

September 29, 2023 – Friday Follow-up



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.

Bret Harte - Next Steps

We received the [attached message from Allan Garde](#) despite having a lengthy conversation with him about possible next steps related to moving Bret Harte's location to another site/location. During the course of the conversation, we requested more time (by 2 weeks) to gain ample input from the community prior to making a "potential" recommendation at the Board meeting on October 4th. We were hopeful (since the timeline is an arbitrary one set forth by the district) that Allan Garde would act upon our recommendation. The extension of a timeline by a week or two would have allowed for more folks to see the flier and complete the survey on the website. Instead, Allan Garde decided to give the community until this Tuesday, October 3rd, to [take a survey to help determine the next moves for Bret Harte Middle School](#). There will also be public comment at the Solutions Team meeting on Wednesday, October 4th, at 4pm (Zoom link is provided on the survey flyer). Please respond to the survey if you can. Your voice should matter to the district. We know it matters to us and the students!

Make-up Preps for IEP Meetings

Recently, we have had folks at the elementary sites questioning if they will be paid for attending an IEP/SST scheduled during their prep period and/or if they have to attend the meeting scheduled during their prep period.

In answer to the first question: While the scheduling of meetings (IEP, SSTs, and the like) during prep periods should be and often is avoided, if the classroom teacher agrees to attend the meeting, they will be compensated (at the contract hourly rate) or provided with a make up prep following the contract Article 10 1.c (1) - (3).

In answer to the second question: If an IEP or SST is held during your prep period, you are within your rights to decline attendance in the meeting.

The basis of these responses and rights is within Article 10 Hours of the contract as well as the historical battles we have had over the years: to get the preps for elementary folks (folks went out on strike for the elementary preps), maintain them, and maintain their use at our discretion.

Article 10 Hours section C 1.d. (1) states that "The Prep period shall be used for lesson preparation, parent conferences [sic the informal kind, phone calls, home, etc., not the calendared ones] or other matters of an educational nature." "Other matters" include making copies for the classroom lessons and other forms of support for the classroom instruction. The language goes on to state that "The preparation time shall be free of classroom instruction or other assigned duties." There is also language that says meetings held before or after school ("in addition to the workday") count

towards the 40 hours of additional duty time per year per unit member that those of us in “elementary, intermediate, and comprehensive high schools” (not pre-k, TK, Hayward Adult School, or Brenkwitz) are required to perform. “Among these duties which the District assigns within these 40 hours are mandatory committee meetings, faculty/district meetings, IEP meetings, parent conferences, (additional to those on scheduled conference days), Back-to-School Night, and Open House, before - and after - school bus duty and/or yard duty, and the supervision of students at extra or co-curricular activities.” This agreement between the district and HEA demonstrates that HUSD is expected to support the idea that meetings would not be included during prep times.

YEP Online Credit Recovery '23-'24

Applications for 2023-2024 YEP Online Credit Recovery Teacher and Counselor are being accepted. Qualified applicants must apply by completing an Informedk12 Application. Below is the link to the announcement and application. This link can be accessed [here](#).

[2023-2024 YEP Online Credit Recovery Teacher and Counselor Application 092723](#)

Open Enrollment (Benefits)

It's Open Enrollment time for **all** Employee Benefits available to you as an employee of the Hayward Unified School District! **Open Enrollment begins Monday, September 18th and ends Friday, October 13th, 2023.** It's important to review your benefits prior to open enrollment, as this is your opportunity to make changes, *if desired*. **If you have no changes to make, you will not need to submit any new forms.**

For more information, see the [attached Open Enrollment Flyer](#) sent to all employees from the HUSD Benefits department. If you have additional questions, please contact your [Employee Benefits Specialist](#).

HEA Committee to Defend Safe and Inclusive Schools

You are probably aware that attacks on public education are on the rise, whether they take the form of anti-LGBTQIA+ hysteria or political efforts to expand charter and voucher programs. HEA held our first meeting to discuss our plans to defend public education and safe schools for all on 9/25, and invites all interested members to join our next meeting on [Monday, October 9th from 4-5pm via zoom](#). Contact HEA Executive Director Zev Kvitky at zkvitky@cta.org for more information, or if you're unable to attend but want to participate.

