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HEA website: hea.org
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From Your President... Celebrating Black History Month! As we honor Black History Month, we celebrate the profound contributions and enduring resilience of Black individuals throughout history. This month is an opportunity to reflect on their legacy and renew our commitment to amplifying Black voices, stories, and experiences—not just in February, but every day.

However, while we celebrate the past, we must also confront the present. The current administration is purposefully “flooding the zone”—creating enough noise and chaos that it becomes difficult to track the most insidious actions. This chaos is the point.

Our greatest power lies in local mutual aid, labor and community organizing, and winning big in local elections. HEA and [OEA will continue our commitment to support our educators and students](#) in any way that is needed. So what are our next steps?

How can you support your immigrant families, communities, and students?

Thanks to [Oregon's Sanctuary Promise Law](#), it is ILLEGAL for [Oregon educators](#) to speak to ICE. You don't need to be a legal expert—your role is to support your students and families. Fortunately, there are organizations with years of experience in this work. Your job is to be a connector, helping our most vulnerable families access the resources and support they need.

As we continue this critical work, remember to take care of yourselves and each other. True strength comes from both self-care and community care. As bell hooks reminds us, “Rarely, if ever, are any of us healed in isolation. Healing is an act of communion.” Let's continue to show up for one another.

Stay tuned—our HEA committees are working to create more resources to support you.

In Solidarity,

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

Districtwide Building Admin Survey Your voice matters! Help us assess how building administrators support our educators. Share your insights on topics like Respect & Professional Treatment, Professional Autonomy, Effective Communication, and more. Your feedback will guide our advocacy for a stronger, more supportive work environment.

Attention HEA Members with High School Seniors! Members with high school seniors 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. The 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](#)

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 March 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

Art. 11, J.2 - UNPAID LEAVE *A unit member who has served continuously in the Hillsboro Schools for a period of at least three (3) years may request up to a year's leave of absence without pay. Such a request must be made by **March 1** of any year for the following school year and must contain a date certain for the unit member's return. A member on an approved unpaid leave may request a second year of leave by making such request by **March 1** of each year. Notification of resignation of a unit member on a full-year unpaid leave must be made no later than **March 1** of the year the leave is taken. Exception to the notice deadline may be made by the District where medically justified. For unit members who return after such a leave, no increment will be earned during the leave.*

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, 2025**.

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

Art 15.E COLUMN ADVANCEMENT *A unit member submitting by October 1st of any year proof of additional professional training qualifying them 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 educator shall be paid at the higher salary for the second half of that contract year.*

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 to become a member, access your full contract, learn how to locate extended contract forms, the sick bank leave application, and so much more!