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From Your President... As we move forward in our bargaining efforts, I want to take a moment to acknowledge the hard work and dedication of our members, our bargaining team, and our contract action team organizers. Together, we have made incredible strides, but we also face serious challenges ahead.

At our latest bargaining session on October 15th, the District presented two revised financial proposals—both of which fell short of their initial offer, citing a \$9.5 million budget shortfall. See our latest Bargaining Brief. Our members have been clear: Class Size and Caseload, a Safe Learning Environment, Competitive Salary Compensation, Adequate Planning Time, and Time to manage IEPs and 504s are critical priorities that remain unresolved at the bargaining table.

We are at a critical juncture in our negotiations, and now, more than ever, your involvement is crucial. Stay connected with your Contract Action Team (CAT) Organizers for the latest updates and Calls to Action. As we emphasized in our recent video presentation: we are Stronger Together! Securing the contract our students and educators deserve requires ALL of us.

Your participation is key to our success—let's make our voices heard!

In Solidarity,

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

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](#)

- Dual Language Breakout on First Thursday
- SpEd Breakout on First and Third Thursday

**Elections Are Just Two Weeks Away—
Your Vote Can Shape the Future of Our Schools!**

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**. Let's make sure **every voice is heard** and support candidates who will fight for the schools our students and educators deserve!

Get to know the candidates: Find out which candidates HEA-PAC has endorsed by visiting our website: <http://heaoea.org>. **State and National Elections:** Support [Our Endorsed Candidates](#) who will stand up for our schools and educators. **Most importantly: Mail in your ballot** or drop it off at an official drop site before **November 5, 2024**.

Oregon Education Association Foundation Grant

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](#) and [Grant Application](#)

Transition of Counseling Services and New Wellness Benefits

HSD Benefits Supervisor, Daphne Fisk, has confirmed that there will be a smooth transition with no interruptions in care. Therefore, we want to reassure members that **if you are currently receiving counseling services through Uprise Health, you do NOT need to discontinue those services** during the transition to [Canopy Well](#).

Additionally, this year brings **many excellent wellness benefits** available to members through the [OEBS Wellness Guide](#). Take a moment to explore these resources, which include:

- **MODA Benefits:** Access to **Mighty Health**, featuring wellness coaching, including a free scale and nutritionist support.
- **Kaiser Benefits:** Access to the **Calm app**, offering tools for better sleep, relaxation, and stress reduction.

One can explore all of the benefits available to you in the [OEBS Wellness Guide](#), which is available in both **English and Spanish**.

Resources and Upcoming Events

Member Opportunities and Support

- 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 5 (Unit Member Work Year/Work Day)

5.a *Secondary Unit members with grading responsibilities shall have a minimum of at least one (1) full workday at the end of first, and second trimester (or at the end of 1st, 2nd, and 3rd quarters in a semester schedule) for student assessment, and/or teacher workday/preparation purposes. Unit members may perform grading responsibilities on these days away from the worksite, but must be available for consultation by phone.*

5.b *Elementary unit members shall have one (1) work day for grading at the end of the first semester, plus two (2) additional unit member-directed work days during the school year. These two (2) days shall be scheduled in either half-day or full-day increments. Unit members may perform grading responsibilities on the grading day away from the worksite, but unit members must be available for consultation by phone.*