

December 8, 2023 – Friday Follow-up



The Catastrophic Leave Bank Needs Your Help!

Nobody plans for an unexpected crisis to happen, but when it does, it is comforting to know that you can turn to the Catastrophic Leave Bank (which is 100% made up of contributions from HEA members) and request additional paid leave. This Catastrophic Leave is (as outlined in the HUSD/HEA Collective Bargaining Agreement) "to provide leave to unit members who have suffered from a personal catastrophe (such as destruction of their home or prolonged illness) when the unit member's sick leave is exhausted." See the [Catastrophic Leave Request Form](#) for more information. But the Catastrophic Leave Bank needs your help! Currently 0 days remain in the General Bank which means that, unfortunately, we are unable to honor requests at the present time unless accompanied by specific contributions. If you are able, please consider donating to the Catastrophic Leave General Bank. To donate, complete a [Catastrophic Leave Contribution Form](#) and forward it to office@heahayward.org. Paper forms will be going out to sites early next week as well and can be scanned/emailed or returned through district mail.

Thank you, in advance, on behalf of the many members who have needed in the past, or may need in the future, these donated days for various catastrophic emergencies!



Bargaining

On Friday, December 1st, HEA and HUSD bargaining teams met for a scheduled negotiations meeting from 9 AM - 5 PM. HEA presented Articles 13 and 14 and the district responded to Articles 9 and 11. After the 4 articles were discussed, there was an agreed upon break to have lunch and prepare responses to the proposals that were exchanged. HEA took a working lunch to utilize time as efficiently as possible. After 3 ½ hours, the district returned to the table. Instead of addressing the proposals being discussed, the district stated they had instead prepared a proposal for Article 22 Compensation. HEA was surprised at the lack of response to our prior proposals and the timing of the Compensation proposal. Up to this point, we had not had discussions on the budget, nor on the impact of the other proposals on Article 22 Compensation.

The district's priority had instead been the Legislative Analyst's **preliminary** report related to the CA budget shortfall. It appeared to us the district team dedicated their entire break creating a budget presentation for the Dec 13th School Board meeting and an initial Compensation proposal to HEA. By experience, proposals from the district are a reflection of their priorities and their perception of our worth. The proposal was one of the most disheartening and disappointing proposals in our experience at the negotiation table. In a word, the team was flabbergasted! **The district is offering: a "2% ongoing salary increase retroactive to 7/1/2022 plus a 1% ongoing salary increase retroactive to 7/1/2023"**. Compared to surrounding districts' increases in compensation, this will not help meet the district's supposed goal to "attract and retain" employees - rather, it will "repel and reject" employees. HUSD needs a reality check and we, as HEA, will give that reality check to them!

In addition, here is another reality check for your consideration: HUSD is willing to pay subs \$42.86 an hour, but when increasing our hourly rate, they are offering a whopping \$43.00 per hour. A fully credentialed teacher is worth only 14 cents more per hour than a substitute. A 14-cent difference for people that have credentials, teaching experience and love and commitment to our students well beyond the classroom walls. We see how much HUSD values educators!



LAST CALL: Good Teaching Conference - North

HEA is looking to sponsor **3** members to attend the Good Teaching Conference - North. ***If interested, email office@heahayward.org by December 13th!*** See the [attached Good Teaching Conference - North Flier](#) for details.

CTA's 2024 Good Teaching Conference - North is being held in Burlingame from February 2-4, 2024. The anticipated experience at this conference is equal parts educational and transformational. You'll learn new skills and find solutions to real-life challenges. You'll leave the conference feeling inspired, motivated and with a knowledge of what you need to do to be even more successful on Monday morning in your classroom.

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.](#)

CTA Grants are available for the following Conferences:

- Equity & Human Rights Conference, Los Angeles, CA, March 1-3, 2024
- Good Teaching Conference – South, Garden Grove, CA, March 22-24, 2024

Also, keep any eye out for our local HEA sponsorship opportunities in the 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.** See the attached [Classroom Grant Flier](#) for more information.

DKG Grants for Hayward Educators

Every year, the local chapter of Delta Kappa Gamma offers grants of up to **\$500** to Hayward Educators for various classroom projects. Last year, **grants were awarded to 5 HEA members** for their projects! [Click here to learn more and to apply for a grant.](#) The application deadline is December 15, 2023.



CalSTRS and Your Retirement Benefits Planning Session

Would you like to explore your CalSTRS benefits and services with the help of a benefits specialist in a confidential, yet interactive, small group setting with fellow educators?

The CalSTRS and Your Retirement benefits planning session covers:

- Your personalized CalSTRS benefit estimates.
- Beneficiary options and how to leave a lifetime benefit to your loved ones.
- How to purchase service credit and what happens to your unused sick leave.
- Considerations pertaining to health benefits, Medicare and Social Security.

CTA has returned to offering in-person planning sessions in their San Leandro office with the **January 17 session open for enrollment!** [Click here to learn more about how to reserve a slot and find additional locations.](#) You're never too young or too old to make plans for your retirement.

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. [Find out more about these benefits and trainings here!](#)



NEA Press Releases

[Click here to see the latest NEA Press Releases](#), including NEA calls to action, position statements, event announcements, 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!](#)

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.

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

- **HEA Virtual FRA Meeting – Monday, 12/11/23 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 12/13/23 @ 6:30pm**
- **HEA Board Meeting – Monday, 1/8/23 @ 4:00pm**