



HOW TO CONTACT US:

Mary Kay Babcock, **President**
503-645-6776 extension 2507
hillsboroeea@oregoned.org

Angela Adzima, **Vice President**
hillsboroedvp@gmail.com

Una Maher, **Secretary**
maheru@hds.k12.or.us

Bonnie Wakeman, **Treasurer**
wakemanb@hds.k12.or.us

Kathy Newman, **At Large EL Rep**
Newmank@hds.k12.or.us

Richard Pitt, **At Large EL Rep**
pitr@hds.k12.or.us

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

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

Maggie Zamora, **Elementary
At Large Special Education Rep**
zamoram@hds.k12.or.us

Brytnie Matsuo **Secondary
At Large Special Education Rep**
matsuob@hds.k12.or.us

Claudia Barcnas, **Co-At Large
Bilingual/Dual Schools Rep**
barcnac@hds.k12.or.us

Irma Ramirez, **Co-At Large
Bilingual/Dual Schools Rep**
ramirim@hds.k12.or.us

Jill Golay, **Bargaining Chair**
golayj@hds.k12.or.us

LeAndre Butler, **Equity Chair**
butlerl@hds.k12.or.us

Jeff Johnston, **Membership Chair**
johnstj@hds.k12.or.us

Andy Bunting, **Political Chair**
buntinga@hds.k12.or.us

Fara Cloud-Fitzgerald,
Events Coordinator
cloudfif@hds.k12.or.us

Mu Son Chi, **OEA Consultant**
mu.chi@oregoned.org

Ade Garnica, **UniServ Assistant**
ade.garnica@oregoned.org

HEA website: heapea.org

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From Your President... Happy American Education Week! Now more than ever we know that an encouraging word to an education support professional, a bus driver, a food services worker, or your favorite substitute will help us all to feel connected, appreciated and valued. I appreciate you and all that you do every single day.

I am honored to be your president and I am so very proud of our union, our solidarity and our work that we do for students, their families and our community. We are a collaborative voice that will continue to make a difference in our profession.

THANK YOU EDUCATORS your UNION Loves YOU!

In Solidarity,

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

It's HEA Election Time

Any member may run for the following HEA elected office positions: President, Vice President, Secretary, and Treasurer. Any member may run for Delegate positions for Oregon Education Association Representative Assembly (OEA-RA), or Delegate positions for National Education Association Representative Assembly (NEA-RA). Nominations for elections will be accepted at our November and January Rep Council meetings. Please contact us if you are interested in running for an elected office so we can help you with the election process.

Loss of Prep Time?

HEA and HSD agree that if members are chronically asked to support students during their protected prep time the following steps should be taken:

1. Have a conversation with your building principal to discuss time lost. For example, 15 minutes of lost time may result in flex time. However, an accumulation of an hour or more of lost prep time should be claimed with an Exception Timesheet.
2. If the lost time results in completing an exception time sheet; circle the teaching-rate since you were supporting a student.

HRA Participants - You may have money waiting for you!

If you enrolled in **Moda Plan 5, Kaiser Plan 2, or Kaiser Plan 3** The deadline for filing claims for the 2022-23 Plan Year (dates of service between 10/1/22 - 9/30/23) is December 31, 2023. We encourage you to file claims as you receive EOBs throughout the plan year and recommend all claims be sent by mid-December. [Hillsboro Winter HRA Education Dates](#)

[Employee Assistance Program \(EAP\)](#) As of 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: OEBC

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](#)

Decentering Whiteness in K-12 Education This workshop is designed to offer certified BEA and HEA members an opportunity to develop and/or further their understanding of the history of race in the establishment of the United States and how it continues to operate in our society today. More specifically, there will be a heavy emphasis on the role of whiteness in the development of the racial hierarchy that continues to dominate our society today and also how it shows up in our district, schools, and classrooms. We will explore issues of privilege and the impact of dominant culture thinking on our education system. There will also be an introduction to how to moderate racial situations that may come up in our personal and/or professional lives that require intervention. This is a skill that will benefit anyone participating in the equity module facilitation in their building.

Eric McGuire (White, CIS, Male) will be the lead for this training supported by the BEA Racial and Social Justice Committee. If you are interested in this opportunity, please take a moment to [complete this survey](#).

Note: This course will not be eligible for PDUs.

Contract 101 Important Opportunities and Deadlines

Extra Duty Art 15, C- 1. *Stipends for single season activities and athletics will be paid during the months in which the sport or activity is recognized. (For example, a football coach will be paid three (3) equal payments during the months of September, October, and November.) If applicable, additional monies earned due to a playoff appearance will be made in an additional 4th payment.*

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!