



From Your President... Happy Hispanic Heritage Month!

Let's take this opportunity to reflect on the rich cultural contributions of Hispanic and Latino communities while also preparing for the critical work ahead. With the general election approaching, it's up to us to elect pro-public education candidates who will fight for the schools our students deserve.

As we return to the bargaining table, let's remember we are 97% strong in membership, and total solidarity would be an incredible show of strength. **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.

"Together, we can ensure every child receives an education rooted in honesty, integrity, and the freedom to pursue their dreams, regardless of color, ZIP code, or language." Let's stand united in both our negotiations and our commitment to shaping a brighter future for all students.

In Solidarity,

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

HEA Office Hours: *Benefits Series*- 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](#) We hope you can join us for our benefits series as we learn more about the following groups:

- September 19th - Greyvin Jovel, **United Financial Northwest**
- September 26th - Mae Hawkins, **One Digital**, and Daphne Fisk, **HSD Benefits**
- October 3rd - Diedre Templeton, **California Casualty**

Employee Assistance Program (EAP)

EAP is here to help. Phone: 833-506-0376, Website: members.uprisehealth.com. **Access Code:** OEBB

- 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.

OEA Foundation

Established in 1995, the OEA Foundation provides educators with up to \$100 grants to help students meet basic, urgent and immediate needs so they can succeed in school. Cash grants from the Foundation fill needs unmet by any other source. [OEA Grant Guidelines & Protocols](#)

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HEA website: heaoea.org

Like us on [Facebook!](#)

HEA- Political Action Committee (PAC) Elections matter! It's time for every educator to step up and make a difference—*elections matter!* If we want fully funded schools and the resources our students need to succeed, we must vote for pro-public education candidates. Here's how you can join us in making your voice heard:

- **Get to know the candidates:** Find out which candidates HEA-PAC has endorsed by visiting our website: <http://heaoea.org>.
 - **State and National Elections:** [Our Endorsed Candidates](#)
- **Volunteer with us:** Help us Get Out the Vote by phone-banking, canvassing, and reaching fellow educators.
- **[Donate to the OEA-PAC Today!](#)**: Together we will claim victories for public education
- **Stay connected:** Like us on Facebook for updates and additional ways to get involved.
- **Most importantly:** Mail in your ballot or drop it off at an official drop site *before November 5, 2024*.

Let's make sure every voice is heard and support candidates who will stand up for our schools!

Upcoming Events

Member Opportunities and Support

- [The I Hear Summit](#) (Inclusion Healing, Equity, Access and Rights). **Registration is currently OPEN**
- **Past episodes (136) of the member-led OEA Grow podcast:** <https://oeagrow.podbean.com>
- **Micro-credentials:** <https://oregoned.org/professional-learning/independent-study/micro-credentials>

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](#)

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).