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Like us on Facebook!

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From Your President . . .

As you go through the year, remember that your Association is here to serve you. We represent you and approximately 1,200 educators, counselors, and educational specialists employed in the Hillsboro School District as certificated non-supervisory employees. We protect your rights under the contract, advocate on your behalf, assist you in resolving conflicts, answer your questions, and give you support. In addition, we publish newsletters and informational brochures on a variety of topics, offer training opportunities, and provide you with educational and personal resources. We believe our job is to do what we can to make your job easier, which means you can spend your time and energy on what you do best – teaching.

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

What Does HEA Do For You?

The Contract Action Team (CAT) is a vital link between the Bargaining Team and members in buildings. CAT members are responsible for taking information from open negotiations back to members in their buildings, as well as collecting data and stories for the Bargaining Team. Our members' concerns drive our goals, so it is necessary for the Bargaining Team to hear from you about the issues that matter most. You can find more information about the role of a CAT by contacting your building rep or at Hillsboro Education Association. If you are interested in being the CAT member from your building, send an email to Angela Adzima <adzimaa@hds.k12.or.us>

Visit the HEA website to JOIN us!

HEA prides itself on our regular and transparent communications. Please visit us at [http://heaoea.org/](http://heaoea.org) to become a member, access your full contract, learn how to join the CAT to become more involved in the bargaining process, find extended contract forms, the sick bank leave application and much more!

HEA Vice President Position Elected

Mary Kay Babcock has been elected our Hillsboro Education Association Vice President for the 2021-2022 school year. Congratulations Mary Kay! I've included [Mary Kay's Bio here](#) for you to get to know her a little better. Both Mary Kay and I will be making site visits throughout the year once our COVID numbers decline.

Fall Return MOU Ratified

HEA members voted overwhelmingly to ratify the MOU for COVID related circumstances and our return to school. There is something for everyone, including what happens if you have to transition to CDL, so please take a look at the full MOU text here. Note the COVID leave provision, where the district provides up to 8 additional sick days, accessible before exhausting your own leave, for quarantine and COVID related absences. 📎 [Fall Return to School 2021-22 MOU - FINAL DRAFT signed.pdf](#)

Full Contract Bargaining Continues

HEA and HSD are in negotiations for your contract which expired on June 30, 2021. Until we settle and the agreement is ratified, the previous contract continues in status quo (everything still applies). Please access our [HEA Barg Brief 10.11.21 \(10.5 session\).pdf](#) for more details about the session from October 5th. Our next session is on October 19. Visit www.heaoea.org on the 19th for a link to watch our session live-streamed.

--- Member Corner ---

Virtual Workshops FREE to all HEA members

October/November workshops are: [Retirement & Financial Planning Oct. 26 '21](#) & [Early Career Nov 1 '21](#) Workshops are from 4:30 to 6:00 p.m. unless otherwise indicated and are currently held virtually.. Many workshops offer PDUs. Contact mel.harmon@oregoned.org to register and to get the zoom link.

First Friday @4-TBD

In the past, HEA has hosted a monthly social event at a local venue with our classified peers. HEA/HCU provides light appetizers and beverages can be purchased on your own. We are hoping to host a first Friday in December once COVID cases have dissipated.

Oregon Education Association offers access to events, meetings, distance/virtual learning and professional development and training. Monthly PDU opportunities such as *Self-Care: regulation and resilience strategies* are available for all members. Check out this great resource. <https://www.oregoned.org/events>:

OEA Grant-OEA Members can apply for up to \$1000 for classroom projects and innovation. [Promising Practice Grant](#)

NEA Member Benefits

Recent changes in the US Department of Education student loan forgiveness program means that more members can access more debt relief. Check out valuable resources for NEA members here: nea.org/studentdeb. NEA members also have access to multiple discounts and benefits at NEA Member Benefits. <https://www.neamb.com/>, <https://www.neamb.com/products/nea-discount-marketplace> & [neamb.com/money-mistakes](https://www.neamb.com/money-mistakes)

Employee Assistance Program (EAP)

Provided by Reliant Behavioral Health and available to staff, dependents, and anyone that lives in your house.

- [Confidential Counseling Link](#): 6 visits and 4 weeks of online counseling supports (per incident, per household member)
- 24-hr Crisis Help-Online Consultations-100% confidential-Access to other services: basic legal, caregiving

Contract 101

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

Split Classroom Supports p. 11, Art 5, B.3. *“Classroom teachers assigned to split classrooms will receive additional supports which may include additional planning time, extended contract, and additional classified support. Unit members will collaborate with their administrator to identify these supports....Administrator [has] final decision.”*

Extended contract p.13, Art 5, E. *“Unit members may access extended contract hours at the curriculum rate to perform tasks such as student assessments, collaboration and integration of new standards and curriculum. Elementary unit members may access up to eight (8) hours. Secondary unit members may access...up to twelve (12) hours...”*