



From Your President . . .

VOTE! VOTE! VOTE! HEA members will have an opportunity to vote for officers, OEA & NEA delegates and building representative(s). If you have not yet signed up to be an active member go to <https://heaoea.org/> and **JOIN NOW** so you can vote this week and on our new contract once we ratify!! Please contact me at hillsboroea@oregoned.org or 503-709-7073 if you have any questions, thoughts or would just want to talk.

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

Indoor Masking in Schools After March 31, 2022

On February 7, 2022, the Oregon Health Authority [announced](#) it would lift the indoor mask mandate for schools no later than March 31, 2022. The decision-making power now rests with HSD. HEA has met with the district and discussed how staff would be impacted if HSD decides to make masking optional. HEA's role in this change is to bargain impacts of the decision, such as ensuring that filtration units are available to those who need extra, etc. We are staying in close contact with HSD about this topic and will share information as we have it.

Winter Listening Session Follow-Up:

Thank you for attending HSD's listening session. Here are the responses from Superintendent Scott and HSD leadership. [Winter '22 Listening Session Q&A](#). If your concern was not addressed in the Q&A and has not yet been resolved we want to hear from you. We ask that you start 'in house' with either your administrator and/or building rep and then reach out to HEA hillsboroea@oregoned.org.

Education Workforce Bill - HB 4030 Moving Forward

After passing the House policy committee by a unanimous bipartisan vote, HB 4030I received another bipartisan unanimous vote in the House Rules Committee. It will now head to the Joint Ways and Means Committee where its funding will be debated and appropriated. The primary component of HB 4030 is a grant program for the recruitment and retention of educators to be used for the remainder of this school year and into the beginning of the next academic year. The bill also includes a number of provisions supporting flexibility for the workforce. [If you haven't already written to your lawmaker about HB 4030, please be sure to use our letter writing tool to add your support.](#)

Contract Negotiations - Status Update

This is a key time for our membership to tune in to bargaining sessions and show our HEA solidarity and strength! Although the parties have "Tentatively Agreed" to Articles 1 (Recognition), 4 (Association Rights), 14 (Grievance) and 19 (Miscellaneous Provisions) and are very close on Article 8 (Member Absences) and 13 (Reduction in Force) - it always comes down to workload and money. We are very much in the thick of Articles 5 and 6 (Work Days and Workload) as well as the financials, and need to show our solidarity. Please [Watch and Wear Blue Bargaining Tuesdays, March 1 & 8 Livestream](#) <http://heaoea.org/>

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

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>

HOW TO CONTACT US:

Jill Golay, President
503-645-6776 x2507
hillsboroea@oregoned.org

Mary Kay Babcock, Vice President
babcockm@hds.k12.or.us

Jenny Underhill, Secretary
underhij@hds.k12.or.us

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

LeAndre Butler, At Large EL Rep
butlerlj@hds.k12.or.us

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

Jeff Johnston, At Large HS Rep
johnstonj@hds.k12.or.us

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

Open At Large Dual Schools Rep

Abby Jones, & Mary Kay Babcock, Membership Co-Chairs
hillsboromembership@gmail.com

Christine Estep, Events Chair
estepc@hds.k12.or.us

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

Lisa Tanedo, Bargaining Chair
tanedol@hds.k12.or.us

Angela Adzima, Prof. Practice Chair
adzimaa@hds.k12.or.us

HEA website: heaoea.org
Like us on Facebook!

Sarah Moskoff, OEA Consultant
sarah.moskoff@oregoned.org

Benefits Highlights: [link to the benefits webpage](#)

OEBB: Our benefits page on the HSD webpage now includes wellness and links that will take employees directly to the OEBB starting point for wellness. You can get Flu shots with OEBB insurance, and find a wellness program. [Weight Watchers](#) [Total Brain](#), [Active & Fit](#) \$25 Gym Memberships.

MODA: Three new benefits on the **mymoda** site. ***Virtual Visits** to get urgent care without leaving your home. ***Virtual Physically Care Program** to treat and alleviate pain at home that is a virtual physical care program at no cost to you. ***Mobile Therapy** using a phone app. where you have access to a 12-week therapy program that helps with stress, depression and everything in between.

KAISER: Mental Health Access [English/Spanish](#), [Mental health content center](#) on where to access care, self-care assessments and more, [Health classes](#) and [support groups](#), [Personalized healthy lifestyle programs](#), [Wellness Coaching by Phone](#) for stress and sleep, [Self-care apps](#) for meditation, mindfulness and cognitive behavioral therapy, [Self-care resources](#) with online programs to help manage depression, reduce stress & improve sleep.

Transfer of Sick Days to/from Another Oregon District

Unit members entering a new school district will be credited with sick leave they had accumulated in their prior position in an Oregon school district up to a maximum of 75 days / 600 hours. Such transfer of sick leave will not be effective until the unit member has completed thirty (30) working days in the new District (ORS 332.507(4)).

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 Deadlines Approaching

TRANSFER REQUEST (Article 12): Transfer Requests are due March 1st. Unit members may submit a written transfer request for the following year to the Human Resources Department by March 1.... When an opening occurs after May 1, the District will consider unit members with a pending transfer request prior to filling the position. Transfer requests expire August 15. HSD [Transfer Link Here](#).

IN-BUILDING CHANGES OF ASSIGNMENT (Article 12): At the **elementary** level, if grade level changes need to be made within a building, all unit members will be made aware of the possible options and given an opportunity to discuss changes with the principal. Building administration will seek input from unit members as to individual requests for assignments. At the **secondary** level, and for specialists, the applicable administrator or supervisor will establish a process for determining staff interest for possible changes of assignment in-building or within a specialist group. ***This will occur prior to the internal transfer period.***

COLUMN ADVANCEMENT 2nd DATE (Article 15): If proof is submitted by March 1 of any year, the teacher shall be paid at the higher salary for the second half of that contract year.

HEA Member Opportunities

SCHOLARSHIPS: Do you have a graduating high school senior who will be enrolled as a full-time student at an accredited four-year college, university, community college, or trade school? Applicants must be the legally dependent child of an active HEA member with at least three years of active membership. If the active member has been in the district less than three years and has been an active member the entire time, he/she would also qualify. **Application Packet is due to the HEA President by 4:30 p.m. on the last student contact day before Spring Break. *** [Scholarship Packet](#)

STORE PASS: [Columbia Employee Store Pass](#) & [HEA Adidas Store Pass](#)