



**HOW TO CONTACT US:**

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

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

Open Seat At Large EL Rep

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)

TBA - OEA UniServ Assistant

**From Your President...** As we continue to work through this final quarter together, please allow me to encourage you to **KEEP GOING!** If you're struggling, don't give up, we can help support you. We are working hard to make your workload manageable so that you have a healthy balance between your work and home life.

We understand. The most precious gift beyond time, is support, and knowing you're not alone in this work. We're here for you. Join us by getting involved with the union. OEA has member led opportunities to help one network with educators across the state to help with instructional practice challenges. HEA is offering professional development opportunities to address concerns and offer equity support for our LGBTQ+IA and BIPOC educators/students through our Anti-Racist, Anti-Biased Teacher Coalition. We also recognize the value of having fun through solidarity events, like First Fridays, where we can get to know our union siblings in the Hillsboro Classified United.

Thank you to all our members and potential members that are working passionately to not give up on our profession. We recognize your commitment and dedication for our students and we thank you! Members, you INSPIRE me to work even harder as your HEA President to support your needs so you can do what you do best, and that is **MAKING a DIFFERENCE** in our student's lives and in our community! With collective voices we are **UNION Strong!**

In Solidarity,

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

### Early Enrollment

Recently hired? No longer on temporary status? Are you ready to become a union member? Early enrollment is here until August 31st, which means no dues until September 1st! Early enrollment will offer potential members professional development opportunities as well as tons of benefits. If you have questions or need help joining, please contact our HEA Membership Chair, Jeff Johnston, at [hillsboromembership@gmail.com](mailto:hillsboromembership@gmail.com).

### **It's the U and I in UNION that makes us Strong!**

HEA's goal is to ensure that all schools have union representation. Building Reps are vital to our organization as they keep buildings up to date with communication and opportunities that our union offers, and they help members with contract needs. If your building will not have a Building Rep next year and you are interested in finding out more about how you can get involved with HEA leadership, please contact us at [hillsboreoa@oregoned.org](mailto:hillsboreoa@oregoned.org).

**Celebrating our Retirees this Spring!** HEA will be celebrating our members who are planning to retire this year. If you plan on retiring and want more information, please email [hillsboreoa@oregoned.org](mailto:hillsboreoa@oregoned.org). We are looking forward to celebrating with you on May 26th! Location will be announced soon!

## HEA Volunteers Needed at Proud to Be HSD

The annual Proud to be HSD Festival takes place on Saturday, May 13th in conjunction with the Hillsboro Farmers Market in downtown Hillsboro, and we look forward to celebrating with our district. There are a variety of ways you can help out as a volunteer; please fill out this [survey](#) by Friday, May 5th if you are interested. HEA will give away books to students and offer a bookmark arts and crafts activity. We will also network with our members by highlighting our solidarity events. For example, HEA workshops, OEA Grow opportunities, and First Fridays.

## 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!

## Contract 101 Important Opportunities and Deadlines

### Article 11 - Leaves

**Article 11, A.k.** - Unit members may access up to sixteen (16) hours (pro-rated for part-time members) of their accumulated sick leave for any personal reason as set forth in Section D below.

**Article 11, D.** - Personal leave can be accumulated to a maximum of three (3) days, which can be used in one year after being accumulated. No more than three (3) days of personal leave/sick leave for personal reasons may be used consecutively and no more than four (4) total days of leave for personal reasons may be used in one year.

### Article 12 - Vacancies and Transfers

**Article 12, A.2.** - When a vacancy occurs after May 1st, the District shall post such vacancies on the District website.

**Article 12, B.** - 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 12, D.** - Any unit member transferred to another building due to District need shall be given two (2) days. Days may be paid or with substitute time at the unit member's discretion.

## 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](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!