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**HEA website:** [heaoga.org](http://heaoga.org)  
Like us on [Facebook!](#)

**From Your President...** As we continue our journey of celebrating and honoring Women's History Month, I want to share with you additional resources that will enrich your lesson plans and inspire our students with the remarkable achievements of women throughout history. [Women's History Month for the Classroom](#).

These resources not only provide valuable insights into the struggles and triumphs of women but also serve as a testament to their resilience, creativity, and unwavering determination to shape a better world for generations to come.

In the spirit of renewal and rejuvenation, I wish each and every one of you a happy and safe spring break. May this time bring relaxation and enjoyment as we prepare to return with renewed energy to complete the school year.

**In Solidarity,**

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

**HEA Scholarship Opportunity for your Senior** This scholarship opportunity is for a graduating high school senior whose parent is an active HEA member. Members with children who will be enrolling as full-time students at an accredited four year college, university, community college, or trade school are encouraged to have their child apply for one of the two \$1,000 scholarships. [HEA Scholarship Application Form](#). **Deadline is Friday, March 22, 2024.**

**Contract Action Team (CAT) Organizers WANTED** CAT Purpose: Help to motivate, engage and act as a liaison between your staff and the HEA bargaining team to help ensure all voices are represented at the table so we can get the best contract possible for our members and students.

**If you are an HEA member and you're interested in being a [CAT Organizer](#) please complete the [CAT Organizer Interest Form](#).** The following buildings need CAT Organizers: Reedville ES, W.L. Henry ES, Free Orchards ES, Lincoln Street ES, W. Verne McKinney ES, North Plains ES, Hillsboro HS, and Oak Street Campus.

**Legislative Short Session [HB 4082](#) \$30M for Oregon Summer School** *The \$30 million will be split among the state's 197 school districts and 19 education service districts this summer, with priority going to the state's 530 Title I schools, where at least one-third of students are from low-income households or receive support services from the state.*  
~OPB

**HEA Wins Award at OEA★PAC Convention** Congratulations to OEA Retired UniServ for being awarded the UniServ with the highest average contribution, Washington County UniServ for being awarded the UniServ with the Highest Participation Percentage, and Hillsboro Education Association for being awarded the local with the greatest contribution increase.

## Upcoming Events

**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! [OEA Professional Catalog Spring 2024](#) and upcoming [Short Form Learning](#) Opportunities.

**[PERS Retirement and Financial Planning](#)** Please register for NW Financial's, Nick Hankerson on April 25th via Zoom to gain valuable retirement and financial planning guidance. This session will be worth your time.

**SAVE the Date for Lifting All Voices** This union event is welcome to all licensed and classified staff to come together on Friday May 3rd for food, music, prizes, and community. [Lifting All Voices Flyer and Registration Link](#).

## Contract 101 Important Opportunities and Deadlines

**Art 5, E - EXTENDED HOURS FOR ASSESSMENT AND STANDARDS IMPLEMENTATION** *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](#)

**Art. 8, B.2 EMERGENCY CLOSURE** *Previously scheduled sick or personal leave days will not be deducted except in the case of a unit member who is on a long-term leave at the time of the emergency closure. Long-term leave is defined as any leave lasting four (4) weeks or more. If a unit member on a long-term leave is asked to return for scheduled make-up days, that time will be restored to the unit member's sick or personal leave bank, or the make-up time will be paid at the unit member's per diem rate.*

**Art. 12, B. VOLUNTARY TRANSFERS BETWEEN BUILDINGS** *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. No hires from outside the bargaining unit, including interns, will take place until all in-District transfer requests have been considered, except in the case of hard-to-fill positions. Hard-to-fill positions are those for which there are no in-district transfer requests. Temporary employees are not eligible for voluntary transfer, but may be considered for vacancies pursuant to this article.*

**Art 15, J. SUPPLIES** *Elementary principals will budget a minimum of \$100 per unit member in their per pupil allocation in each year of the contract as an amount to be used for teaching supplies. Unit members will be notified of the amount by the first day of school. HSD has reasonably requested that purchases under this article be turned in for reimbursement by May 1st so that turnaround is possible.*

**[Employee Assistance Program \(EAP\)](#)** All unit members may receive 8 face-to-face, video, or telephone therapy sessions for relationship and family issues, stress, anxiety, and other common challenges. 24-hour Crisis Help and Online Consultations. 100% confidential. EAP is here to help. Phone: 833-506-0376 - Website: [members.uprisehealth.com](#).

**Access Code: OEGB**

**[OEA 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.

## 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, obtain bargaining information, access to benefits, and so much more!