



HAYWARD EDUCATION ASSOCIATION



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August 27, 2021 – Friday Follow-up



For some, we heard the first day back was rated as a "better than expected but..." kind of return for the traditional calendared folks. For others, the day was met without air filters, no functioning phones, class size overages, phones not working, internet not working, discarded furniture in hallways, not enough projectors with which to use Elmo, wires hanging from ceilings, Tennyson has a hole in roof and ran a foot diameter pipe through the PE office into teachers' restroom/shower, and the list goes on.

That said, we apologize we were not able to communicate earlier in the week having had to deal with much of the shortcomings at the sites. The following are responses to follow-ups and safety concerns:

Staggered Reading

The start date of staggered reading for year-round is either Sept 9th or January 10th, dependent upon the teacher's discretion.

The start of staggered reading for traditional is either October 10th or January 3rd, dependent upon the teacher's discretion.

Its impact on bell schedules is as follows:

- For grades 1-3, staggered reading would mean that they only have one official recess but a "physical break" could be given in the later afternoon to release energy – folks could pair up to rotate supervision, etc.
- There would be a five-minute overlap between intermediate and primary grades' release time
- Other than that, we have made sure to maintain the 15 minutes before and after school, lunch break of up to 40 minutes and no less than 30 minutes, and 50 minutes staggered reading block times.
- Teachers (individuals - the entire grade level does not have to stagger) should let the admin know whether or not they would like to proceed. The SBDM teams would then meet to create a bell schedule reflecting these bullet points.

Attached is the [Staggered Reading Memo](#) from the District with additional information.

PD Pay

We are still working on pay for the 3 optional PD days before school started (Aug 18-20). The concept remains the same as in the last FFU:

Pay for the first three optional PD days before the start of school is still being worked on. Despite the District's best efforts to go back on agreements and understandings made at the bargaining table, the union remains strong in its position, namely:

- On a given day, if a person goes to one of the three modules, they will get paid a full day of pay at their per diem rate.
- The remaining modules of the day will be paid per the hours of the presentation plus an additional hour of prep. All compensation will be paid at the person's per diem rate of pay.
- There is also the understanding that trainings beyond the 2-hour maximum (e.g., ABAR) will count as 2 modules and folks will be compensated accordingly.
- So that year-rounds do not have to wait longer for their optional PD pay (they had the PD in July), we have requested that year-round folks get partial pay for the 3 days in the August payroll and the remainder in a special pay run of September 15th. We will keep you posted.

Speaking of PD...

Despite our best efforts, the District stood strong on their stance to mandate everyone's attendance at work sites to view the PD through zoom. Most watched the PD alone in their room on zoom.

There was not clear communication, which resulted in HEA trying to give folks the flexibility to "zoom" off campus since most of us associate zooming at a location other than our site. Initially, the District was going to dock pay or dock a sick day if folks did not come to the site. While we were not able to convince them to trust us and our judgment about coming in or not, we were able to ensure that if you were not on site on Monday and viewed the PD from another location, you would not be docked sick days or pay (you can't use personal days since these are days technically paid through state funding and personal days do not apply). We will continue to advocate for the ability and autonomy to be on campus or not for meetings and/or work that can be accomplished through zoom. **We understand that this year is supposed to be "in-person" but we also want to minimize the number of contacts and potential transmission of COVID and its variants.**

Please note that the District has agreed that SBDM meetings, staff meetings, and similar meetings can be over zoom for this very reason.

Frontline

While it is mandated by the District that we must fill out Frontline every day, concerns were brought forward because students are not required to fill out the Frontline info/survey. When asked, the District stated that there is no recourse if students do not fill out the health form. However, in year-round schools, admin, office staff, or parent outreach folks followed up with students and guardians who did not fill out the forms explaining safety issues. As a result, the District believes that most students now fill out the form prior to coming to school.

Virtual Independent Study Program

The District announced at the School Board meeting that there were at least 700 students (550 students from the last few weeks) who were interested but on the waitlist for the Virtual Independent Study program as an alternative to in-person instruction. In response to the large number, the District met with the interested parties yesterday and took it as an opportunity to explain the strengths and shortcomings of the virtual IDS (independent study) program as a true alternative to in-person instruction. They are also going to offer a third option

(currently parents can opt for the virtual independent study, or the traditional IDS - which requires greater reasons than COVID health and safety concerns). They are planning to offer a 10-15 day program of independent study. In this program, TOSA's will, or have already, created grade level/subject lessons for students. Upon completion of the work and/or at the end of the duration of the program, the District will collect work and the student can return to the classroom. HEA heard about this "plan" for the first time on Wednesday when it was offered to a member's student and the member let us know. There is a lack of clarity on several counts to this "plan" including:

- Who is going to correct the work? We have been assured it is not classroom teachers and that "people in the district office" may correct the work.
 - We think that may mean TOSAs and we will advocate on their behalf since we do not believe grading IDS work is part of their special assignment.
- We don't know if there is any transition plan for the student's return, can the student extend the time?
- Can they come into the room after 15 days, stay for the 16th and 17th and then pop out again?
- How will grades be given/impacted? etc. etc. etc.

The District plans to meet with us soon about this plan and future response to the unprecedented need.

Evaluations

In part because of the IDS "plan" described above, where a teacher could have any number of students popping in and out of the classroom, we are advocating for no evaluations unless you are a prob or temp (those two categories of folks must be evaluated.) We would also advocate for the VISP teachers not be evaluated aligned with our contract language that states if someone enters into a new program, they will not be evaluated the first year they enter the program.

Packets?

It has been brought to HEA's attention that when parents/guardians have kept students home voluntarily, admin have "requested" that teachers provide packets of work. HEA and HUSD have an understanding that if students remain at home voluntarily (not because of being quarantined/exposure, teachers are not expected nor should they provide work for these students. Instead, if the question or request comes from parents, they should be redirected to the site administration. In turn, ***if the admin asks you to produce work, please redirect them to HR to get clarity about District expectations.*** The bottom line: we are not expected to provide lessons. If you were asked and have provided packets for students as described prior to today's clarification (The District is reminding the admin today) please let HEA know and we will do our best to get compensation.

Teach Truth Days of Action

Join us this weekend, August 27-29 in our National effort to gather together to stand against censorship in education. Learn more about the Teach Truth Days of Action and how to support this effort [HERE](#).

CTA Bulletin

Attached is this week's [CTA Bulletin](#) with topics that include: the Governor Recall, Legislative updates, upcoming CTA conferences, and more!

2021 Leadership Conference

There is still time to register for the CTA Leadership Conference being held virtually on September 9th-12th. See [attached](#) for more details!

Please continue to keep the calls and emails coming - they stand to strengthen and improve the District's responses and practices to the benefit of our working conditions and the students' learning conditions. Our strength is in the unified voice of protecting our contractual rights and MOU.

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