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From Your President...

Welcome back, educators! I hope this letter finds you in good health and rejuvenated for the upcoming school year with a feeling of renewal. Speaking of renewal, it's such a fantastic feeling to begin the school year with a settled contract. Kudos to our bargaining team as they trailblazed the standard of excellence for contract language regarding our workload protections, paid leave, and salary scale.

Our working conditions are our student's learning conditions: As I begin my inaugural year as HEA President, it's important to me that we work together in harmony to protect our working conditions to better serve all of our students. To make this possible, we hope you get to know your building rep(s), your contract, and your executive board (EB) members. Please note the list of contact information on the left side of this page. We're here to support you!

Lines of Communication: As I've been released full-time to attend to association business as HEA President, I've taken over the hillsborohea@oregoned.org email address from past President, Jill Golay. Please send all union-related business to this address. On your side of communication, it may appear that it belongs to our past President, Jill Golay. To alleviate confusion, edit and update your contact settings to connect my name to this email address. (The name change should not impact our new hires.)

I'm humbled, honored, and elated to serve **ALL of YOU** in this capacity. I look forward to meeting each and every one of you during our site visits, virtual office hours, or wherever our paths may cross in the future. I wish you all the very best this school year. With collective voices, we are **Union Strong!**

In Solidarity,

Mary Kay Babcock
HEA President | she/her/ella

It's the U and I in UNION that makes us STRONG

We were in our full HEA attire on Tuesday, August 23rd at the new hire orientation. It was so great to meet 170+ HSD new hires- WELCOME! Mayor Callaway joined us to kick off our welcome event and HEA/OEA leadership circulated and visited with the new crew to answer questions about HEA and explain the value of our collective voices and the benefits of our Association.

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, access the sick bank leave application, and so much more!

On our website, members also have access to our weekly virtual office hours. Office hours are held virtually every Thursday when school is in session from 4:00 - 5:00 p.m. This is a great way to get updates, ask questions, and make connections. **Virtual office hours will begin Thursday, September 8th.**

OEBB Enrollment Ends September 5th.

If you haven't signed up for your benefits yet, consider attending the HSD Benefits Fair at the Admin Center, Wednesday, August 24th between 2-6 PM. HEA has negotiated great benefits for the following HRA plan options which include; Kaiser 2B, Kaiser 3, and MODA 5. Benefits include very low deductibles, max out-of-pocket amounts, and no monthly payroll deduction for full-time employees.

HEA leadership will be there as well to support the contract and answer any questions you may have. Make sure you stop by the HEA booth and say hello! [Benefits Enrollment Flyer \(English\)](#) and [Benefits Enrollment Flyer \(Spanish\)](#).

Too Sick for School Guidance

HEA's role is to ensure this process is handled according to state guidelines and that your contractual rights are protected. HSD has provided the following information for staff and students: [HSD Communicable Disease Management Plan and COVID-19 Specific Guidance updated March 2022](#)

Vacant HEA Dual Language At Large Position

Please contact us if you're interested in learning more about this executive board leadership position.

We NEED YOU for Union Support

Would you like to be more involved with your local union by serving as a building rep? Building reps are vital to the efficacy of our organization and [OEA provides training](#) to support them to do the work.

What do building reps do?

- Reps are a source of contract expertise;
- Reps enforce the contract;
- Reps meet monthly with admin and communicate with staff (i.e. sharing out about monthly meetings outcomes);
- Reps attend our monthly HEA meetings and then provide updates/information to staff via 10-min meetings;
- Above all, the rep's goal is problem solving.

The following buildings have rep openings:

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

Please reach out to your building's 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 hillsborocea@oregoned.org.