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HEA website: heapea.org

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From Your President... We recognize that Oregon educators, from every career path enter the profession because we're passionate about our work, and we love helping students grow and THRIVE, but there are some issues with our jobs that can feel like they're out of control, the kinds of issues that everyone agrees needs to be addressed but no one person can change on their own.

Being a member of the union helps us band together and create a collective voice that includes all licensed staff members. When we speak together as a union, we have a voice that cannot be ignored, which means our issues get addressed and education in Hillsboro changes for the better!

Traditionally, bargaining years provide more opportunities for our members to get involved and engaged with our bargaining team during contract negotiations. One must be a member to complete our bargaining survey and provide input on how to improve our contract. This is a survey you don't want to miss! One must be a member to participate on our Contract Action Team, known as CAT. One must be a member to observe bargaining negotiations. If you're not yet a member, we welcome you to join us in solidarity to achieve the greatest contract that benefits all our licensed staff.

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**

SB 819 Town Hall October 24th

[Join us on Zoom](#) at 4:30 p.m., for an interactive conversation on how the implementation of SB 819 - Abbreviated School Day - is going so far. How is the bill supporting students? What are some unintended consequences of the bill? What ideas do you have for improvements to the bill? OEA staff and members will help facilitate a conversation and share additional information from the state.

OEA Grant Opportunities

Do you have an innovative idea for your classroom but don't have the funding? Please apply for the [OEA Promising Practice Grant](#) Due November 3rd.

Do you want to improve student success, advance educator leadership, or improve teaching and learning conditions for your school or classroom? Please apply for the [OEA Educator Empowerment Grant](#) Due November 3rd.

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](#)

Financial and Retirement Basics This workshop is intended for new hires and mid-career educators, but all are welcome. Join us via Zoom on November 2nd at 4:30 p.m., to get your PERS and financial questions answered by Nick Hankerson with United Financial NW. Please RSVP to ade.garnica@oregoned.org and a Zoom link will be sent to you.

Anti-Racist, Anti-Biased Teacher Coalition Survey 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 LGBTQIA+ 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.

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

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](#)

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!