



## HAYWARD EDUCATION ASSOCIATION



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Website (announcements, forms, contract, etc.): [www.heahayward.org](http://www.heahayward.org)

## December 2, 2022 – Friday Follow-up



### January Paycheck

As a reminder, our December checks may arrive as early as December 30<sup>th</sup> (depending on our personal banks and if we have an automatic deposit) or as late as January 3<sup>rd</sup>. Because of the various pay schedules (10 months, 11 months) and tax purposes, our checks fall into various arrivals to our accounts. We wanted to remind folks so they can plan accordingly.

### December 19<sup>th</sup> PD

Available by Zoom?

Because of a misstep on the part of some administration, you can attend the December 19<sup>th</sup> PD through zoom but you must be on campus to be considered present. We advocated for folks to be able to be off campus but the district did not want to deviate too far from their mandated practice this year of in-person/on-campus meetings. Since that is within their realm of authority, we pushed for the fullest extent of flexibility on the part of the district. (We included in our argument that School Board meetings are a hybrid model and all of their members do not always attend in person. But alas...)

All other provisions in the contract apply. (Article 10 Hours B)

Please also note that the topic for the PD should have gone through your SBDM team (or the LCC where there is not an SBDM team.)

***Please note: If you miss a staff development day, the reason must be a sick day. If you use personal business or other reasons, you will be docked pay for the day.***

### Special Education

These past weeks have been full of calls involving the SpEd department - no paras resulting in raiding paras from other classrooms, a lack of response regarding overages of caseloads, teachers being physically threatened by parents, teachers being placed in physical harm's way with students, etc. We are pushing for a round of negotiations (separate or included in this Successor bargaining negotiations) regarding the Inclusion of students in the classroom. The district decided to act on their own version of Inclusion and it is not going well for anyone. Please know that we are working hard to get substantive and sustainable responses from the district. Thus far in response, we have made sure folks know that they have the right to suspend the student from the room for the day of the incident and the following day and that there should be a meeting with the caregiver and related staff regarding the conditions of the return that supports both the teacher and the student. We have also been able to help place students in appropriate settings and schedule meetings so a common understanding of expectations can be created. There are also the traditional next steps of scheduling SSTs, IEPs, etc. and safety grievances.

In the meantime, please let us know if you encounter any issues and we will help any way we can.

## **Access to Submit Work Orders**

When we were told by Allan Garde that there was a new system in place and, despite the contract giving us the right to access and fill out our own work orders, the new system did not allow for filing work orders without an account for each individual filing a work order, we asked for an immediate remedy to this violation of the contract. In response, earlier this week, we received confirmation from the district that members should now have access to the work order system. See the [attached correspondence from the district](#) for details.

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## **Issues Conference**

HEA is looking to **sponsor 3 members** to attend the Issues Conference that will be held in Las Vegas from January 13-15, 2023. This conference brings together local leaders and activists to learn, discuss, and strategize so that we can organize and increase our collective voice on the state and local issues that matter most in education.

If interested, email the HEA office **before December 12<sup>th</sup>**! More details about the conference and how to apply to be sponsored by HEA can be found in the [attached Issues Conference flyer](#).

## **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.](#)

## **Save the Date: Upcoming CTA Conferences and HEA Sponsorship**

Save the date for CTA's upcoming in-person conferences:

- [Good Teaching Conference - North](#) in Burlingame from February 3-5
- [New Educator Weekend – North](#) in Santa Clara from March 10-12

Did you know that HEA sponsors members to attend various CTA conferences? See the [attached HEA-Sponsored Conference Overview for the 2022-2023 year](#) for more information.

## **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, [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 14<sup>th</sup>, 2022.

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## **CTA Membership Cards**

As a reminder, CTA Membership Cards were included in your recent copy of The Educator that was mailed to the address on file with CTA. If you did not receive your membership card, contact the HEA Office ([office@heahayward.org](mailto:office@heahayward.org)) and we can get another copy sent to you.

## **CTA Bulletin**

Attached is the most recent [CTA Bulletin](#) with information about and community DACA update, trainings & workshops, and IFT grant applications now being open (HEA members have received **up to \$5,000 for individuals and \$20,000 for small groups** from this grant in the past. Don't sleep on this opportunity!)

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

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

- **HEA BoD Meeting – Monday, 12/5/22 @ 4pm**
- **HEA FRA Meeting – Monday, 12/12/22 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 12/14/22 @ 6:30pm**