



HOW TO CONTACT US:

Mary Kay Babcock, President
503-645-6776 x2507
hillsborohea@oregoned.org

Angela Adzima, Vice President
hillsboroedvp@gmail.com

Una Maher, Secretary
maheru@hds.k12.or.us

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

Open Seat At Large EL Rep

Robert Justiniano, At Large EL Rep
justinro@hds.k12.or.us

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

David Juster, At Large HS Rep
justerd@hds.k12.or.us

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

Open Seat At Large
Bilingual/Dual Schools Rep

LeAndre Butler, Equity Chair
butlerl@hds.k12.or.us

Jeff Johnston, Membership Chair
johnstj@hds.k12.or.us

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

Jill Golay, Bargaining Chair
golayj@hds.k12.or.us

HEA website: heaoea.org
Like us on Facebook!

Mu Son Chi, OEA Consultant
mu.chi@oregoned.org

TBA - OEA UniServ Assistant

From Your President...

Happy **Black History Month!** In case you missed it, please take a moment to enjoy **Abbott Elementary's**, Sheryl Lee Ralph's performance of [Lift Every Voice and Sing!](#) "This song has been part of black culture in times of protest, celebration, and even legislation. It was created by poet, Broadway composer, and attorney, James Weldon Johnson in 1900 and became the official Black National Anthem in the 1900s." ~ A Look at History by Elizabeth Randolph

Thank you for all that you do by going above and beyond to enrich your lessons with equity and inclusion for our black and brown students this month and every month. Click [HERE](#) for additional resources from OEA to honor Black History.

One of my objectives is to advocate for our educators to feel respected, valued, and safe. I have been making site visits to schools to see them in action and visit with you, our educators, in person to learn what's going well and what we need to do to improve our working conditions.

Throughout my 27 years as an educator, I believe the following criteria is essential for educators to feel respected, valued, and safe. Educators that have colleagues and supervisors that they can rely on for support professionally, will most likely be more connected with their school culture and climate. Educators that are included in the decision-making processes about them that impact them, will most likely feel respected and valued by their employers/superiors. Educators that feel safe will most likely remain in the profession because they have the ability to place their focus on what they do best, teach!

As we embark on the middle of the school year, it is a great time to celebrate what HEA has accomplished for our members thus far.

- ★ We are continuing to engage our members on issues that matter to them and we are addressing working conditions that result in improved learning conditions for our students.
- ★ We have created a joint HEA/HSD SpEd Workload Committee to meet our new contract language.
- ★ We are proactively participating in an educator focus group for the HSD superintendent search.
- ★ We are hosting virtual listening sessions for counselors to learn more about how we can advocate to improve their working conditions and workload.
- ★ We hosted a collaborative HEA/HSD event to provide Contract-101 with building principals and representatives to review the new contract language. We also reviewed the HSD investigation flow chart, building discipline plans, referrals and incident reports to ensure safety for all staff and students.
- ★ We negotiated back pay for summer school work post July 1, 2021.
- ★ We negotiated HB-4030 retention and recruitment stipends to pay members before Winter Break!
- ★ For the first time ever, we are hosting mid-year new hire orientations so that new educators understand what the union does for them.

We are just getting started and we want to thank you, our educators, for your joining us in solidarity with collective voices to make us **UNION STRONG!**

In Solidarity,

Mary Kay Babcock,
HEA President | she/her/ella

Anti-Racist Anti-Biased Teacher Coalition Survey

Our Anti-racist Anti-bias Teacher Coalition is a committee formed by your HEA to engage in the work of creating an equity-centered association that truly sees, understands, and serves the needs of all of our members. To do that we are hoping to hear from **ALL OF YOU**. This survey will help us get to know the members of HEA. By hearing from you, we will be able to more effectively analyze our association's systems, bylaws, and policies to reinvigorate the norms of our association to meet every member's needs. We hope that you will engage this survey as completely as possible. And you can be as anonymous as you feel comfortable. We look forward to getting to know the members of this association better. To take the survey, please click [HERE](#).

Oregon Education Association-Representative Assembly

We are currently accepting nominations of HEA members that would like to attend OEA-RA (April 21-22, 2023). As the 4th largest local in the state, it is vital that we not let one seat go unfilled as we want to represent our members in full force! There are many decisions being made this year at OEA-RA that will have a direct impact on our future operations as a local. **Please see below for the nomination form and election schedule:**

- **Deadline for nominations will be Friday, February 24th. (To complete our nomination interest form, please click [HERE](#).)**
- **Elections will open at 5:00 p.m., on Tuesday, February 28th**
- **Elections will close at 5:00 p.m., on Wednesday, March 1st.**

Delegates are elected for a two-year term and come together to debate and vote on governing documents and new business items, which guide the direction of OEA. Delegates are asked to attend a virtual one-hour caucus in early April TBD, hosted by their UniServ Council, followed by a second Friday evening caucus on April 21st. The majority of business will be done on Saturday, April 22nd, however, delegates are encouraged to attend evening hearings throughout the week starting on April 17th.

Members will not miss school for this event. Lodging and meals will be covered by HEA. This is also a great opportunity to network with educators across the state, learn more about OEA, Equity SPARKS, OEA Foundation, OEA Political Action Committee, and much more! PLUS we have a TON of FUN!

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.

Statewide Mediation Network

The OEA Union School has created a statewide network of trained mediators to help resolve disputes at the building level. Our goal is to help union members resolve conflict at the lowest level, improve and increase communication between colleagues, and facilitate dialogue to mend relationships. The mediation process is confidential, non-judgmental, and creates a space for people to come together and resolve their issues. As a union, we are truly stronger together.

- For more details search: oregoned.org/mediation
- For information flier, please click [here](#).

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 to become a member, access your full contract, learn how to locate extended contract forms, the sick bank leave application, and so much more!