



HAYWARD EDUCATION ASSOCIATION



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February 11, 2022 – Friday Follow-up



COVID NEWS

VESTRA

At the elementary level, in an effort to ensure regular testing is being done, the District has contracted with VESTRA. VESTRA staff are coming to sites to supervise students' self-administering testing starting this week.

[Attached is an agreement](#) that has been reached with HUSD regarding the parameters of the process to be used. There was a bit of a delay since the District did not include us in discussions around the group coming in prior to implementing a "plan". There was particular concern since the self-administered testing (including kindergartners) will begin at 2 of our larger sites (Schafer Park and Cherryland) and we were not sure of members' roles, if any. The agreement ensures that we do not have a role in supervising our students nor helping in the testing. We also covered issues including: location (as determined by SBDM teams and not in rooms that are used by our members), and scheduling (with input from teachers). In the future, we would hope that scheduling would be akin to when photos are taken and the teacher knows the day that it is happening so they can adjust schedules or let admin know the best time during that day. We also put in language that we can revisit and adjust practices as we go through the process of self-administered tests. Please let us know if the agreement is not being followed.

SB95 – COVID Leave

The SB 95 days/hours (additional hours to be used to cover your absences related to COVID) appear to have been reinstated and they are now being referred to as SB 114. Until such time as we negotiate the impact of the new language, we will continue to have access to our unused SB 95 days retroactive to the beginning of the school year. We recently negotiated the use of the remainder of our hours/days until the end of this year. See the [Attached Agreement](#).

Classroom Coverage

Despite the District's desire to remove your choice to be a substitute during the recent COVID surge, HEA preserved our rights to substitute at our discretion. As a reminder, the language of the contract states that we can, at our discretion, cover a class during our prep time. We will be paid at the \$43 for the prep time used for this purpose. The contract also speaks to classes at the Elementary being divided amongst teachers for the day, no more than 5 students, etc. That language is not currently being used because of the pandemic. The bargaining team

would be remiss if it did not ask people to keep in mind that prep time is time we have fought hard to maintain throughout the years. Often, the District uses the prep time used by well-intentioned folks to cover a class as evidence that we can do without preps. Please remember any use of prep is at your discretion. On a final note, you should not be asked to sub all day! There is no provision and therefore no guarantee of pay if you were to do so.

Please note that there is new language in the contract about PE teachers subbing at the secondary level.

The contract language Article 10 Hours states:

*Each site will have a written plan to cover teaching assignments when a substitute is not available. The plan shall outline the options for supervision of uncovered classes at the site. The written plan may include administration as the first option. The plan may also include teachers who volunteer to use their prep time. Teachers who volunteer to use their prep time can decline at any time. Development of the list of options shall be the responsibility of the site administrator working with the site-based decision making team or using a process agreeable to the site administrator and staff. If options developed include teacher supervision of additional students in a teacher's classroom, at the elementary grade levels, students must be placed in classrooms within two grade level spans and shall not exceed five (5) students per teacher. As part of the site plan SBDM will also consider placing the additional students within the student's instructional program including but not limited to DLI, Bilingual, Special Education, etc. Unit members shall not be assigned a classroom, all day, to cover for the absence of a substitute. **At the secondary level, PE teachers shall have the option of accepting students from another PE class. Teachers shall have the right to decline at any time. (Please note PE teachers taking on another class while simultaneously teaching their own class, will receive \$60 per hour.)***

VISP Grades

We are STILL working on grades for the VISP extended program. We will let you know...

Elections

The Chair of the Elections Committee would like to inform our members that because of some COVID-related shutdowns at sites, not everyone has had the opportunity to consider nominating themselves or others for positions in the current election. Please look for a revised election timeline this coming week. Attached is the [Elections Announcement, Open Positions, and Declaration of Candidacy Forms](#) for those who were unable to view them before.

Members who have already submitted their Declaration of Candidacy will still have their forms submitted to the Elections Committee and do not need to take further action with of this extension.

Bowman and Strobridge Transition Teams

The teams related to the planned school closures of Bowman and Strobridge have been formed. Notifications will go out soon to participants. HEA reviewed the composition of the teams with District representatives and gave input to the extent possible. Teams were formed with the focus on balancing the numbers as well as representation of grade levels and programs. The first meeting is scheduled for the 15th of February (Tuesday, upon our return).

Bargaining Surveys

Bargaining surveys are being developed for bargaining that will begin in the Spring. Be on the lookout. Everyone will receive a survey because everyone's voice needs to be heard!

Panorama

The District has sent surveys as a follow-up to their ABAR training, Equity and SEL (Social and Emotional Learning) work. The District sent the surveys out without first vetting the questions with HEA. Typically, we have the opportunity to check surveys to ensure they are not evaluative in nature and that responses are constructive and cannot be misused as punitive. The District has already received 980 from 13,000 potential respondents. That said, while the District and HEA work through questions and intent, the current responses already received will be "vaulted" until the responses are aligned with the possible revised questions. No surveys will be sent to participants (students and staff alike) nor will be expected to be filled out until such time as any revisions are made.

Marlin Foxworth

It is with great sadness that we have news of Marlin Foxworth's passing to report. He was a former Superintendent and our sense of loss would satisfy his sense of humor, knowing that HEA felt such a sense of loss for a Superintendent. Despite being a Superintendent during one of our longest strikes, he offered solace and an understanding of our strike by working through and strengthening our voice in decisions in the formation of Site Based Decision Making. In addition, his work to benefit underrepresented students remains in play in HUSD. Going forward, Marlin's sense of humor and work towards educational improvements for students and HEA members will remain with us and for that, we recognize the loss while reaping the rewards of his legacy.

**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** **Mark Your Calendar**

- HUSD School Board Meeting – Wednesday, 2/23/22 @ 6:30pm
- HEA FRA Meeting – Monday, 2/28/22 @ 4:00pm
- HEA BoD Meeting – Monday, 3/7/22 @ 4:00pm
- HEA Organizing Team Meeting - Monday, 3/14/22 @ 4:00pm