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From Your President... I would like to express my gratitude to all of you for allowing me to serve as your union president. It has been an honor to celebrate our members, our union leadership, our contract teachers, and our scholarship award winners to name a few highlights. I also look forward to celebrating our retirees and our first year teachers. It has been a privilege to advocate on our member's behalf to ensure our workload is manageable and our working conditions are safe. I am humbled by your commitment to inspire our students to be life-long learners. I am inspired by your dedication to devote your lives to this noble profession. I have no other words except, **THANK YOU!**

In Solidarity,

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

Congratulations Contract Teachers!

HEA Prize Patrol is making the rounds to our buildings to celebrate and honor our 54 educators who are moving from probationary to contract status after three years in the Hillsboro School District. Congratulations to all of our new contract teachers for your teaching excellence and well-earned accomplishment!

HEA Retirement Celebration

HEA will be honoring our licensed retirees on Friday, May 26th at Rood Bridge River House. We are so excited to honor our retirees! Together our retirees have shaped countless student's lives. They have helped their students achieve their goals and dreams with their encouragement, support, and guidance. Retired teachers, we salute you for your service!

HEA 2023 Scholarship Winners

Congratulations to Liberty High School Senior, Janna McNamee and Banks High School Senior, Wyatt Selleck for winning the \$1,000 HEA Scholarships. Both Janna and Wyatt will be attending Oregon State University. Hollee McNamee is a TOSA for the Office of School Performance and Tracy Evers-Selleck is a District Nurse. Both HEA members are extremely proud of their students!

School Board Elections

Thank you to all our members who canvassed, phone banked, texted, attended the HEA endorsed candidate meet and greet, and VOTED! Congratulations to our HEA Endorsed Candidates, See Eun Kim, Ivette Pantoja, and Patrick Maguire. Elections matter and your votes made a difference. Thank you!

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, D~NOTIFICATION OF ASSIGNMENT All unit members will be notified of their specific teaching assignment by June 15th of the prior school year insofar as is known at that time. Subsequent changes will be made known to the unit member as soon as possible.

Article 9, A:6~EVALUATION On-Cycle Contract unit members shall be evaluated formally at least every two (2) years, prior to June 15th of the evaluation year or on another schedule if agreed upon by the District and Association.

Article 15, D:2~PAYDAY Payday shall be the 20th day of each month. All remaining checks, except one (1), will be given to each unit member on the last workday of the year, with the final check mailed by June 30th.

Article 7, A:1~DISCIPLINE PLAN The District will ensure that all buildings have a discipline plan in place. By June 1st, all unit members in the building will have input into the building discipline plan, with an opportunity to suggest revisions for the following year. All unit members will be invited to attend the Climate and Culture and/or PBIS Team meeting at which there will be discussion and decision-making about the staff's suggested revisions. This plan will be discussed with all staff during August inservice week each year and will be implemented when students arrive.

Insurance Enrollment Information Over Summer

Be on the lookout this summer for notices delivered by mail or email from HSD about open enrollment. The HSD window to sign up is August 15th -September 5th. OEBA information will arrive in the mail late July/early August.

American Fidelity Flexible Spending, Dependent Care, Health Savings Account: American Fidelity representatives will be scheduling site visits through the remainder of the school year. This is an excellent opportunity to review your plans and ask any questions you may have about pre-tax supplemental benefits or products. Schedule a virtual appointment- Sign up now to get a time that is best for you: <https://enroll.americanfidelity.com/1EFE8FCF> Phone: 877.293.1090 or email jon.white@americanfidelity.com

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!