



HAYWARD EDUCATION ASSOCIATION



93 Jackson St. Hayward, CA 94544 * Phone: 510-538-1051 * Fax: 510-538-9427

E-mail: president@heahayward.org (best way to reach Mercedes) or office@heahayward.org

Website (announcements, forms, contract, etc.): www.heahayward.org

January 6, 2023 – Friday Follow-up



Inclement Weather

“Neither rain, nor snow, nor sleet, nor hail shall keep the postal workers from their appointed rounds.”

We have all heard these words attributed to postal workers but this week, we proved the same is true for us as well! The level of commitment to our students shown this week, despite the lack of heat, floods, leaks, lack of space to teach in a dry location, and all the other calls that came in, is well beyond the high expectations we hold for ourselves. We fought through the weather conditions when we knew that the district had not prepared beforehand for the storm.

For those of us who could not come to work despite best efforts and intentions due to fallen trees or unsafe driving conditions, we will take the use of the sick days to HR to see if we can get them realigned as district days - no guarantee, but we spoke to the district on Monday to say that we would think nature's wrath resulting in a blockade from safely getting to work should not be on our shoulders and taken from our sick days. We also heard late Wednesday that some site administration let folks go home early on Wednesday after the student instructional day (a shortened day of the week for elementary sites). If that occurred, we spoke to HR to make sure that folks would not be disciplined if they left early that day.

Going forward, please let HEA if you used a sick day because you could not make it in to work - blocked or flooded roads, etc. **or** if you receive a request for a meeting for attendance and/or receive discipline for leaving early **or** if you had to move to another room during the week because of leaks, flooding, etc.

Special Education News

We have heard from many of you regarding the needs of our students and teachers not being met due to a lack of responses (meaningful or not) from the district. We have requested meetings with the SpEd leadership and with HR to discuss concerns and issues as well as to share our expectations and next steps, including grievances, etc.

Universal Screener

We received notice that TK-1 has a training coming up related to the Universal Screener. The concern is three-fold:

1. That the training/meeting is being held within the instructional day resulting in people missing preps and collaboration time and/or
2. The meeting/training is held after the school day without a mention of compensation and
3. No mention of make up if someone cannot attend.

We have put in the phone calls to the district to remedy this and hope to have everything settled by the end of today.

SBDM Stipends

The new folks at the district are working on the stipend paperwork that the sites have submitted. Please make sure that both co-chairs receive this paperwork to review. Errors are being made on the amounts that are being paid out - *not in our favor!* Please let us know if you have any questions or notice discrepancies. We will also bring this to the attention of the SBDM Central Team at Tuesday's meeting.

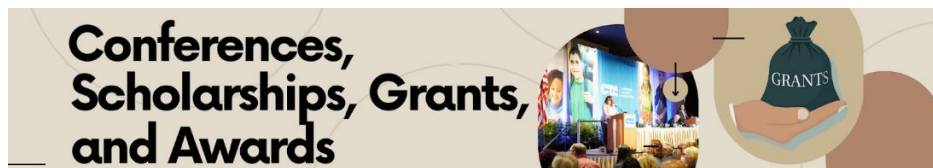


Memorandums of Understanding (MOU)/Side Letters of Agreement (SLA)

We continue to develop MOUs and SLAs with the district in response to programs, grants, etc. that the district is implementing. Currently, we are working on: Sown to Grow (a mental health response program), the modernization and refresh of sites, the full-day preschool program, Intramural Programs at comprehensive High Schools, **Ethnic Studies**, SLP overages/extra duty, and Community Schools - to name a few. Through the negotiations involved within these MOUS/SLAs, we advocate for the best working conditions possible and upholding our rights - e.g., hours, pay, timelines, etc. We are working to secure language as quickly as possible and hope that the district will honor our requested timeline of finalizing language of most of these topics by next week.

Bargaining

The Bargaining team is moving forward with creating proposals and will work with the district to secure dates to begin contract negotiations.



Good Teaching Conference

CTA's 2023 Good Teaching Conference - North is being held in Burlingame on Feb. 3-5. The anticipated experience at the Good Teaching Conference is equal parts educational and transformational. You'll learn new skills and find solutions to real-life challenges. You'll leave the conference feeling inspired, motivated and with a knowledge of what you need to do to be even more successful on Monday morning in your classroom.

HEA is looking to **sponsor 3 members** to attend this Good Teaching Conference. If interested, contact the HEA Office **before January 10th**! See the [attached Good Teaching Conference flyer](#) for details.

Grants for Members and Their Dependent Children

It's that time of the year again! CTA is offering scholarships, grants and awards to members and their dependent children. [Learn more about these programs and how to apply, here!](#)

New Educator Weekend - Did You Know?

The New Educator Weekend is for educators in their first three years in the profession. Members will be getting close to two full days of professional development, opportunities to network with other new teachers and access to top educators in the state as the sessions are led by experienced classroom teachers.

Topics discussed include: classroom management, creating engaging classrooms, lesson plans and ideas, connecting with your union, student loan forgiveness information, member benefits, project grants and more. [Additional Information can be found here.](#)



ADEM Election Information

If you are a Democrat, please use [this link](#) to register and vote by mail for the Democratic Delegates that will represent us at the ADEMs (Assembly District Election Meetings). CTA will send you an email of teachers running as candidates in your assembly district. This year many teachers are running, **including some of our own HEA members!** Additional information, including CTA candidates and how to find voting locations, can be found [HERE](#).

Please help us increase the teachers' voice within the party! If you have any questions, please email HEA and we'll connect you with members of HEA's PAC Committee.

Celebrate with Aisha Wahab

Join Senator Aisha Wahab on January 13th to celebrate her District Swearing-in Ceremony. [More information HERE.](#)



CTA Virtual Retirement Training - Register Soon!

Every year, we have folks asking about and expressing interest in attending a retirement training/workshop. This year, we received word that CTA will be hosting a **free** Virtual Retirement Training that will be available on several dates. If interested, check out the [Virtual Retirement Training flyer](#) and register for your preferred date. Because this is often a largely requested and attended training and spots are limited, be sure to register early to get a spot!

You're never too young or old to learn about your CalSTRS benefits, programs, and services.

**We are stronger when we
Stand Up! Stand Strong! Stand Together!**



- HEA BoD Meeting – Monday, 1/9/23 @ 4pm
- HUSD School Board Meeting – Wednesday, 1/11/23 @ 6:30pm
- HEA FRA Meeting – Monday, 1/23/23 @ 4pm