



HAYWARD EDUCATION ASSOCIATION



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November 19, 2021 – Friday Follow-up



Thanksgiving

THANK YOU for all who were part of the rally's strength! Several hundred HEA, AEOTE, SEIU, CTA representatives, community, and parent groups stood united to demand the District hit "pause" on closing schools. We demanded to be part of discussing all available options, along with other important stakeholders, besides school closures. In response to these overwhelming calls, the school board approved only two school closures and some relocations for the 2022-2023 year, and agreed to postpone further decisions to allow for participation by key stakeholders, including unions and parents. **In the end**, the school board voted to move preschool classes from SIAC and the HUB to Elementary sites and close Bowman and Strobridge next year. [See the attached CTA Press Release.](#)

For the remaining schools on Matt Wayne's original school closure list, the Board of Education decided to table actions until such time as the transition team discusses the relocation and closures of preschools, Bowman, and Strobridge. This would also mean that they would not transfer 7th graders at Ochoa and Kindergarten at Glassbrook to other sites, in preparation for a school closure.

Next Steps: Prior to the relocating and closures, there will be a "transition" team made up of stakeholders who will look at the logistics of this "plan". Topics would need to include: how, and if, other schools could incorporate the students into the new sites; would programs follow the students; would preschools' compliance needs - bathrooms in the classroom, play equipment, etc. displace kindergarten and force them to share bathroom, play, and lunch space; etc. The team would include stakeholders. HEA is advocating for the inclusion of all three union representation, site representation, and community and parent group representation.

Join the HEA Organizing Team

Interested in building our union power and helping organize our fightback against closures? Mark your calendar for the next HEA Organizing Team (HOT) meeting on Monday, November 29th, at 4pm. All leaders and activists willing to take action are welcome! [Click here for more details!](#)

We know that the District's failure to address declining enrollment for many years will require some difficult discussions and lead to changes. But we also see the opportunities created by future funding increases, expansion of TK, and community school grants from the State. We know the opportunity exists today to create schools made in Hayward that are better for both teaching and learning. Our members, students, and communities deserve much better than the poorly-constructed school closure plan the District has offered. United as labor and community, we will continue to fight for a real plan to improve our schools.

Misgivings

This morning, many of you shared Matt Wayne's flyer regarding *his* interpretation of the Board of Education actions. It is wrong and does not reflect the Board actions. He did not mention the tabling aspect for future closures nor remove asterisks that had indicated his desire to start to transfer Glassbrook's kindergarten and Ochoa's 7th graders to other sites in preparation of next year moves in his original documents - also tabled. In response to the plethora of calls for clarification, HEA reached out to school board members to have Dr. Wayne retract his inaccurate flyer.

Strobridge/Bowman - No One From the D.O. at the Sites

Yesterday, the day started in a similar fashion - Strobridge called saying that news media and sheriffs were present (it appears that the media was blocking a driveway) ...and no one from the District was there to explain what was happening. Students and parents thought there was a threat to the school, others who had watched the board meeting were asking for explanations and next steps ...and no one from the District was there. Staff and students were in tears and distraught ...and no one from the District was there. People were grieving the potential loss of their site, community, and students - a loss of relationships over the course of many years in which staff had created familial bonds ...and no one from the District was there. After HEA called the superintendent and School Board to "suggest" sending someone to the sites, Aurora Sweet (from HR) was finally sent. Aurora Sweet was seen walking through the hallways, seemingly avoiding eye contact and/or telling people that the School Usage and Design Team, including HEA members, had been part of the school closure recommendation - a claim that even the Superintendent has had to deny!

It is both sad and infuriating that at a time when we should be thinking of ways to strengthen what we have, for the sake of those we have, by bringing in monies available from the State and Federal government to offset financial woes, develop a plan to increase enrollment e.g., bring in more preschoolers who will then stay in the system, create community schools, etc. - Dr. Wayne has created chaos and continues to take actions such as not going to sites to help with grief, sending out inaccurate flyers that, ultimately, brings us to the sad conclusion that, like so many before him, he has become disconnected from our HUSD community at best and at worst cannot see the forest for the trees when it comes to what is best for our students and site staffs.

At this time of giving thanks...

We remain thankful that our unified front with our union siblings, community groups, and parent groups will work diligently, as we always have, in Hayward to right this ship that we call our district, our home, our family! We will not let Matt Wayne divide us!

Have a restful Thanksgiving break -- we are going to need it.

Continue to stand up, stand strong, and stand together.

Wednesday's Save Our Schools Rally

Thank you again to all who helped prepare for and attended the rally on Wednesday! There were hundreds of educators, students, families, and support staff at the rally and our voice was unmistakable both at the rally and at the school board meeting that followed.

Check out some of the press coverage and photos from the rally and meeting:

- <https://www.ktvu.com/news/2-hayward-schools-closing-as-part-of-compromise>
- <https://www.kron4.com/news/bay-area/school-staff-parents-rally-against-hayward-school-closures/>
- <https://www.ktvu.com/news/community-rallies-to-keep-four-hayward-schools-open-as-district-makes-decision>
- <https://www.nbcbayarea.com/news/local/hayward-unified-school-board-to-vote-on-proposed-campus-closures/2734501/>
- <https://www.nbcbayarea.com/news/local/hayward-unified-school-board-to-decide-on-proposed-closure-of-14-campuses/2734145/>

- <https://www.telemundoareadelabahia.com/noticias/local/distrito-escolar-unificado-de-hayward-decidira-si-cerrara-o-no-14-escuelas-publicas/2191146/>
- <https://www.univision.com/local/san-francisco-kdtv/padres-de-familia-temen-ante-el-posible-cierre-de-escuelas-en-hayward-video>
- [Pictures from the Rally](#)

The Catastrophic Leave Bank Needs Your Help!

Nobody plans for an unexpected crisis to happen, but when it does, it is comforting to know that you can turn to the Catastrophic Leave Bank and request additional paid leave. But with only having 2 days available, ***the Catastrophic Leave Bank needs your help!***

As we go into this next week reflecting on gratitude and giving, please consider [contributing to the Catastrophic Leave Bank](#) to help members who experience a personal catastrophe.

Issues Conference

HEA is looking to **sponsor 3 Members** to attend the CTA Issues Conference. If interested, contact the HEA office (office@heahayward.org) before December 6th! See the attached [Issues Conference flyer](#) for details.

DKG Grants for Hayward Educators

Every year, the local chapter of Delta Kappa Gamma offers grants to Hayward Educators for various classroom projects. Last year, [five HEA members received over \\$2,200 in total](#) for various projects. [Click here to learn more and apply for a grant](#). The application deadline is December 14th, 2021.

CTA Bulletin and Weekly Mailer

Attached is this week's [CTA Bulletin](#) that includes information about National ESP Day, Transgender Awareness Week, Trainings, Workshops, Conferences, and more! Also attached is this week's [CTA Mailer](#) that includes details about deducting classroom expenses and NEA's Awards for Teaching Excellence.

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

 **Mark Your Calendar** **Mark Your Calendar**

- HEA Board of Directors Meeting – Monday, 12/6/21 @ 4:00pm
- School Board Meeting – Wednesday, 12/8/21 @ 6:30pm
- HEA FRA Meeting – Monday, 12/13/21 @ 4:00pm