



HOW TO CONTACT US:

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

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

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

Bonnie Wakeman, **Treasurer**
hillsboroedassotreasurer@gmail.com

Alicia Glasscock, **At Large EL Rep**
glasscoa@hsd.k12.or.us

Vacancy, **At Large EL Rep**

Fara Cloud-Fitzgerald, **At Large MS Rep**
loudfif@hsd.k12.or.us

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

Vacancy,
At Large Special Education Rep

Kathryn Pawelko, **Co-At Large
Bilingual/Dual Schools Rep**
pawelkok@hsd.or.us

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

Lisa Tanedo, **Bargaining Chair**
tanedol@hsd.k12.or.us

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

Jeff Johnston, **Membership Chair**
johnsti@hsd.k12.or.us

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

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

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

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

HEA website: heagea.org
Like us on [Facebook!](#)

From Your President... Welcome back, HEA members! It's been wonderful seeing so many of you in person as you prepare to welcome our students back to school. I also want to extend a very warm welcome to our 92 newest members who joined us at the New Hire Orientation (NHO). The excitement at the NHO was palpable! I am hopeful knowing that **TOGETHER**, we can enhance education for everyone.

Our collective strength will be crucial in securing our members' bargaining priorities as we return to the bargaining table on September 17th. As a union, **WE ARE STRONGER** as we continue to advocate for the following priorities:

- **Class Size and Caseloads** that support student success
- **A Safe Learning Environment** for students and staff
- **Compensation** that helps recruit and retain educators
- **Appropriate Planning Time** to meet student needs
- **Time to Manage IEPs and 504s** to ensure fully supported students

We encourage all members to join us in solidarity on bargaining days by wearing blue and tuning in or attending our bargaining sessions. For dates and locations, please see the attached [Bargaining Info Flyer](#).

I am honored and humbled as I begin my second term as your HEA President, I remain dedicated to working in solidarity with each of you. To ensure a great year, please connect with your building representatives, familiarize yourself with our contract, and engage with your executive board members as we're here to support you.

Here's to a fantastic school year—remember, it's the **U** and **I** in **UNION** that makes us **STRONG!**

In Solidarity,

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

Hey! Do you have a minute? Uh Oh Do you know your Weingarten Rights?

Weingarten rights are central to your ability to have an advocate in the room if the tone starts to change. The Public Employee Collective Bargaining Act or PECBA became effective in October 1973, the PECBA contains the laws governing employment relations for public employees like you. *"IF THIS DISCUSSION COULD IN ANY WAY LEAD TO MY BEING DISCIPLINED, TERMINATED, OR AFFECT MY PERSONAL WORKING CONDITIONS, I RESPECTFULLY REQUEST THAT MY UNION REPRESENTATIVE BE PRESENT AT THE MEETING. WITHOUT UNION REPRESENTATION, I CHOOSE NOT TO ANSWER ANY QUESTIONS."* - THIS IS MY RIGHT UNDER THE 1975 U.S. SUPREME COURT WEINGARTEN DECISION

Representation Flow Chart

1. Our goal is to problem-solve issues at the building level - Building Rep
2. Check your contract - heaoea.org
3. Building Rep may need to contact At Large Rep who can answer high level questions
4. At Large Rep will contact HEA President if representation is needed at the District level

HEA Office Hours Beginning Thursday, September 5th- 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](#)

OEBB Enrollment Ends September 5th If you haven't signed up for your benefits yet, be sure to do so by Thursday, September 5th. For your convenience, here is a link to [HSD Benefits Website](#). HEA has negotiated great benefits for the following HRA plan options which include: Kaiser 2B, Kaiser 3, and MODA 5. Benefits include very low deductibles, max out-of-pocket amounts, and no monthly payroll deduction for full-time employees.

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

- 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: OEBB**

Contract 101 Important Opportunities and Deadlines

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.*

Article 11.A.1.h- SICK LEAVES Unit members entering the system will be credited with sick leave they had accumulated in their prior position in an Oregon district up to a maximum of 600 hours. Such transfer of sick leave will not be effective until the unit member has completed thirty (30) working days in this District (ORS 332.507(4)).

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).

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