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From Your President . . .

I'm saving my goodbye message for May, however, now is the time to talk about HEA officer elections. HEA is taking nominations for all four officer positions: president, vice president, secretary, and treasurer. If you are interested in being nominated and or finding out more about each position, please contact me at hillsborohea@oregoned.org or 503-709-7073. Nominations will be accepted until February 11th.

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

Pop-Up Staff Testing Clinic Remaining Open

The HSD pop-up COVID-19 testing clinic for staff has been a very valuable resource, therefore, HSD is extending the clinic indefinitely. For details on location and hours refer to this [article](#) (currently 8 a.m. to noon each day). Please observe the following protocol: If you have been diagnosed with a confirmed or presumptive case of COVID-19 and take a test (either at home, from a provider, or at the clinic) on day 5 that comes back POSITIVE, *you must isolate for an additional 5 days* for a total of 10 days of isolation. Please **DO NOT** come back to test on days 6, 7, 8, or 9 to see if you are testing negative. You can return on day 10 to make sure you are testing negative before returning to work. **Please reach out to the Contact Tracing team 503-844-1784 with any questions.**

Black History Month-[The National Park Service Celebrates Black History Month](#)

During Black History Month and throughout the year, reflect on more than 400 years of Black history and heritage in national parks and communities across the country. Find special places, historic moments and personal journeys that contribute to conversations about Black representation, identity and diversity in our nation's history and today. Explore the site here: <https://www.nps.gov/subjects/npscelebrates/black-history-month.htm>
<https://www.africanamericanhistorymonth.gov/>

HEA Workload Relief Update

Thank you! for attending a listening session and sharing your concerns and ideas with Mike Scott recently. The sessions were invaluable, and they DID produce results. **A complete list of responses and changes will be communicated Tuesday once the classified listening session has been completed.**

A few changes based on input from YOU include:

- Wonders mid-year assessment was eliminated for 2021-22.
- Other required assessments being scaled back for formative assessment.
- Paid extended contract to watch designated virtual training on own time.
- Add 'I Classified hours can be approved for planning w/ teachers for 21-22.
- The Century feeder inclusion model called CSI (Community School Implementation) will be slowed down, more resources offered, and no expansion plans yet;
- Middle School intervention materials are being purchased as requested.
- HEA/HSD continue discussions about March 4 and May 6 non-student days.

Full Contract Negotiations

Bargaining has been slow-going due to many factors, primarily these three:

1. we started late due to all thing COVID and other negotiations taking place
2. sub shortage makes it harder to have team time and to bargain longer periods
3. HEA made over 60 language improvement proposals - this is very time consuming to discuss!

Important note: HEA will absolutely negotiate retroactivity for your salary increases! This is a key time for our membership to tune in for our sessions and show our solidarity and strength! Watch and Wear Blue Bargaining Tuesdays, Feb 1 & 15 Livestream <http://heaoea.org/>

Our next **Weekly Office Hour, January 27th, Thursdays from 4-5 p.m.** will focus on All Things Bargaining. 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. Go to <https://heaoea.org/>

Contract 101 - Important Deadlines Approaching

March 1: Transfer Requests are due (Article 12)
2nd date by which member must submit proof for column movement (Article 15)

HEA Member Opportunities

OEA Grants: Featuring-COVID 19 Relief Grant

The OEA Relief Fund was founded by members' contributions for the purposes of member support during strikes, school closures and lockouts, and natural disasters. COVID-19 hit us in 2020, but members are still experiencing reduced hours and lost wages because of COVID-related employer decisions. Due to the generosity of OEA members before us, the Relief Fund is a self-supporting source of assistance for OEA members. If you have been financially impacted by COVID this year, we are able to offer limited support through the OEA-member funded Relief Fund. [Click here](#) to fill out the online form.

OEA/NEA Representative Assemblies

Interested in learning more about our state and national organization? Consider running as a delegate candidate for our state or national assembly. Candidate nominations are open until February 11th. This event is a Friday evening and all-day Saturday commitment, so no substitute is required. Delegates typically sleep over Friday night at Red Lion Inn, Jantzen Beach. HEA pays for lodging and meals. If interested in becoming an OEA/RA delegate-[Sign Up for OEA/RA](#). If you'd like to know more about NEA/RA contact Jill Golay at hillsboroea@oregoned.org

OEA RA DATES: April 29-30 at Jantzen Beach, Portland, OR

NEA RA DATES: July 2-July 6 Chicago, Illinois

Calling all OEA PAC Contributors! February 18th and 19th

Join us online for the 2022 OEA PAC Convention. We have invited candidates who are running for the following offices.

Six US Congressional Districts/US Senator/Oregon Governor/Bureau of Labor and Industries Commissioner. Register here to join us on February 18th and 19th: <https://www.oregoned.org/events/oea-pacconvention>. Anyone who contributes to OEA-PAC is welcome to attend the convention. If you aren't a PAC donor already donate now to join in on the convention. [OEA PAC Contribution Form](#)

Ready, Set, Grow: Featuring-Exploring Mindfulness in February and March

In the February introductory session, we will discuss skills, tools, and benefits of mindfulness. We will also introduce the concepts of genuine happiness and self-compassion. The session will include a one-minute and a five-minute guided meditation. It is appropriate for all member classifications and there is no previous experience or knowledge needed. **1 PDU is available** for attending. The March session will be a three-week virtual learning community (VLC), we will continue to discuss the skills, tools, and benefits of mindfulness. We will dive deeper into wisdom and the nature of reality; open-heart practices of compassion, loving-kindness, and equanimity; the importance of acceptance, gratitude and perspective; and how to understand and manage emotions. Finally, we'll create a template for our own daily practice of mindfulness. This VLC is appropriate for all member classifications. To sign-up for this event and to find out more about other opportunities go to: <http://grow.oregoned.org/> and <https://grow.oregoned.org/eye-on-equity>