



HAYWARD EDUCATION ASSOCIATION



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

February 3, 2023 – Friday Follow-up



Stay Tuned for a Wednesday Wind-up

We are working on the refresh/modernization language and hope to have it to share in a Wednesday Wind-up. We would also hope to include any updates we receive about: the EL Master Plan, Community Schools, Tier 3 + trauma protocols, and Special Education.

Grievances

For the 22-23 School year, we have filed 7 level II grievances, with one resolved and others thought to be "resolved" only to find that we needed to follow up and force the issue because the district did not stick to its word regarding the remedy. The majority of the grievances are violations of safety provisions.

Literacy Workshop

The district will be providing two, one hour, topic-based workshop opportunities (open to all grade levels) on February 14th and 15th from 3:30pm-4:30pm. Workshop topics include: Phonological Awareness and Phonics, Fluency, and Vocabulary and Comprehension. [Attached is the Literacy Workshop Flyer.](#)

In response to the questions raised around attendance and compensation, please review the [attached revised memo from the district](#). In essence, attendance is voluntary. That said, as encouragement to attend a workshop related to the implementation and use of the Universal Screener, we have reached the following agreement: ***If you attend one of the two days offered, you will be compensated at your per diem rate.*** It is interactive and the district believes it will be the best way to receive the information. However, ***if you cannot attend on the days offered, we have negotiated compensation, at the teacher's per diem rate, for viewing the recording of the workshop before the end of this month. In order to be compensated for viewing the recording, you will need to sign in and fill out a "what did you get out of this" type of form at the end.***

Supplemental COVID-19 Leave Now Exhausted

As of January 2023, there is no longer any supplemental paid leave available to employees who test positive for (or who are exposed to) COVID-19.

CTA successfully lobbied the state of California to provide this leave (and multiple extensions), the last of which expired at the end of 2022. HEA also negotiated extensions of this leave to cover gaps in state coverage through 12/31/2022. Furthermore, the "exclusion pay" required by CalOSHA for workplace exposure to COVID-19 expired in January 2023.

COVID-19 will now be treated in the same manner as any other illness, and employees may use accrued sick leave to maintain their pay during medical leave.

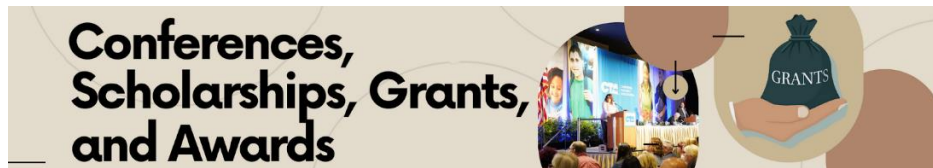
ELPAC Testing

Shout-out to all our EL Specialists, teachers of multi-language learners, and multi-language learner students, for kicking off our statewide ELPAC tests this week. ELPAC tests will be given from February 1st through May 31st at all of the HUSD sites, for our TK-12 students.

Confirm Your Email Address

To prepare for upcoming HEA elections, please confirm that HEA/CTA has your correct email address on file. When voting opens, ballots will be sent to that email address. If you are unsure how to check this information, email office@heahayward.org and we will confirm for you. Please note: just because your FRA might be emailing your correct address does not mean that the email address is on file in CTA's database.

More information about declaration of candidacy and voting dates are forthcoming.



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 March 10-12, 2023. If interested to be considered, email office@heahayward.org before Feb. 10th! See the attached [New Educator Weekend Conference flyer](#) for details.

Members will be getting close to two full days of professional development, opportunities to network with other new teachers and access to top educators in the state as the sessions are led by experienced classroom teachers. Topics discussed include: classroom management, creating engaging classrooms, lesson plans and ideas, connecting with your union, student loan forgiveness information, member benefits, project grants and more.

Equity and Human Rights Conference

HEA is looking to sponsor 2 Members to attend the CTA Equity & Human Rights Conference on March 17-19, 2023. If interested, email office@heahayward.org before February 17th! See the attached [Equity & Human Rights Conference flyer](#) for details.

This conference will capture the essence in CTA's Mission Statement: to ensure that the dignity and civil rights of all children, youth, and adults are protected and to secure a more equitable and democratic society.

HEF Grants and Others

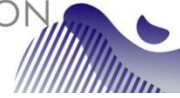
Hayward Education Foundation will be giving awards up to \$1000 for Hayward teachers to use for enhancing their ability to reach their students in better ways or more creative ways using materials that the district doesn't provide. The due date for all applications is April 1. They are funding the requests as they come to them. Please spread the word! The application can be found at <https://www.haywarded.org/>.

Mike Beazley of HUSD has put together a [google sheet of more grants available to teachers nationwide](#).



#WeAreCTA

OUR VOICE, OUR UNION, OUR PROFESSION
WHAT'S HAPPENING NOW



CTA Virtual Retirement Training - Register Soon!

Every year, we have folks asking about and expressing interest in attending a retirement training/workshop. This year, we received word that CTA will be hosting a **free** Virtual Retirement Training that will be available on several dates. If interested, check out the [Virtual Retirement Training flyer](#) and register for your preferred date. Because this is often a largely requested and attended training 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.

CTA Bulletin

Attached is the latest [CTA Bulletin](#) with information about Black Lives Matter, School Counselors' Big Impact, mental health webinars, conferences, awards, and more!

CTA Digital Calendar Dates

Members or groups that wish to have dates of commemoration, occasions or holidays considered for the digital calendar are requested to submit them to the CTA Communications Department by March 10, 2023. All requests must include a rationale explaining how the date is relevant to CTA members and public education. [More information about the CTA digital calendar here.](#)

**We are stronger when we
Stand Up! Stand Strong! Stand Together!
1,120 Members Strong!**

Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar

- HEA BoD Meeting – Monday, 2/6/23 @ 4pm
- HUSD School Board Meeting – Wednesday, 2/15/23 @ 6:30pm
- HEA FRA Meeting – Monday, 2/27/23 @ 4pm