



**From Your President . . .**

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Welcome to our 30 plus new members! As HSD continues to hire educators, we continue to share the value of HEA membership. I am so proud of our solidarity and commitment to public education. If you are a new member and have not yet joined us, connect with your building rep(s) or join here <https://heaoea.org/>. This is also an appropriate time to remind everyone that we do not use dues dollars for political activity; those funds are generated from voluntary PAC contributions. If you are interested in learning more about the PAC, please get in touch with Elizabeth Nahl [@elizabethnahl@gmail.com](mailto:elizabethnahl@gmail.com). My wish for all of us is a restful and relaxing spring break that is sprinkled with sunshine and warmth and I hope to see many of you at our upcoming tailgate party from 4-5:00 at the HSD Admin Center on April 19. The HEA Bargaining Team needs your continued support.

In Solidarity,  
Jill Golay

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

### **Congrats to HEA~OEA/RA Delegates**

Congratulations to our 17 delegates elected to attend the Oregon Education Association Representative Assembly on April 29-30, 2022. April 5, 2022 delegates will attend a virtual pre-rep assembly to learn the workings of RA and the Actions Items that will direct the new business of the meeting and set our union business for the year.

### **Key Legislation Passed during Short Session**

There were multiple successes during this past legislative session that began on February 1, 2022 and ended on March 4. OEA was there lobbying on behalf of many bills. Some highlights:

**Education Workforce Bill (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. \$78 million was allocated to districts for this purpose and would impact all educators - licensed and classified. The bill also includes a number of provisions supporting flexibility for the workforce. HEA is advocating for the bulk of this grant to go directly to staff to show appreciation for the last two years and thus increase retention.

#### **Two Testing Reduction Bills:**

SB 1583 requires all districts to only test to the minimum extent possible required by the federal government and would require districts to apply for a waiver from the federal government to end all standardized testing.

HB 4124 gives resources to ODE to take a comprehensive look at standardized tests and create a report of recommendations.

#### **Fair Shot Coalition / Social Justice Policy**

OEA is part of the Fair Shot coalition to turn the discussion of racial, gender, and economic inequality into action and create legislative solutions. This year, the Fair Shot Coalition brought forward and had passed the following three bills:

[Universal Representation](#)(SB 1543)[Transforming Justice](#) (SB 1510)[Farmworker Overtime](#) (HB 4002)

## Contract Negotiations - Update

It was a disappointing session last Tuesday. Your bargaining team went into the day with a plan of putting in a long night in order to finish this bargain and settle. But as the night went on, the District's financial proposals and conversation between the teams made us realize the sides were further apart than we thought, and we ended the session earlier than planned. What makes this bargain particularly challenging is the confluence of skyrocketing inflation and a teacher shortage during the hardest ever time for teachers. We need workload relief AND money so that our members can live a balanced life and also afford to live in the community in which they teach. We understand the district's financial constraints, but we also note HSD's unwillingness to say yes to some things which DO NOT cost money such as increased elementary prep time or parameters for high school grade changes - which is more about management control.

We did come to tentative agreement on Article 7 (Safety and Student Discipline), but found that HSD's financial proposal was missing some key elements - primarily additional counselor days and payments for staff who cannot move further up the salary schedule. We will meet again on April 19th in person from 10:00 AM - 5:00 PM and the session will be streamed from via [www.OEAHEA.org/livestream](http://www.OEAHEA.org/livestream). This is a key time for our membership to tune in to bargaining sessions and show our HEA solidarity and strength - please join us at an HEA sponsored "Tailgate Party" in the **HSD AC parking lot from 4-5 pm. on the 19th!**

## Contract 101

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

### Important Opportunities/Dates:

**Article 7, Section D.** (Staff Safety and Student Discipline) Elementary [staff have] \$100 per year...to be used for teaching supplies." Although not contractual, HSD has reasonably requested that purchases under this article be turned in for reimbursement by May 1 so that turnaround is possible.

**Article 12, A.** (Vacancies and Transfers) 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](#).

### Article 5, E. (Extended Hours)

Time spent adapting curriculum to standards or virtual assignment, doing assessments or other collaborative work related to curriculum is paid up to eight (8) hours for elementary or twelve (12) hours for secondary. Hours are accessed using the district form prior to doing the work. (Art 5, E. pg. 12) ■ [21-22 Assessment and Standards Application.pdf](#)

■ [21-22 Assessment and Standards Implementation Timesheet - Fillable.pdf](#)

## *HEA/OEA Member Opportunities*

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

**Eye on Equity:** Features members who are doing equity work right now and in real time along with resources; articles, books, calendar of events and lesson plans. <https://grow.oregoned.org/eye-on-equity>

## April 1st – First Friday @ 4pm.~CPR

Come socialize and snack with HCU/HEA members at McMenamins Cornelius Pass Roadhouse [First Friday](#) Flyer starting at 4 p.m. This is a chance to get to know HEA/HCU members, ask questions of the HEA Executive Board, make a new friend, or just come to have some food and drink on your way home! Light appetizers will be pre-ordered by HCU/HEA. Prize for the building with the most staff present!

## Meet Nick!

One of your NEA Member Benefits is **free** access to 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 check him out at one of our scheduled financial planning workshops. [Financial and Retirement Planning](#)