



HAYWARD EDUCATION ASSOCIATION



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July 29, 2022 – Friday Follow-up



Contract Negotiations

We have met for bargaining the reopener which is related to retroactive pay (retroactive to July of 2021). In other words, compensation is the only item on the table this round. The entire contract will be on the table starting in fall. Currently, the district has increased their original proposal from 6% to 6.25%. HEA has countered going from 8.6% to 8%. We will meet again on August 1st. The district continues to take the easiest route of funding a salary increase without much, to any, consideration for digging deeper to compensate folks at a rate of pay that will attract and retain the very people who are committed and proudly work directly with the students in HUSD! We will meet again on August 1st and let you know.

ILT

It came to our attention that the annual training for ILT will take place on August 8th and 9th (during summer break for traditional calendar folks and during the work year for year-round. That said, we were successful in advocating for year-round folks to be able to view the recorded training at their discretion (outside of their work day) and receive compensation for participating in the training in the same way that traditional calendared folks do. In this way, the year-round folks receive the equivalent "extra" pay as traditional folks do when seeing it during their summer break. It is a practice we followed last year and felt discouraged that we had to remind the district of a "good" practice. [We have included the response from Lisa Davies.](#)

Staggered Reading

Last week, we sent this message: *"We have heard that staggered reading is starting late. On the one hand, it would be beneficial to have the Literacy PD and assessments in place before it starts, but ultimately, it should start at the discretion of the teachers involved and following the contract. We have also heard that it is pushed back on the calendar because of minutes. HEA will be checking with the district to come to a common understanding."*

As an update, we now have the common understanding that folks do not have to wait until August 29th to start staggered reading, as earlier implied by the district. We have included the [message from the district that includes considerations regarding start times](#) (e.g., notification to parents, bus schedules, etc.) Please let us know if you have concerns along the way.

Grants Available to Upcoming Statewide Conferences

CTA is offering grants to this year's Special Education and LGBTQ+ Issues Conferences. [Find out more and apply here!](#)

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



HUSD School Board Meeting – Wednesday, 8/24/22 @ 6:30pm