



HOW TO CONTACT US:

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

Angela Adzima, Vice President
hillsboroadvp@gmail.com

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

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

Open Seat At Large EL Rep

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

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

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

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

Open Seat At Large
Bilingual/Dual Schools Rep

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

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

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

Jill Golay, Bargaining Chair
golayj@hsd.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... This year, we have been hard at work collaborating with the school district to advocate for SpEd Educators, students, and their families. A joint HEA / HSD Student Services Workload Committee was formed in December to review caseloads as well as address workload needs and potential solutions. To fulfill the contract language, the committee composed and distributed a survey to our SpEd staff. We are currently working on reviewing the responses so that we can continue to advocate for improvements in working conditions for our members.

The second week of February, we celebrated Counselor Appreciation Week. The following week, HEA hosted a week-long series of Virtual Counselor Listening Sessions to address concerns dealing with working conditions and caseload. We heard many common themes and are looking to address these concerns so that counselors can continue to do the important work of supporting our students.

Lastly, I want to say a heart-felt thank you to all of you for giving it your all each and every day for our students' academic, social, and emotional well-being. We know these are challenging times for our profession. We are working hard to ensure that our educators' well-being is also being cared for by protecting your rights to a workload that is manageable and working conditions that are safe! We hope you have a wonderful Spring Break and come back recharged for the final eleven weeks of the school year. Be safe, be well, and have FUN!

In Solidarity,

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

Congratulations to HEA - OEA-RA Delegates! Congratulations to our 31 delegates and 3 alternates who were recently elected to represent our local at the upcoming Oregon Education Association Representative Assembly on April 21-22, 2023. I am thrilled that we filled every allocated seat and we will truly represent our local association as we debate and vote on action items at this year's state assembly! Delegates will attend a pre-representative assembly meeting (PRAM) on April 6th to learn the standing rules of OEA-RA as well as the action items that will direct our operations as an association and set our business priorities for next year.

Early - Mid-Career Financial Planning One of your NEA Member Benefits is free access to financial planning with an endorsed and approved financial advisor. Nick Hankerson is the financial planner we have worked with for years. He 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. For the registration information for the in person April 11th workshop, please click [HERE](#).

Member Opportunities and Support

Ready - Set - Grow! These professional development opportunities provide high-quality, consistent, and accessible member-led professional learning. OEA-Grow helps educators improve their professional practice, support student success and excellence, and also builds community with other educators across Oregon. Please take a moment to see what is available, register, and enjoy!

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.

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 the information flier, please click [HERE](#).

Contract 101 Important Opportunities and Deadlines

Article 5, E. (Extended Hours For Assessment and Standards Implementation) Unit members may access extended contract hours at the curriculum rate to perform tasks such as student assessments, collaboration and integration of new standards and curriculum. Unit members may access up to twelve (12) hours. Unit members will access these hours by completing the designated District form prior to the work being completed and before the end of the school year. ([Assessment Standards Application Form](#) and [Timesheet](#))

Article 12, B. (Vacancies and Transfers) A voluntary transfer between buildings is one that is initiated and requested by the employee. Unit members may submit a written transfer request for the following year to the Human Resources Department by March 1st. The District shall consider transfer requests and notify unit members by May 1st. When an opening occurs after May 1st, the District will consider unit members with a pending transfer request prior to filling the position. Transfer requests expire August 15th.

Article 15, J. (Supplies) Elementary principals will budget a minimum of \$100 per unit member in their per pupil allocation in each year of the contract as an amount to be used for teaching supplies. Unit members will be notified of the amount by the first day of school.

Note: Although not contractual, HSD has reasonably requested that purchases under this article be turned in for reimbursement by May 1 so that turnaround of processing the order is possible.

HEA School Board Endorsements

Position 4: See Eun Kim (Incumbent) - See Eun is an experienced educator who has a clear robust focus on her goals. She is centered on the experiences of students and staff. She is a well-rounded candidate, warm, knowledgeable, and shares educator values.

Position 5: Ivette Pantoja - Ivette is a newcomer who shares educator values. She is a young Latina from Hillsboro who connects with and represents our students. She cares about mental-health and wellness and being a good employer to her staff. Ivette understands the connection between student success and staff.

Position 7: Patrick Maguire: (Incumbent) - Patrick is supportive of unions. He has experience in various government systems which helps him understand Hillsboro School District's complex system. He is the first openly gay school board member who has advocated for LGBTQ youth at a time when our LGBTQ+IA students are under attack.

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!