



HAYWARD EDUCATION ASSOCIATION



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

December 17, 2021 – Friday Follow-up



Extended VISP Update

We are still working on the assignments and looking into the process for assigning folks: checking criteria used, where missteps were, remedying and reconciling lists, etc.

For Elementary Levels: there are no grades, no conferences nor report cards. A report can be created through Edgenuity and shared with the parent/guardian (e.g., the student has completed x amount of work) but no transferring of grades/percentages is needed or required.

For Year-Round VISP Extended folks: The union was successful in our advocacy to honor the year-round teachers' break. The District wanted to have year-round teachers work during their break and not be paid if they did not work during their break. We have negotiated an agreement whereby year-round teachers can front-load work to their VISP extended students. The District will take attendance during this time. There will be no harm to the pay of the year-round VISP extended members nor will their break be interrupted. If a year-round teacher wants to interrupt their break and perform the VISP extended program work, they may do so at their discretion. If something happens and they are absent during that week, they should put in for a substitute and the District will cover for the VISP extended year-round teacher. There would still be no deduction of pay.

For Secondary VISP Extended folks: The issue of VISP extended teachers giving grades to the VISP students is still in discussion with the District. Because there is no common understanding as of yet regarding grades/progress reports, progress reports are on hold and student progress will be accessible through Edgenuity for the first semester. District representatives will provide information to parents/guardians letting them know how to gain access to the students' progress. It will be the responsibility of the District to respond to any concerns from parents, students, and/or guardians regarding first semester grades. We hope to have a clearer understanding for second quarter/semester grades upon our return.

Vaccinations/Testing

Students 12 and up are to have their vaccinations in place by December 17th (today) – testing will be required for those without. The District shared a plan which had little to no input/guidance from the nurses (HEA members). The nurses met with the Superintendent to offer their version of a plan and we are waiting for the final outcome.

There is still no vaccination deadline for 5 - 11 year-olds. The District plan is for families to be responsible for weekly testing for unvaccinated students. The District's plan is "a work in progress" that will be reassessed at the end of January, despite the fact that nurses have

provided a step-by-step plan. We have asked the District to respond and will let you know when we learn of more details.

Safety

We have all heard about TikTok threats, shootings, and other threats to our safety. HEA has made safety suggestions and asked for clear assurances and expectations from the District for our safety. To date, we have not received anything close to a plan. We all (HEA, AEOTE, SEIU, and students) deserve better and will continue to advocate as such.

While the world carries on in its strange path bombarding us with attacks on health, safety rights, and climate, I was reminded of who we are, not as a profession but who we are within our profession.

I took a trip to the local bookstore (BOOKS on B - if you haven't gone, you should visit). The owner told me of a closed shop event where Glassbrook teachers and staff held a book-buying event and bought books for their students - to give students at Glassbrook a holiday they wouldn't forget and as a reminder of the community they are, despite the District's desire to break it apart. The owner was deeply touched since she had attended Glassbrook as a child. My response both internally and in word was "that's who we are in HUSD, that's what we do!" There is one aspect that appears to be a constant - our constant and consistent commitment to our profession, namely improving lives and giving a true sense of hope, resiliency, and genuine care to our students. I was once a member of a band booster club at HHS where a parent used to tell us as we served pancakes to the band students at 4am or went to a football game on a cold evening - "let's make some memories folks!" I am both proud and honored to be with a group of teachers who work so hard "making memories" of hope, care, and love at a much needed time!

Have a great break - whatever it is you do - do it with the satisfaction of a job well done under the most tumultuous of times.

HEA Office Hours

Congratulations to our HEA Office Manager, Amber Taylor, on welcoming her new baby into the world. To give her time to bond with the newest addition to her family, the HEA Office will be available on a reduced schedule for the month of December and January and any emails sent to office@heahayward.org will likely not receive a response until the following Monday, Wednesday, or Friday. Feel free to continue to send emails directly to Mercedes at president@heahayward.org if an immediate response is needed.

HEA Endorsement for Alysse Castro for Alameda County Superintendent

At Monday's FRA meeting, it was voted that HEA's Political Action Committee officially endorse **Alysse Castro for Alameda County Superintendent of Schools**. She is a supporter of public, non-charter schools, and values unions. We need to see change in the County Superintendent of Schools seat. [CLICK HERE](#) to read about the current struggles the Oakland Unified School District is facing due to decisions made by the County Superintendent incumbent.

Political Action Committee Voluntary Contributions

At a recent FRA meeting, folks expressed interest in contributing to the HEA Political Action Committee (PAC) to help campaign for local and county candidates that will help represent us and our schools (including the three HUSD School Board Trustee seats that are up in the next

election). For those interested in contributing \$1/month to the HEA-PAC fund from your HUSD paycheck, please complete the [attached form](#). As a note, while the HEA-PAC follows strict reporting guidelines, the \$1/month donation does not require any reporting of your personal information to the FPPC.

CTA Bulletin

See the [attached CTA Bulletin](#) for more information about several grant and scholarship opportunities, how to nominate for a Human Rights Award or an Award for Teaching Excellence, CTA Conferences, and more!

Family Status Change Enrollment Opportunity

If you've experienced a qualifying life event, you can apply for CTA-endorsed Disability insurance and up to \$200,000 of CTA-endorsed Life insurance with no health questions asked. [CLICK HERE](#) for more information.

California Casualty Thomas R. Brown Athletic Grant Deadline

Time is almost up to apply for the Thomas R. Brown Athletic Grant! Deadline to apply for the grant is **January 15, 2022**. Do not miss out on the opportunity to receive \$1,000 for your middle/high school's team. [Apply Today](#) for this very popular association member benefit.

CTA Disaster Relief Fund

Did you know that CTA has a Disaster Relief Fund that provides financial assistance to CTA members who have experienced significant losses due to natural or other disasters in California? To learn more information, [CLICK HERE](#).

**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 Organizing Team Meeting - Monday, 1/3/21 @ 4:00pm
- HEA Board of Directors Meeting – Monday, 1/10/22 @ 4:00pm
- School Board Meeting – Wednesday, 1/12/21 @ 6:30pm
- HEA FRA Meeting – Monday, 1/24/21 @ 4:00pm