



## From Your President...

We hope you had a great **Martin Luther King Jr. Day**. Please take a moment to read about his legacy in the Civil Rights and Labor Movement [here](#). January is also National Thank You Month. It is so important that we appreciate one another and there is no greater gift than taking a moment of time to recognize and celebrate a colleague, a student, or even a parent. Nothing improves morale like a hand written note recognizing a colleague's efforts, a student's improvements, or a parent's support.

Research has shown that when we regularly practice gratitude, it lowers our stress levels, anxiety, and improves our mood. Don't forget about yourself! Just because we chose a career that is predicated in serving others shouldn't mean that we cannot take time to practice self-gratitude.

As we enter this new year, let's resolve to **avoid teacher burnout** by focusing on the following:

- Our health. Exercise helps with anxiety and also helps us sleep. Take time to prepare and eat good food, this job takes a lot of energy.
- Have dedicated personal time, rediscover a hobby or learn a new skill that brings you joy.
- It is so important that we check in with one another and create that network of workplace friendships to ensure career longevity and satisfaction. If you are a veteran teacher, please check in on that new teacher in your building. They need your support now more than ever! If you're a new teacher, make it a priority to seek out the veteran teachers and gather ideas from them that can help you grow as an educator. They'll be honored!
- Keep a journal or a collect notes of thanks from students, parents, administrators. Print that email that said thank you for \_\_\_\_\_. It's a great way to remember when others appreciated you and it's a hoot when you retire.
- To avoid the Sunday scaries, plan ahead as much as you can so you can enjoy your weekend and begin the next week calm and prepared. Avoid placing higher expectations than necessary on yourself.
- Have clear boundaries and do your best to only work on school work at school. If you are working 50-60+ hour weeks, try going home at the end of the contract day twice a week. Give yourself a break to enjoy your family, friends, or just relax with some quiet time to meditate.
- Make yourself a priority. You're worth it!

Thank you HEA Members! We salute you for your hard work and dedication! We love and appreciate all that you do for our students, their families, our schools, and our community.

In Solidarity,

Mary Kay Babcock HEA President | she/her/ella

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## Ready Set Grow!

Member-led webinars, book studies, film discussions, courses, and learning communities. Licensure consultations. Self-paced micro-credentials and modules. Member-led podcast episodes. All free as a benefit of membership. PDUs and affordable academic credit available (\$50 per semester credit). For more information check out your HEA bulletin board or ask your Building Rep.

## OEA Foundation

Do you have a student that needs eyeglasses, a good winter coat, or a pair of good shoes? [OEA Foundation](#) provides educators with grants up to \$100 to help offset the cost of basic, immediate, and urgent needs of our students. Thank you in advance for taking the time to ensure that a student's physical, social and emotional needs are met so they can succeed at school.

## Anti-Racist, Anti-Biased Teacher Coalition

The Hillsboro Education Association has made it a priority to address racism and dismantle institutional racism, as well as celebrate our Black, Indigenous, People of Color community. Please let us know if you are interested in learning about our Anti-Racist, Anti-Biased Teacher Coalition committee by completing this [interest form](#).

## Licensed Transfer Process

An email was sent by human resources on Wednesday, January 10th notifying members of the transfer process. Please note that for your transfer to be considered, it must be received by HR no later than March 1, 2023. Please see Article 12, Section B ([HEA/HSD Licensed Professional Agreement](#)) for more details. If you have further questions about this process please ask your HEA building representative or supervising administrator.

## Grade Prep vs. Semester Prep

February 3rd - Article 5 Unit members may perform grading responsibilities on the grading day away from the worksite, but unit members must be available for consultation by phone.

February 6th - Please keep in mind this is not an option to work from home. As per our contract language in Article 5.A.6 - In addition, teachers will be given a half-day at the end of the first and second trimesters (or a full day at the end of the first semester for those on the semester Page 9 schedule) for additional teacher preparation at the worksite.

## HEA Office Hours

Join us on Thursdays from 4:00 - 5:00 p.m., for virtual HEA Office Hours. Get to know your executive board leadership, learn more about your contractual rights, get updates, and find connections. [Zoom Link](#)

## Visit the HEA Website and Join Us!

HEA prides itself on our regular and transparent communications. Please visit us at [heaoea.org](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!