



HAYWARD EDUCATION ASSOCIATION



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November 5, 2021 – Friday Follow-up



School Closures Update

Yesterday...

At 9:30am, the Superintendent presented the revised recommendation for school closures with site administration. After sharing which schools would stay open and which were to remain on the list for closure, he asked that principals go back to their sites and not share info with the staff or community until the information was released, as planned, on Friday. He also shared that he had a meeting with the labor partners at 1:00pm and that he would share the information with them. Some principals were troubled that they had relevant information and could not share it with their staff or community.

At 1:00pm, Dr. Wayne met with labor groups (at HEA's insistence, so that we could hear the news at one time) to hear an update about school closures. Dr. Wayne presented the school closure information. We asked clarifying questions. We suggested that he reconsider hitting the pause button long enough to have a collective, solution-based conversation with stakeholders (including the possibility of schools being closed) Dr. Wayne said he would consider a pause. 3 hours later, the School Usage and Design Team (SUDT) heard Dr. Wayne's consideration when the facilitator of the meeting shared a slide that stated that **HUSD would not be considering a pause.**

At 2:30pm, HEA received calls from members to confirm Matt Wayne's recommendation. They were calling HEA since principals told them that they couldn't share information but since HEA had also had a meeting about the new recommendations, maybe HEA could share the information. We let people know and continued to call folks throughout the day, letting them know that the announcement should have come from the District. We clarified that we had not been a part of, nor did we know how, the recommendations came to be.

At 6:00pm, the SUDT (School Usage and Design Team) meeting began. After seeing the agenda and being told we were going to be presented with a revised school closure recommendation, we witnessed history repeating itself: Dr. Wayne trying to use the committee as the recommending body for closures; History repeating itself: Dr. Wayne not allowing for any input or discussion around other possibilities; History repeating itself: Dr. Wayne trying to use the SUDT committee as a rubber stamp. Mercedes Faraj (president of HEA) read a letter signed by a majority of the SUDT, making a formal request to discuss and clarify the scope and role of the SUDT as it relates to school closure. If it were understood that the SUDT was the forum to make recommendations, then it was requested that we go back and look at sites, finances (budget expenditures and potential incoming money), and enrollment through that explicit

lens. Dr. Wayne's response was that we could leave if we wanted and let other folks look at the revised recommendations. No further explanation was given. In the end, the members who had signed the letter, left the meeting hoping that Dr. Wayne would reconsider and hold the discussion about pausing long enough so that SUDT (the group he said made the recommendations in the first place) truly be given the opportunity to produce a recommendation, keeping in mind monies coming in for pre-k/tk programs, community schools, and the like. There are good things we can do collectively for our students - nothing good will come of decisions made in isolation.

While we are pleased to report that the Superintendent has chosen to not close some schools, the plan remains as follows (and continues its harm in its attempt to respond to HUSD's long standing financial and enrollment woes):

- Bowman, Strobridge, and Faith Ringgold to close in '22/'23.
- Glassbrook and Ochoa to close in '23/'24 (Glassbrook would not take Kg next year and Ochoa would not take 7th graders) - It is not clear what the impact would be on teachers' assignments and where the students would go?
- SIAC and the HUB pre-k would move to the elementary sites. Not sure which sites and if there is room, considering the District's design plans for Cherryland and Harder left preschool classes out of the sites' renovation plans.
- Helen Turner pre-k would move to elementary sites in '24/'25 and Brenkwitz and Adult school would relocate to Ochoa.

Following this information, the District's next slide included:

- What do we do with Bret Harte Middle School? (A good question, since in the last 2 weeks, Dr. Wayne felt that Bret Harte needed so much renovation that it "made sense" to just move students up the hill)?
- How do we address the facility needs at Eldridge and Chavez?
- What other strategies do we pursue to balance our budget?

We would like to help the District answer these questions.

We asked about the criteria for making these revisions - Dr. Wayne's response was that he had used the voices from the town hall meeting. But if that were the case, then why wasn't Glassbrook off the list since they had made noise loud enough to be heard throughout the city and in various news articles? Why weren't Faith Ringgold and Strobridge off the list since they had rallies and, in meetings with the District, had stated compelling reasons for staying open. Dr Wayne and his administration did not even meet with Chavez Middle School staff, cancelling the meeting at the last minute on Wednesday of this week. Is it because Dr. Wayne had already taken them off the list using other-than-listening-input to make his decision?

