to locate extended contract forms, the sick bank leave application, and so much more!