



From Your President...

HOW TO CONTACT US:

Mary Kay Babcock, President
503-645-6776 x2507
hillsborohea@oregoned.org

Angela Adzima, Vice President
hillsboroedvp@gmail.com

Una Maher, Secretary
maheru@hsd.k12.or.us

Bonnie Wakeman, Treasurer
wakemanb@hsd.k12.or.us

JoAnn Conroy, At Large EL Rep
conroyjo@hsd.k12.or.us

Robert Justiniano, At Large EL Rep
justinro@hsd.k12.or.us

Josiah Cotton, At Large MS Rep
cottonj@hsd.k12.or.us

David Juster, At Large HS Rep
justerd@hsd.k12.or.us

Abby Neville, Elementary At Large
Special Education Rep
nevilleab@hsd.k12.or.us

Open Seat At Large
Bilingual/Dual Schools Rep

LeAndre Butler, Equity Chair
butlerl@hsd.k12.or.us

Jeff Johnston, Membership Chair
johnstj@hsd.k12.or.us

Elizabeth Nahl, Political Chair
nahle@hsd.k12.or.us

Jill Golay, Bargaining Chair
golayj@hsd.k12.or.us

HEA website: heahea.org
Like us on Facebook!

Mu Son Chi, OEA Consultant
mu.chi@oregoned.org

Mel Harmon, OEA Assistant
mel.harmon@oregon.org

Earlier this month I had the privilege of witnessing our membership come together to support a fellow member in need of sick bank hours. It was inspirational to see how quickly members organized to donate personal days to help protect them. Your donation provided peace of mind and allowed the recipient to focus on getting well and not worry about loss of income due to illness. This is one example of greatness our local association brings forth by supporting one another in **solidarity** and being **union strong**.

This is one of the many reasons we are dedicated to **empowering our membership**. It is clear how **passionate and dedicated** you all are to this profession, one another, and our students. Therefore, it is essential that your contract rights are met, and your working conditions are safe so quality instruction and learning can take place.

As you know, we are all feeling the ramifications of classified staff shortages. I hope we can encourage community members to apply for these much-needed positions. The shortages have contributed to an unprecedented spike in student behavior that is disrupting the educational process. Under the contract, all buildings should have a discipline plan in place. If you need to see these plans, I encourage you to work with your Building Rep to obtain them from your admin team.

We all have a right to work in a safe and supportive environment.

Our union work would not be possible without our Building Reps, who are trained to advocate for our members. HEA's goal is to resolve issues at the building level via Rep's guidance and support alongside the building administrator(s). I hope you have met your Building Rep(s) and you will be available to attend their monthly HEA 10-minute meetings to learn more about your contract rights.

Thank you for working in solidarity to improve our working conditions which are our student's learning conditions. With collective voices, we are **union strong!**

In Solidarity,

Mary Kay Babcock
HEA President | she/her/ella

Leadership Opportunity “What do Building Reps do?”

Would you like to join us to advocate for better working conditions in your building? If you have never been a Building Rep, HEA leadership is here to offer support. Basic duties include attending the monthly Rep Council meeting on the 3rd Wednesday of each month (after school), share information from that meeting with members in a 10-minute meeting, meet once a month with admin about staff concerns/requesting clarification/etc., post union information on the HEA bulletin board, answer questions staff may have about the contract, and represent members in meetings.

It is okay if you start off not knowing all the answers. HEA leadership is here to train and assist you. Please join us in this important leadership role to support your colleagues. Please contact HillsboroEA@oregoned.org if you are interested in this leadership opportunity.

R. A. Brown Middle School - 1
Century High School - 2
Eastwood Elementary School - 1
Hillsboro Online Academy - 1
Ladd Acres Elementary School - 1
Lincoln Street Elementary School - 1
Mooberry Elementary School - 1
Oak Street Campus - 1
Poynter Middle School - 1
Quatama Elementary School - 1
South Meadows Middle School - 1

Please reach out to your building rep if you have questions or need support. If your rep is unavailable or you do not have a building rep, please connect with me anytime at hillsboreoa@oregoned.org.

HEA- Political Action Committee

Elections matter! It is time to speak up for students at the polls. If we want well-funded schools and resources to support our student’s needs, we need to vote for pro-public education candidates. We need all educators to vote in the upcoming general election. According to NEA Today, NEA President Becky Pringle “The reason we have had a historic infusion of federal money into public schools this year is because we – the 3 million members of NEA – showed up at the polls in 2020 to elect pro-public education candidates.” Join in supporting pro-public education candidates by doing one or more of the following:

- Get to know the candidates. To learn who HEA-PAC has endorsed, check out our website <http://heaoea.org/>.
 - Join us for a ballot party during [HEA Weekly Office Hours](#) on Thursday, November 3rd.
 - We are also looking for volunteers to get out the vote by phone-banking on October 26th. For more opportunities to get involved click [here](#).
 - [Like us on Facebook](#) to access additional opportunities to get involved.
- Lastly, but most importantly, mail in those ballots or deliver them on time before November 8th. [Washington County Ballot Drop Sites](#)

Maintaining Membership Benefits While on Unpaid Leave

If you are unpaid leave this year, HEA is here to support you. To maintain member benefits for the year, a minimum amount must be paid in NEA and OEA dues. The amount to be paid is determined by NEA and OEA Bylaws. When a member goes on unpaid leave, OEA reviews the dues paid to date and if the minimum has not yet been paid for either NEA or OEA dues, OEA will notify you by mail with a letter detailing the dues that must be paid directly to OEA via check as soon as possible to maintain benefits. If you have any questions, please contact at our office.

Visit the HEA Website and Join Us!

HEA prides itself on our regular and transparent communications. Please visit us at <http://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!