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From Your President... Calling all Educators, Students, and Families! We Are the Difference Makers— A Call to Action to Unite for Fully Funded Schools!

“Educators. Parents. Communities. We are the difference makers—and together, we’re raising our voices to demand better school funding for our students. Join us to ensure all students, of every race and every place, have the funding they need to learn without limits and unlock their dreams.” NEA

Even with the Governor’s proposed \$11.36 billion education budget, the Hillsboro School District (HSD) is bracing for cuts. At the February 25th School Board Work Session, it became clear that rising PERS costs, declining enrollment, and increased operational expenses will force reductions, even under the proposed state funding level.

Neighboring districts—including Beaverton, Lake Oswego, Sherwood, Tigard-Tualatin, and West Linn-Wilsonville—are already planning potential reductions in force. For HSD, this could mean larger class sizes, fewer assistants, and fewer resources for students.

To truly maintain current service levels in Oregon’s public schools, educators are calling for \$12.3 billion for pre-K–12 and \$1.1 billion for higher education—a total of \$13.4 billion.

In response, Hillsboro Education Association (HEA), Hillsboro Classified United (HCU), Beaverton EA, and Forest Grove EA are hosting a Community Town Hall on Wednesday, April 23, at the Hilhi Gym (3285 SE Rood Bridge Rd, Hillsboro, OR 97123) from 5:30 to 7:00 p.m.

We’re honored to welcome State Senators Winsvey Campos and Janeen Sollman, and Representatives Ben Bowman, Farrah Chaichi, Susan McLain, Hai Pham, and Nathan Sosa for this crucial conversation. Register here: <https://bit.ly/4igGKu6>

This is your chance to make a real difference. Speak directly to your legislators. Share your stories. Ask your students and their families to attend and share their stories too. Tell them what life is really like in your classroom at the current service level—and why we **cannot afford to lose a single educator or staff member** to budget cuts.

From **calling your representatives** to **mobilizing your neighbors**, there are many ways to support public education. Studies show that **educators remain a trusted voice in our communities**. Use yours to lead others—because when we speak together, we are impossible to ignore. We are stronger together! Let’s promote, strengthen, and protect our public schools as they are the very foundation of our democracy!

In Solidarity,

Mary Kay Babcock,
HEA President | [she/her/ella](#)

National Day of Action - May 1st On May Day, the labor movement will honor the countless workers whose sacrifices won us the rights we have today. NEA and our allies are launching a coordinated National Day of Action on May 1, 2025, to kick off a bold, three-year campaign for a better America—one rooted in justice, dignity, and public investment. This is more than a protest—it's the beginning of a sustained, offensive movement to uplift working people, students, and families while demanding a future that works for everyone, not just the wealthy few. Stay tuned for more details and how to participate at your school site.

Retirement Celebration HEA is excited to celebrate our members who will be retiring this year! Please mark your calendars for an evening of celebration for you and your guests on Friday, May 30th, at Wingspan Event Center. This event is hosted in collaboration with the Forest Grove Education Association, and we will also be honoring our newest Linda Ellsworth Award recipient.

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, May 2nd: 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

Article 13 (Reduction in Force) A. REDUCTIONS 1. *If the Board is going to reduce the bargaining unit staff, the Association shall be notified prior to the time individual unit members are notified. Such notice shall include a listing of unit members proposed to be laid off, the effective date of layoff, and reason for the action.*

2. *When reductions affecting bargaining unit staff occur, seniority will be a primary factor considered as well as licensure, cultural and linguistic experience as defined in ORS 342.934, and competence. Seniority shall be defined as a unit member's total length of continuous service, computed from the unit member's most recent first day of actual service within the District in a bargaining unit position. Ties shall be broken by drawing lots. Competence shall be defined as ability to teach a subject matter/specialty area or grade level based on: a. recent teaching experience and/or training at the grade level (elementary or secondary or K12 for areas with K-12 licensure) or subject matter/specialty area (e.g., math, ELL/bilingual, alternative education, special education), or b. educational attainments, which may not be based solely on being licensed to teach, or c. the educator's willingness to undergo additional training or pursue additional education. Except as otherwise provided above, reductions in force shall be conducted in accordance with ORS 342.934.*

3. *Unit members who have been laid off may purchase medical, dental, and vision insurance benefits for up to 27 months unless insurance carrier refuses.*

4. *Unit members who have been laid off will retain sick leave and schedule placement during a layoff if they are recalled within 27 months.*

5. *An appeal of any decision on reduction in staff shall only be through the grievance procedure of this agreement as provided in ORS 342.934(7).*

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!