This is an opportunity in our HUSD history to challenge the direction and lens of looking at these elements (budgets and enrollment) in education as purely problems that result in a one-stop shop solution of upheaval of communities and neighborhoods. **Instead, we should be looking at this time as an opportunity to re-evaluate our programs, to look at money coming in from the State and Federal bureaus as a means to a positive end.** As an example, there is preschool/TK monies (including a new multi-million-dollar grant that Helen Turner obtained to create an inclusive environment at their site for children of all abilities) that could be used to improve our early programs, thereby getting our students into the system early, both strengthening the child's educational foundation but also increasing the likelihood of the child staying in the HUSD system - thereby increasing and stabilizing enrollment. There is money for

community schools - strengthening our schools as more than curriculum-based but providing services and resources to our community beyond the curriculum and resources.

We are in hopes that Dr. Wayne will take all the schools off the list long enough to allow the community/stakeholders to come to the table to provide input collectively to address the long-standing financial and enrollment impacts upon our students. To take a quote from the play *Hamilton*, we "want to be in the room where it happens" - the "it" being helping make decisions that directly relate to HUSD's future, labor groups' future, and - most importantly and most vulnerable to our decisions - our students' future. The town halls, while giving folks the opportunity to voice dissent or opposition with brief examples, have proven themselves less than sufficient to have a forum where discussions can give the respect of the depth and breadth that our students deserve.

There is a song from my childhood, "Many stones can form an arch. Singly, none."

Let us build an arch for our children - one that protects them from dangers overhead and stands the test of time with the strength in each person's contribution.

UNITED We Stand, Divided We Beg!

Please keep in mind, we have heard the words of division that the District is counting on as we go through this process – they always do – The District has created elevated levels of anxiety amongst our HEA members pitting school sites, grade levels, subject matters, TOSA, and classroom teachers, against each other. Rather than contributing to the District's demoralizing actions, we need to remember that an injury to one is an injury to all and all of those who serve our students directly are the voices of our students. We must stand strong against attacks from the District. HEA's members (all of us) are vital to the educational, social-emotional, and physical wellbeing of our students. Throughout this "plan" there has been no discussion about administration losing positions or cuts at the District Office where we have watched the building bulging at the seams with administration and assistants to the assistants. Without having a better outcome, we still have huge delays in responses and "getting the job done". We must (collectively, along with our union siblings of AEOTE and SEIU) stand strong, together, and united in message, creating the wall that will protect our students from the District's current divide and conquer strategy.

VISP

Any work on grading/report cards for VISP is on hold while we get a common understanding. If you have already done some work related to grades, keep track of your time!

CTA Grant Opportunities for Conferences – Application Window Closes Soon!

The CTA Board of Directors will award conference grants for the upcoming CTA state-wide conferences. These incentive grants are available to new members, ethnic minority members, and members from small chapters.

[Click here for more details and to apply.](#)

Grant application deadline: November 8, 2021 at Midnight.

Special Education Conference (Home Edition) THIS Weekend!

As a final reminder, this weekend is the Special Education Conference. [Click here](#) to learn more (*including how to earn university credit for attending*) and register!

Art is Education Program – For Elementary

Attached is a flyer from HUSD for an Art is Education program for Elementary. [Click here for more details and how to apply.](#)

DKG Grants for Hayward Educators

Every year, the local chapter of Delta Kappa Gamma offers grants to Hayward Educators for various classroom projects. Last year, [five HEA members received over \\$2,200 in total](#) for various projects. [Click here to learn more and apply for a grant.](#) The application deadline is December 14, 2021.

CTA Newsletter

[Attached](#) is this week's CTA Newsletter with information about National STEAM Day, COVID mandates for students, Trainings, Workshops, and more!

NEA Newsletter

[Attached](#) is the most recent NEA Newsletter.

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


Mark Your Calendar Mark Your Calendar

- HEA Board of Directors Meeting – Monday, 11/8/21 @ 4:00pm
- School Board Meeting – Wednesday, 11/10/21 @ 6:30pm
- HEA FRA Meeting – Monday, 11/15/21 @ 4:00pm