



**HOW TO CONTACT US:**

Mary Kay Babcock, **President**  
503-645-6776 x2507  
[hillsborohea@oregoned.org](mailto:hillsborohea@oregoned.org)

Angela Adzima, **Vice President**  
[hillsboroedvp@gmail.com](mailto:hillsboroedvp@gmail.com)

Una Maher, **Secretary**  
[maheru@hsd.k12.or.us](mailto:maheru@hsd.k12.or.us)

Bonnie Wakeman, **Treasurer**  
[hillsboroedassoctreasurer@gmail.com](mailto:hillsboroedassoctreasurer@gmail.com)

Alicia Glasscock, **At Large EL Rep**  
[glasscoa@hsd.k12.or.us](mailto:glasscoa@hsd.k12.or.us)

Vacancy, **At Large EL Rep**

Fara Cloud, **At Large MS Rep**  
[cloudfff@hsd.k12.or.us](mailto:cloudfff@hsd.k12.or.us)

David Juster, **At Large HS Rep**  
[justerd@hsd.k12.or.us](mailto:justerd@hsd.k12.or.us)

Vacancy  
**At Large Special Education Rep**

Kathryn Pawelko, **Co-At Large  
Bilingual/Dual Schools Rep**  
[pawelkok@hsd.k12.or.us](mailto:pawelkok@hsd.k12.or.us)

Irma Ramirez, **Co-At Large  
Bilingual/Dual Schools Rep**  
[ramirim@hsd.k12.or.us](mailto:ramirim@hsd.k12.or.us)

Lisa Tanedo, **Bargaining Chair**  
[tanedol@hsd.k12.or.us](mailto:tanedol@hsd.k12.or.us)

LeAndre Butler, **Equity Chair**  
[butlerl@hsd.k12.or.us](mailto:butlerl@hsd.k12.or.us)

Jeff Johnston, **Membership Chair**  
[hillsboromembership@gmail.com](mailto:hillsboromembership@gmail.com)

Andy Bunting, **Political Chair**  
[buntinga@hsd.k12.or.us](mailto:buntinga@hsd.k12.or.us)

Fara Cloud-Fitzgerald, **Events  
Coordinator**  
[cloudfff@hsd.k12.or.us](mailto:cloudfff@hsd.k12.or.us)

Bonnie Wakeman, **Events  
Coordinator**  
[wakemanb@hsd.k12.or.us](mailto:wakemanb@hsd.k12.or.us)

Ade Garnica, **UniServ Assistant**  
[ade.garnica@oregoned.org](mailto:ade.garnica@oregoned.org)

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

**From Your President... Happy New Year!** As we reflect on the legacy of Dr. Martin Luther King Jr., a champion for civil rights, labor, and education, his words from 1964 ring as true today as they did decades ago: *"The richest nation on Earth has never allocated enough resources to build sufficient schools, to compensate adequately its teachers, and to surround them with the prestige our work justifies...but we pauperize education."* His call to action is more relevant than ever, as we continue to face the challenges of underfunded schools, overburdened educators, and students who aren't receiving the resources they deserve.

Hillsboro is a wonderful place to live and work, but if we want to attract and retain top educators and provide our students with the supports they need to thrive, we must demand more from our legislators. Current service levels are not enough. The quality education model should be our collective goal—a future where educators earn competitive salaries and every student has access to the resources that will help them succeed.

On Monday, February 17th, we will collaborate with Hillsboro School District to advocate for increased school funding. This is a critical opportunity to show our legislators the urgency of our needs and to demand that they prioritize education. Together, we can amplify our voices and make a powerful statement about what our students, staff, and community deserve. Mark your calendars and join us as we take a stand for the future of education. **For more details, click [HERE](#).**

**In Solidarity,**

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

**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.

**Attention HEA Members with High School Seniors!** Members with children who will be enrolling as full-time students at an accredited four year college, university, community college, or trade school are encouraged to have their student apply for one of the two \$1,000 scholarships. Deadline is Friday, March 21, 2025. [HEA Scholarship Application](#)

**OEA SpEd Connect Survey** The Oregon Education Association SpEd Committee has launched **SpEd Connect**, a survey designed to give OEA members a direct line to the committee. Use this platform to ask questions, share concerns, or advocate for the support you need from OEA. Let's work together to ensure every voice is heard and every challenge addressed. Take the survey today and make your voice count! [OEA SpEd Connect Survey](#)

**OEA Winter Recharge** - Join the Oregon Education Association for a Winter Recharge: New & Aspiring Educator retreat. This opportunity connects early career educators and aspiring educators through networking, fun and professional learning. This event is intended for OEA members who are Aspiring Educators (students moving into the profession) and educators in their first five years of the profession, whether education is your first, second, or third career! [Winter Recharge](#) Registration closes January 24th. Retreat Date: Friday, February 28th and Saturday March 1st and Where: Located at Best Western Plus at Agate Beach, Newport, Oregon What: [Agenda](#)

**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 February 7th:** 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

### **Paid Holiday**

Martin Luther King Jr. Day has replaced President's Day as a paid holiday, which will now be a licensed non-contract day.

### **Grade Prep vs. Semester Prep -**

January 31st Grade Prep Day

- Secondary unit members without grading responsibilities can now work away from the worksite at least one full workday at the end of the 1st, 2nd, and 3rd quarters. Previously only those with grading responsibilities could work away from the worksite. Those without grading responsibilities will be available for consultation through virtual meetings.
- Elementary educators without grading responsibilities can now work away from the worksite one day for grading at the end of the first semester, plus two additional unit member-directed work days. Previously only those with grading responsibilities could work away from the worksite. Those without grading responsibilities will be available for consultation through virtual meetings.

February 3rd Semester Prep/Workday - All licensed staff must report to their worksite.

**Voluntary Transfer Requests** - An email was sent by human resources on Monday, January 6th notifying members of the transfer process. Please note that for your transfer to be considered, it must be received by HR no later than **March 1, 2023**.

Please see Article 12, Section B ([HEA/HSD Licensed Professional Agreement](#) ←New contract coming soon!) for more details. If you have further questions about this process please ask your HEA building representative or supervising administrator.

**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, learn how to locate extended contract forms, the sick bank leave application, and so much more!