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From Your President... It's contract bargaining time! Our current [HEA Contract](#) has a duration of July 1, 2021- June 30, 2024, and will therefore expire at the end of this school year. We typically begin bargaining for our successor agreement in February or March of the expiration year with the hope of having a new contract ratified before the end of the school year.

In the event that we don't settle the contract before June 14, 2024, the current contract will remain status quo. What this means for our members is that all current contract terms will apply, including one's movement to the next salary step after July 1 if they are eligible. It is our desire to begin earlier this year by meeting to establish rules and expectations and begin bargaining in January with the goal of ratifying our contract by the end of this school year.

As the HEA Bargaining Team is getting ready to negotiate the full contract they need members to support them. In 2021, with the support of the Contract Action Team (CAT), your HEA bargaining team was able to make over 70 improvements to the contract language. CAT made a huge impact on the bargaining outcome by communicating directly with our bargaining team and simply showing up to support the negotiations process.

We are looking for "point members" called [CAT Organizers](#) at each school. CAT Organizers must be HEA members. Here is a [job description](#) and [interest survey form](#). The goal is to overload the Zoom capacity with an HEA virtual presence to show solidarity and in turn strengthen your HEA Bargaining Team and our future contract.

In Solidarity,

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

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!

Upcoming Events:

- [OEA Fall 2023 Professional Development Catalog](#)

Anti-Racist, Anti-Biased Teacher Coalition The goal of the Anti-Racist, Anti-Bias Teacher Coalition (ARABTC) is to work to identify and change the structures within our association that continue to perpetuate systemic racism. We believe that, in order to make that change possible, we must center the voice and experiences of our BIPOC and LGBTQ2SIA+ members as the driving force of this work. With that in mind, we are seeking to hear from any and every member who is willing to share their story and partner with us in this mission. We look forward to getting to know our members better. Thank you for completing our survey, [HERE](#).

[Employee Assistance Program \(EAP\)](#)

- NEW- Beginning October 1st, increase from 6 to 8 face-to-face, video, or telephone therapy sessions for relationship and family issues, stress, anxiety, and other common challenges.
- 24-hr Crisis Help and Online Consultations.
- 100% confidential.

EAP is here to help. Phone: 833-506-0376, Website: members.uprisehealth.com. **Access Code: OEGB**

Contract 101 Important Opportunities and Deadlines

Column Advancement, Art 15.E -

*A unit member submitting by **October 1st** of any year proof of additional professional training qualifying him or her for a higher salary column shall be paid at the higher salary for the entire contract year. If proof is submitted by March 1st of any year, the teacher shall be paid at the higher salary for the second half of that contract year.*

In instances where an individual reaches the maximum step in Column I or II, horizontal movement on the schedule will include additional steps to reflect the years of experience earned in the District after initial placement. For example, if a unit member is on Column I, Step J and has been there for seven (7) years, when he or she moves to Column III or higher, he or she will be credited with six (6) additional steps to reflect the six (6) years of experience in HSD where no increment movement took place on Column I (subtracting the first year he or she landed on that step).

Extended Hours for Assessment and Standards Implementation Art 5, E -

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 and Standards Application Form](#)

[Assessment and Standards Implementation Timesheet](#)

Split Classrooms Art 6, F.3 -

Classroom teachers assigned to split classrooms will receive additional support which may include additional planning time, extended contract, and additional classified support. Unit members will collaborate with their administrator to identify these supports. The administrator shall make the final determination.

Evaluation Art 9, A.5-

*Probationary unit members in their first and second years shall be formally observed at least twice during the school year, **with the first observation to be completed after October 1st** and the second after January 1st. Probationary staff in their third year may be observed once. All probationary staff shall be evaluated twice per year. The District will notify the Association of any probationary unit member receiving an unsatisfactory rating on their evaluation.*

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!