



## HAYWARD EDUCATION ASSOCIATION

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# February 12, 2024 – Monday Mop-up



## **HEA Elections – Nominations are Open!**

HEA Elections Are Starting! Our local HEA Board, CTA State Council, and NEA/RA election nominations are now open. [Self-Nomination Forms are available here](#) and on the HEA website.

Attached is the [Election Announcement with a description of the open positions](#) along with an [Election Timeline](#). FRA Reps have been sent copies so these forms will also be available at sites.

This year we will be using electronic voting. Please make sure we have your current non-HUSD email address. If you are unsure, please contact the HEA office ([office@heahayward.org](mailto:office@heahayward.org)). More information on casting your ballot will come after nominations are in.

## **Bargaining**

We met for contract negotiations on Feb 8<sup>th</sup> and found that the district's prior week's dismissive quote "everything seems to be going well" has been replaced by an even greater dismissive quote of "a cooler". Two weeks ago, the district responded to our class size/caseload proposal with a response to maintain the current contract language - when pressed why they would think the status quo was ok, they responded that "everything seemed to be going well." This past week, in response to a discussion about safety and what qualifies as urgent and needing repair/replacement within 24 hours, they responded that a critical refrigerator e.g. one that held medications for students - insulin and the like - could go for 48 hours not being repaired. When asked what the immediate solution would be to keep the medication viable and provide refrigeration for the 48 hours, they stated that "a cooler" could be used for that period of time, putting the students' very lives at risk. The disconnect between management's desire to keep everything status quo and the union's need for change on behalf of the membership and students alike becomes more disheartening because of its ever-growing divide.

We will meet again this Friday and hope HUSD will come prepared to present their counter proposals and, more importantly, that their counter proposals are thoughtful and consider the needs of us as well as our students! Things are not "going well" and the district can and should make the changes that demonstrate that our membership and our students are their priority!!! Instead, we find ourselves facing the opposite side of the table with a "cooler" as an acceptable response to a safety need! We will keep you posted

## **Calendar Update**

The HEA Calendar Committee met on January 29th and the Calendar Bargaining team is meeting today (February 12th) to develop surveys for the membership. After receiving the response from the membership through the survey we will develop calendars and move forward.

## **Join Us at HUSD Board on 2/14 to Stop Hate in Hayward**

The Hayward (HUSD) school board will vote this Wed. 2/14 on the official censure of Trustee Joe Ramos in response to his violent and unacceptable remarks at the last Board meeting. Responding to a district employee's presentation on budget priorities during the 1/24 board meeting, Trustee Ramos threatened a school administrator telling her that, "Some of the parents here should get a rope and string you up." We are accustomed to vigorous and passionate debate, but violent threats cannot become normalized in our school community. Elected officials have resigned over less outrageous incidents. Joe Ramos has instead been defiant, either denying he made these comments or he disregarded his comments as just "rhetoric."

Ramos has a history of hateful and bigoted comments towards the LGBTQ+ community preceding his direct incitement to violence against educators. He has also made bigoted comments regarding one's religion. In speaking to an ex-student board member, he referred to him as a "sorry" Catholic. He has refused to take any responsibility for his threats of violence or the harm he is causing in the Hayward community. Union leaders representing all school employees support his censure and removal from all committees, and are refusing to attend any school meetings at which he is present.

Join Hayward educators, parents, and allies on Wed. 2/14 to support the censure of Joe Ramos, support safe schools for all, and stop hate in Hayward. The meeting is at the HUSD office and the public session of the board meeting begins at 6:30pm. Those wishing to support the censure publicly should arrive early and submit a public comment form to speak on Item G.5 (Resolution to Censure and Sanction Board Trustee Ramos). You can also join the meeting via zoom if unable to attend in person.

## **HUSD Measure I Bond Initiative**

HEA met with Superintendent Reimann and Allan Garde this past Wednesday afternoon to receive clarification about the district's position for the Measure I Bond Initiative. After this discussion, and a vote of approval from the HEA Board, HEA is endorsing the Measure I bond initiative.

### **Reason for Bond Initiative:**

- Measure I would cover costs for new projects, including critical systems (bells/phones /telecom/HVAC/etc.) and refresh of sites (including the new Bret Harte location)
- Measure I would also cover the costs of projects that couldn't be finished with Measure H due to budget constraints

### **Timeline & Taxes:**

- Measure I is a 30-year bond for \$550,000,000.
- There is overlap between the current Measure H bond (running from 2018-2048) and the Measure I bond (running from 2024-2054)
- HUSD negotiated that there will be no new tax increase for the duration that Measure H and Measure I overlap. So, (using hypothetical numbers) if individuals are being taxed \$12/month for Measure H, HUSD negotiated that instead, taxpayers would be taxed \$10/month for Measure H and \$2/month for Measure I (still equaling \$12/month in total). Then, after Measure H's bond ends in 2048, taxpayers would continue to pay the \$12/month until the end of 2054 which would all be for Measure I.

