



**HOW TO CONTACT US:**

Mary Kay Babcock, President  
503-645-6776 x2507  
[hillsborohea@oregoned.org](mailto:hillsborohea@oregoned.org)

Angela Adzima, Vice President  
[hillsboroedvp@gmail.com](mailto:hillsboroedvp@gmail.com)

Una Maher, Secretary  
[maheru@hds.k12.or.us](mailto:maheru@hds.k12.or.us)

Bonnie Wakeman, Treasurer  
[wakemanb@hds.k12.or.us](mailto:wakemanb@hds.k12.or.us)

JoAnn Conroy, At Large EL Rep  
[conroyjo@hds.k12.or.us](mailto:conroyjo@hds.k12.or.us)

Robert Justiniano, At Large EL Rep  
[justinro@hds.k12.or.us](mailto:justinro@hds.k12.or.us)

Josiah Cotton, At Large MS Rep  
[cottonj@hds.k12.or.us](mailto:cottonj@hds.k12.or.us)

David Juster, At Large HS Rep  
[justerd@hds.k12.or.us](mailto:justerd@hds.k12.or.us)

Abby Neville, Elementary At Large  
Special Education Rep  
[nevilleab@hds.k12.or.us](mailto:nevilleab@hds.k12.or.us)

Open Seat At Large  
Bilingual/Dual Schools Rep

LeAndre Butler, Equity Chair  
[butlerl@hds.k12.or.us](mailto:butlerl@hds.k12.or.us)

Jeff Johnston, Membership Chair  
[johnstj@hds.k12.or.us](mailto:johnstj@hds.k12.or.us)

Elizabeth Nahl, Political Chair  
[nahle@hds.k12.or.us](mailto:nahle@hds.k12.or.us)

Jill Golay, Bargaining Chair  
[golayj@hds.k12.or.us](mailto:golayj@hds.k12.or.us)

HEA website: [heaoea.org](http://heaoea.org)  
*Like us on Facebook!*

Mu Son Chi, OEA Consultant  
[mu.chi@oregoned.org](mailto:mu.chi@oregoned.org)

Mel Harmon, OEA Assistant  
[mel.harmon@oregon.org](mailto:mel.harmon@oregon.org)

## From Your President...

As a host parent of two exchange students, our home was filled with anticipation to begin the school year. Our students were excited to be on campus, meet their teachers, make new friends, decipher their class schedule, navigate the halls and the lunch lines, and most of all, find peers that would welcome them at their lunch table. All of this weighed heavily on their minds, to the point I thought they would be sick. Despite the fact they could barely sleep the night before school started, they were up bright and early to experience education in the United States. At the end of the day, they were pleasantly surprised that they managed their first day with little difficulty and impressed how every teacher worked so hard to establish new relationships with students by providing fun welcome activities. **Thank you to every educator for making a difference for all our students.**

We know that you all are working diligently to connect with your students by learning their name, strength, and need. We also know it's hard to ignore the glaring ramifications of the pandemic. As a result, we are experiencing a shift in education. **Please know that you're not alone** and your union family understands your plight and we're here to support you in every way possible.

**Your union has so much to offer members.** For example, monthly webinars, an OEA Podcast, online courses, independent study opportunities that allow educators to work at their own pace, academies that help educators tackle a specific problem of practice as a group, an "Eye on Equity," group that helps with lesson planning and professional learning opportunities, and lastly, we can help educators that are interested in obtaining their National Board Certification. For more information, check out your union bulletin board.

**Together we can improve our working conditions which are our student's learning conditions.** Our union family is here for you, and we look forward to connecting and collaborating with you this year. With collective voices, we are **Union Strong!**

In Solidarity,

Mary Kay Babcock  
HEA President | she/her/ella

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

## HEA- Political Action Committee

As educators we love a good plan! Time to make sure you're registered to vote is now. [Oregon Online Voter Registration](http://heaoea.org/). Start by making sure you're registered and don't forget check that your information is up to date. Then get to know the candidates. To learn who HEA-PAC has endorsed, check out our website <http://heaoea.org/> or our union bulletin board. Lastly, but most importantly, mail in those ballots or deliver them on time before November 8<sup>th</sup>. [Washington County Ballot Drop Sites](#) We are also looking for volunteers to get out the vote by phone-banking and canvassing on Oct 6<sup>th</sup> and October 26<sup>th</sup>. Like us on Facebook to access canvassing events and access to registration for OEA Town Hall on September 22<sup>nd</sup> at 6:00 p.m. For more opportunities to get involved click [here](#).

## Equity SPARKS

Are you an OEA member who is also a Black, Indigenous, Person of Color (BIPOC)? Are you wanting to explore all the many ways OEA is providing BIPOC affinity engagement that help our BIPOC members find support, leadership, learning, networking, community, advocacy, inclusion, empowerment, adventure, healing and growth? Fill out this easy form to get more detailed info on our Equity SPARKS program and more: [SPARKS](#)

## Tax Breaks for Teachers

The Internal Revenue Service has changed the amount teachers can deduct for out-of-pocket classroom expenses. For tax years 2012 through 2021, the limit teachers could deduct for out-of-pocket classroom expenses for things like books, materials and other educational supplies was \$250 per year. For 2022, that amount has been raised to a maximum of \$300 and will increase in \$50 increments in future years based on inflation. [Read More](#)

## FREE Books

Please come peruse the union office assembly room to get books for your classrooms or to give to students to take home. The union office is open Monday through Friday 8:00 a.m. - 4:00 p.m. Please contact us if you need to plan for another time to get books for future readers.

## We NEED YOU for Union Support

Would you like to be more involved with our local union by serving as a building rep? Building reps are vital to the efficacy of our organization. What do building reps do?

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

R. A. Brown Middle School - 1  
Century High School - 2  
Eastwood Elementary School - 1  
Hillsboro Online Academy - 1  
Ladd Acres Elementary School - 1  
Lincoln Street Elementary School - 1  
Mooberry Elementary School - 1  
Oak Street Campus - 1  
Poynter Middle School - 1  
Quatama 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 [hillsboroea@oregoned.org](mailto:hillsboroea@oregoned.org).

## Rep Training

Washington County UniServ is offering **rep training on Friday, September 30<sup>th</sup> and ALL Reps on Saturday, October 1<sup>st</sup>** **located** at our union office. Friday evening is geared toward new reps; however, all reps are welcome to attend both sessions. **If you're a rep and have not registered**, please check your work email. It was sent from our Mel Harmon on September 13<sup>th</sup>.