Hayward Education Foundation Online Auction & Anniversary

For those not familiar with Hayward Education Foundation, they have been actively equipping teachers with essential tools and resources, empowering students from disadvantaged backgrounds, and creating a vibrant learning environment for all for the past 40 years and will celebrate these efforts in an Anniversary Celebration next month. See the [attached flyer](#) for information about Hayward Education Foundation's Online Auction and upcoming 40th Anniversary Celebration.

An Afternoon with Judge LaDoris Hazzard Cordell

Delta Kappa Gamma (a society of women in education) and the Hayward Library are sponsoring Judge LaDoris Hazzard Cordell to speak on October 14th at the Hayward Library. This is a free event for any who wish to attend.

Judge Cordell was the first African-American woman to serve as a judge on the Superior Court of California. She will share her inspiring life's journey, many of the real cases over which she has presided, and will outline changes that can be made and should be made to improve our judicial system. [See the attached flyer for more information.](#)



2023-2024 HEA-sponsored CTA Conferences

Interested in attending one of the many CTA Conferences this year? See the [attached 23-24 HEA-Sponsored Conference Overview](#) to learn for which CTA conferences HEA has sponsorships!

New Educator Weekend

HEA is looking to sponsor 3 Members (*who are in the first 3 years of their profession*) to attend the CTA New Educator Weekend Conference on November 3-5, 2023. If interested in being considered, email office@heahayward.org before **October 6th**! See the attached [New Educator Weekend Conference flyer](#) for details.

Additionally, **CTA is providing release time for the pre-conference**, which means CTA Member Benefits will reimburse HUSD for your substitute on Friday, November 3rd, 2023 to assist with your availability to attend. Be sure to request release time and provide the necessary information when registering. [More information about the pre-conference release time here.](#)

This conference has everything that educators need to be successful in their first years of teaching, including sessions about classroom management, creating engaging classrooms, lesson plans and ideas, connecting with your union, student loan forgiveness information, member benefits, project grants and more.

CTA Conference Incentive Grants

Did you know that CTA also offers incentive grants to attend CTA conferences? These CTA statewide grants are a great opportunity offered by our CTA Board of Directors. [Please follow the CTA guidelines and apply if you are interested.](#) Also, keep any eye out for our local HEA sponsorship opportunities in this and future Friday Follow-ups!

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.** [Learn more about the CTA Classroom Setup Grant HERE!](#)



CTA Bulletin

Attached is this the most recent [CTA Bulletin](#) with information about recently signed Bills, Banned Books Week, courses on Culturally Responsive Teaching Practices, earning Continuing Education Credits, and more!

You're Invited - Screening of "When We Fight"

You are invited to attend the screening of [UTLA](#)'s documentary, *When We Fight*, on Saturday, October 7 at the San Jose Regional Resource Center. There will be two showings: 10:30 a.m. and 12:00 p.m., followed by a panel discussion and Q & A.

Come learn about how UTLA organized, mobilized, and galvanized their members, their families, and their community through organizing actions, power-building, and a strike which led to historic wins. [More Information HERE!](#)

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 (this month, they'll focus on "University Credit/Virtual Pass.") [Find out more about these benefits and trainings, here!](#)

Retirement Workshop

Every year, we have folks asking about and expressing interest in attending a retirement training/workshop. So, we were happy to receive word that CTA will again be hosting a **free** Virtual Retirement Workshop that will be available on several dates. If interested, check out the [attached flyer for the 2023-24 Retirement Workshops!](#) Because this is often a largely requested and attended workshop and spots are limited, be sure to register early to get a spot!

You are never too young or old to learn about your CalSTRS benefits, programs, and services.



NEA Press Releases

[Click here to see the latest NEA Press Releases](#), including efforts to promote "Waste Hero: Reduce to Zero" teaching resources, 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!](#)

**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](#)

- **HEA – Defending Safe Schools Committee Meeting – Monday 10/9/23 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 10/11/23 @ 6:30pm**
- **HEA Board Meeting – Monday, 10/16/23 @ 4:00pm**
- **HEA Virtual FRA Meeting – Monday, 10/23/23 @ 4:00pm**