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From Your President . . .

We finally have a contract. I'd like to personally thank the HEA Bargaining Team for volunteering countless hours to get us a fair contract. Elizabeth Nahl, Lisa Tanedo, Christine Estep, Abby Jones, David Juster, Olson Miller and Robert Justiniano spent evenings after working all day, Saturdays away from their families and countless work days preparing sub plans to negotiate, bargain and be the voice for over 1,200 members. I am so thankful and feel fortunate to have sat at the table with our UniServ Consultant, Sarah Moskoff and this amazing team. Here's to a job well done!

In Solidarity,
Jill Golay

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

Book Swap and Adopt

HEA will be hosting a booth at the Hillsboro Saturday Market again this year and is looking for gently used books to give away to children throughout the summer. If you are retiring this year or downsizing your library we'd love for you to donate your preK-8 books to HEA. If you'd like to volunteer [Click Here](#) or contact Mary Kay Babcock at hillsboroea@oregoned.org

Congratulations Contract Teachers!

The Hillsboro Education Association would like to honor our 47 educators who are moving from Probationary to Contract Status after three years in the Hillsboro School District. Congratulations to all of our new contract teachers for your teaching excellence and well-earned accomplishment.

HEA Honors its Retirees

HEA will be honoring many of our retirees this Friday, May 20th at Pumpkin Ridge Golf Club. Congratulations and thank you for your service. Here's to the many adventures that lie ahead. Enjoy the quiet mornings and your days that will have a lot less planning:)

Your New Contract Implementation

Now that HEA members have overwhelmingly ratified the new contract, it will become effective immediately, and where applicable is retroactive to July 1, 2021.

Retro Pay Schedule

All pay related items are retroactive. Salary/Regular Positions on the June 10 check; Extended contracts and other supplemental pay will be on the final paycheck, June 28.

2022 Tax Year and Retro Pay

Whether you had received this retro pay in March or any month after January, all income earned in 2022 is counted as one year, regardless of how each paycheck looks. If you are concerned about the larger check throwing you into another tax bracket once the year is complete, please log into the employee portal from the [myhds web page](#) to determine your tax withholding for the remainder of the 2022 tax year. There is a "Paycheck Simulator" in the portal for estimating impacts of changes. *Also, please note we are not tax advisors.

Watch for Insurance Enrollment Information Over Summer

Be on the lookout this summer for mailed or emailed notices from HSD about open enrollment. The HSD window to sign up is August 15th -September 5th so be watching for the OEBC information to arrive in mail late July/early August.

American Fidelity Flexible Spending, Dependent Care, Health Savings Account: American Fidelity representatives will be scheduling site visits through the remainder of the school year. This is an excellent opportunity to review your plans and ask any questions you may have about pre-tax supplemental benefits or products. Schedule a virtual appointment- Sign up now to get a time that is best for you: <https://enroll.americanfidelity.com/1EFE8FCF> Phone: 877.293.1090 or email jon.white@americanfidelity.com

HEA 2022 Scholarship Winners

Congratulations to Liberty High School Seniors Alannah Maher, and Keilynn Futter on winning the \$1,000 HEA Scholarship. Member, Una Maher works at HOA and member Michael Futter works at Orenco. Both are very proud parents!

Contract 101

Both the HEA/HSD Collective Bargaining Agreement and the Fall Return MOU are available electronically on the HEA website @ www.heaoea.org . Your building rep also has a copy to refer to when supporting fellow members.

Important Opportunities/Dates:

Article 5, D~NOTIFICATION OF ASSIGNMENT All unit members will be notified of their specific teaching assignment by June 30 th of the prior school year insofar as is known at that time. Subsequent changes will be made known to the teacher as soon as possible.

Article 9, A:3~EVALUATION Contract unit members shall be evaluated formally at least every two (2) years, normally prior to June 15 th of the evaluation year or on another schedule if agreed upon by the District and Association.

Article 15, D~PAYDAY Payday shall be the 20 th day of each month. All remaining checks, except one (1), will be given to each unit member on the last workday of the year, with the final check mailed by June 30.

Article 7, A:3~DISCIPLINE PLAN The District will ensure that all buildings have a discipline plan in place. By June 1, all unit members in the building will have input into the building discipline plan, with an opportunity to suggest revisions for the following year. All unit members will be invited to attend the Climate and Culture and/or PBIS Team meeting at which there will be discussion and decision-making about the staff's suggested revisions. This plan will be discussed with all staff during August inservice week each year and will be implemented when students arrive.

HEA/OEA Member Opportunities

Grow provides high-quality, consistent, and accessible member-led professional learning opportunities to help educators improve their professional practice, support student success and excellence as well as build community with other educators across Oregon. Check out the upcoming events that you can register for by clicking this link: <http://grow.oregoned.org/>

June 3rd - First Friday @ 4pm.~ The Rock, Wood Fired Pizza

This is a chance to get to know your fellow Hillsboro Education Association AND your Hillsboro Classified Union members in a social setting. Ask questions of your executive boards, make new friends, or just stop by to have some food and drink on your way home. Light appetizers will be pre-ordered by HEA/HCU and beverages can be purchased on your own. We can't wait to see you there! The building with the most representative will earn a prize for their staff! [First Friday, June 3rd](#)

OEA Summer Conference

Restoring our practice, profession, and purpose is the theme for the OEA summer conference. That sounds so nice to take a moment to breathe!! OEA is offering two distinct conferences to fit your needs this summer. Virtual July 14th and in-person July 19th - 21st Link to flier: [OEA Summer Conference](#)

Another "Meet Nick" Opportunity!

One of your NEA Member Benefits is **free** to access a comprehensive financial plan with an endorsed and approved financial advisor. Nick Hankerson is our person who understands PERS and teachers' salaries and has been fully vetted and approved by NEA. Whether you're facing retirement or looking to better understand certain investment ideas - Nick can help. Feel free to join one of our scheduled financial planning workshops. [Financial Planning](#)