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

**From Your President...** As Spring blossoms all around us, I am deeply inspired by the dedication of our educators as they help our students grow in our education community every single day. This time of year fills me with an immense pride as we begin to witness the fruits of our collective labor. Probationary 3 teachers are soon becoming contract teachers. Educators are being recognized as Crystal Apple Award winners. Under your guidance, our students are not just thriving but excelling, leading to the development of award-winning programs. This is a testament to your genuine care for our students and your dedication to our noble profession. Your hard work is not just noticed; it is truly appreciated and valued.

During my site visits, I've gained valuable insights into the challenges you face carrying out your roles effectively and efficiently on a daily basis. It's truly a privilege to witness firsthand the exceptional commitment of our educators, consistently going above and beyond to meet the needs of our students.

As your HEA President, I am deeply committed to supporting your needs so that you can continue to make a difference in the lives of our students. Our Bargaining Team is working diligently to amplify your voices. We are addressing your concerns brought forward via HEA Office Hours, listening sessions, surveys, and site visits, just to name a few. Thank you for your unwavering dedication and support, as well as your active participation in shaping our collective journey toward better educator working conditions and student learning conditions. **We are Stronger, Together!**

**In Solidarity,**

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

**Early Enrollment** Are you a recent hire? Ready to join our union family? Early enrollment is happening now until August 31st, giving you a dues-free period until September 1st! Joining early not only grants you access to professional development opportunities but also unlocks a host of benefits. This is your chance to be part of our strong, supportive union community. Please reach out to our HEA Membership Chair, Jeff Johnston, at [hillsboromembership@gmail.com](mailto:hillsboromembership@gmail.com) for any questions or assistance in joining. We look forward to welcoming you!

**Celebrating our Retirees!** HEA is excited to celebrate our members who will be retiring this year! Please mark your calendars for an evening of celebration for you and your guest on Friday, May 31st, at Rood Bridge River House. This event is hosted in collaboration with the Forest Grove Education Association and we will also be honoring our newest Linda Ellsworth Award recipient.

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

**HEA Volunteers Needed at Proud to Be HSD** The annual Proud to be HSD Festival will take place on **Saturday, May 11th** in conjunction with the Hillsboro Farmers Market in downtown Hillsboro, and we look forward to celebrating with our district. There are a variety of ways you can help out as a volunteer; please fill out our [HEA Volunteer Form](#) by Friday, May 3rd if you are interested. HEA will give away books to students and offer a bookmark arts and crafts activity. We will also network with our members by highlighting our solidarity events.

**It's the U and I in UNION that makes us Strong!** HEA's goal is to ensure that all schools have union representation. Building Reps are vital to our organization as they keep buildings up to date with communication and opportunities that our union offers, and they help members with contract needs. If your building will not have a Building Rep next year and you are interested in finding out more about how you can get involved with HEA leadership, please contact us at [hillsboro@oregoned.org](mailto:hillsboro@oregoned.org).

## Upcoming Events

[Lifting All Voices Flyer and Registration Link](#) This event is open for both licensed (HEA) and classified (HCU) staff and will replace May's First Friday gathering. All are welcome! We especially want to welcome all individuals who identify as BIPOC, LGBTQ2SIA+, workers with disabilities (visible or hidden), multilingual speakers, and more. You don't need to be a member to attend this event, and this isn't a membership drive. The goal is to gather insights on how we can create a safe and supportive community within HSD and our Unions.

## Contract 101 Important Opportunities and Deadlines

### Article 5 - Extended Hours for Assessment and Standards Implementation

**Article 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](#)

### Article 11 - Leaves

**Article 11, A.k.** - *Unit members may access up to sixteen (16) hours (pro-rated for part-time members) of their accumulated sick leave for any personal reason as set forth in Section D below.*

**Article 11, D.** - *Personal leave can be accumulated to a maximum of three (3) days, which can be used in one year after being accumulated. No more than three (3) days of personal leave/sick leave for personal reasons may be used consecutively and no more than four (4) total days of leave for personal reasons may be used in one year.*

### Article 12 - Vacancies and Transfers

**Article 12, A.2.** - *When a vacancy occurs after May 1st, the District shall post such vacancies on the District website.*

**Article 12, B.** - *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.*

**Article 12, D.** - *Any unit member transferred to another building due to District need shall be given two (2) days. Days may be paid or with substitute time at the unit member's discretion.*

[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](http://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](http://heaoea.org) to become a member, access your full contract, obtain bargaining information, access to benefits, and so much more!