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HEA website: heaoea.org
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From Your President... Happy American Education Week! Now more than

ever we know that an encouraging word to a colleague, an education support professional, a bus driver, a food services worker, or your favorite substitute will help us all to feel connected, appreciated and valued. I appreciate you and all that you do every single day for our students and one another.

I am honored to be your president and I am so very proud of our union, our solidarity and our work that we do for students, their families and our community. We are a collaborative voice that will continue to make a difference in our profession.

In Solidarity,

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

Bargaining Update We are at a critical juncture in our negotiations, with only two more sessions scheduled to finalize our contract. **Now is the time to act.** By signing on to our bargaining platform, you are sending a clear message: our priorities matter, and we are united in securing the contract our students and educators deserve.

Stay connected! Your Contract Action Team (CAT) Organizers are here to keep you informed with the latest updates and Calls to Action. Make sure to attend their stand-up or 10-minute meetings so we're all aligned and ready to move forward together.

We are Stronger Together! Achieving our goals requires the collective action of every member. Let's show our solidarity and make it clear we stand as one.

Sign the Bargaining Platform! If you have not already done so, please SIGN ON to support our Bargaining Platform. If 95% of HEA members sign, our bargaining team and the district will know that we have the full support of our membership. Please SIGN TODAY: <https://bit.ly/4f6miu0>

It's more than just a signature—it's a show of solidarity and strength that will guide and inform our bargaining team in the days ahead. Your participation is key to our success—let's make our voices heard!

For past Bargaining Briefs and video recordings of bargaining sessions visit our website <https://heaoea.org/>

You May Have Money Waiting For You!

If you're enrolled in **MODA Plan 5, Kaiser 2B, or Kaiser 3**, there could be unclaimed funds waiting for you! Don't miss out—check your benefits and take advantage before it's too late. For more details, refer to the [HRA Claims Flyer](#).

Election Time — Become a Voice for Change! Represent your peers at the Oregon Education Association Representative Assembly (OEA-RA) and the National Education Association Representative Assembly (NEA-RA). If you're an HEA member interested in making an impact, we encourage you to submit your nomination by completing the interest form for [OEA-RA](#) and [NEA-RA](#). This is your chance to help shape the future of education—don't miss it! Deadline for nominations will be Friday, January 24th.

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

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](#)

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>

[First Friday, December 6th](#), at BJ's Restaurant and Brewhouse. Let's celebrate and unwind together! Join us for an **HEA-HCU Happy Hour**. It's a great chance to connect, reflect, and recharge with colleagues. Hope to see you there!

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](#)

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.*

Extra Duty Art 15, C- 1. *Stipends for single season activities and athletics will be paid during the months in which the sport or activity is recognized. (For example, a football coach will be paid three (3) equal payments during the months of September, October, and November.) If applicable, additional monies earned due to a playoff appearance will be made in an additional 4th payment.*

Employee Benefits Art 16, A.2.c *Group HRA reimbursements are available only for qualifying expenses that are described in the offered plan(s) certificate(s) of coverage and which are applied to the health plan's maximum out of pocket limit including deductible, coinsurance and medical costs. Reimbursements are only available for qualifying expenses incurred while the unit member is enrolled in the plan.*