### **Important Particulars Discussed:**

- With the implementation of this bond, we have a common understanding with the district that we will revisit the current MOU to define when the construction/work is done (i.e. outside of our working hours) and the timeline (i.e. not asking our members to move classrooms during their break)

- Critical systems: these critical systems are not yet earmarked for any particular site and, after the bond passes, we would have a voice with that planning/process where we can bring site/safety concerns from our members so they can be included in the use of monies
- HUSD will do a new RFP (i.e. companies bid to get the contract for the bond construction services) meaning the company that HUSD works with for these new bond projects might not be TriGroup
- HEA will have seats on the interview panel when the third-party Program Manager (over the construction) interviews take place.

### **Reminder: Intent to Return Forms**

The Intent to Return form, that indicates if you are returning to the district next year or you plan to resign/retire, is being sent out by HR. Remember, it is not binding and you can change your mind along the way. Retirements should be announced by the end of June at the latest (we recommend earlier so there is no delay in receiving your first retirement check)!

### **Reminder: LCAP Survey**

Reminder about filling out the LCAP survey. The survey helps determine the budget priorities within the LCAP funding and serves to remind us that our working conditions are our students' learning conditions. In other words, when we benefit, our students benefit. We encourage everyone to fill out the [LCAP Survey](#) keeping this truism in mind to include improvements such as smaller class sizes, more SEL counselors, more Sp Ed resources, competitive salaries that attract and retain HEA members, and any other ideas to improve teaching and learning in Hayward. Hayward students and HEA educators deserve no less! The survey deadline is February 16<sup>th</sup>.



### **CTA Voter's Guide**

The March 5 Primary Election is less than a month away! Ballots are already being mailed to registered voters – watch your mailbox and be sure to complete your ballot and mail it back when it arrives. Turnout is historically low in primary elections and every vote matters for our public schools, students and families. [Get recommendations for your ballot here!](#)

### **Lupe Angulo Fundraiser - February 22nd**

Lupe Angulo is running against Joe Ramos in the Alameda County Board of Education election next month. Please join her at Books on B (1014 B Street, Hayward, CA 94541) on Thursday, February 22nd at 6:00pm for a "Say No to Joe" fundraiser. More information found on her [campaign website](#). (Please note: while CTA and HEA endorse Lupe Angulo for ACBOE, no endorsement has yet been made for any HUSD Board of Education candidates, including any candidates who fundraise alongside Lupe.)

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# Conferences, Scholarships, Grants, & Awards



## CalRTA Teacher Grants

CalRTA is in their third round of offering \$100 Teacher Grants to 35 teachers in California. No strings attached - use the money for your classroom however you'd like. The **deadline to register is February 14<sup>th</sup>** then 35 teachers will be randomly selected and notified via email. This is the final program during this school year. See the [attached CalRTA Newsletter](#) for more information.

## New Educators: CTA Classroom Setup Grants

The CTA Classroom Setup Grant is a special program for brand new educators to provide financial assistance of **\$300** towards the purchase of materials, resources, supplies, tools, and other educational instruments used by the educator to create and promote a positive learning environment in a classroom(s)/designated learning space(s). **The program is effective for Employment Start Date starting June 1, 2023.** See the attached [Classroom Grant Flier](#) for more information.

## CTA Grants for Members and Their Dependents

Did you know that CTA offers financial support to CTA members and their dependents throughout the academic year? One of the benefits of being an active CTA member is having scholarships, grants, and awards available to you and your dependent children. Some of the deadlines are quickly approaching. [See the attached list of opportunities and apply now!](#)



## CTA Disaster Relief Fund

As a CTA member, you have access to The CTA Disaster Relief Fund, a special fund that provides grants to CTA members who suffer significant losses (including to homes and/or classrooms) due to natural and other disasters in California. To get more information about available grants & qualification details or to apply, [see the attached CTA update.](#)

## CTA Bulletin

Attached is this the most recent [CTA Bulletin](#) with news about the CTA Voter's Guide, Celebrating Black History Month, updates about several East Bay locals preparing for a strike, and more!

## CTA Member Benefits

CTA offers so many member benefits including university credit options, savings in shopping and travel, premium subscriptions, and more! They also have short virtual meetings once a month to further explain how to maximize these benefits. [Find out more about these benefits and trainings here!](#)



## **NEA Press Releases**

[Click here to see the latest NEA Press Releases](#), including NEA calls to action, position statements, event announcements, and more.

## **NEA Member Benefits**

Did you know that NEA offers all kinds of member benefits including retirement options, no-cost life insurance, and discounts for travel, shopping, and more! [Click here to learn more about your NEA Member Benefits!](#)

## ***HEA Stands Up, Stands Strong, and Stands Together!***

***We support each and every student to the best of our ability, no matter their background or identity. We work every day to provide quality public education, support our students' mental and physical wellbeing, and help students reach their fullest potential.***

 [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)

- **HUSD School Board Meeting – Wednesday, 2/14/24 @ 6:30pm**
- **HEA Virtual FRA Meeting – Monday, 2/26/24 @ 4:00pm**
- **HEA Board Meeting – Monday, 3/4/24 @ 4:00pm**