



HAYWARD EDUCATION ASSOCIATION

93 Jackson St. Hayward, CA 94544 • Phone: 510-538-1051 • Fax: 510-538-9427

Email: president@heahayward.org or office@heahayward.org

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



September 15, 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.

COVID Guidance

We have asked for the COVID protocols that we are to follow in the event we are exposed to COVID or contract COVID. We will publish it here when received. Please note that all federal and state COVID leave provisions have expired. Use sick leave, as normal, to maintain pay when on leave due to COVID or any other illness.

Public School Works - Mandated Trainings

For some of us, the Public School Works trainings (mandated reporter, bullying, sexual harassment, etc.) is, or has been, completed at staff meetings (as is what the district encouraged site admin to do). For others of us, where admin refused to include it in staff meetings, we have had to complete the training outside of our work day or use our preps, lunches, or collaboration time. If you have completed your work outside of a staff meeting, please document the time on a timecard, turn in the timecard to your site admin to sign and they will send it to HR. Keep a copy of the timecard in case there is any question and send it our way if the site admin does not sign the timecard.

SBDM

Our understanding is that some SBDM teams do not have SEIU representation (e.g. custodial staff). Out of respect for SEIU holding elections to fill an SEIU vacancy on SBDM teams, SBDM Central Team agreed to allow time for SEIU to hold elections. While that is in process, SBDM teams can still meet this month but if you do not have SEIU representation, please hold off on making decisions, unless it is timely and impacts the site, prior to next month's meeting. SEIU hopes to have all vacancies filled next month.

SEIU & AEOTE Impasse?

It is our understanding that our sibling unions, SEIU and AEOTE are formally declaring Impasse soon. Once declared, a mediator would be assigned to the bargaining tables in hopes of reaching a settlement. If not, then fact-finding would occur and both unions would be able to strike. In the meantime, we have asked both our siblings to keep us in the loop so we can plan next steps accordingly. We will let you know what we learn as their negotiations continue, and keep you apprised of future actions.

Staggered Reading

We are working with the district regarding bell schedules for sites where they are implementing Staggered Reading. We do not want what happened a few years back to reoccur; namely, the district said that the minutes were off when in fact they were not and bell schedules needed to be reexamined and changed.

Balancing Classes

The Enrollment Team has finished its work and students and teachers will have settled into their new placements or assignments by Monday. HEA representation: Kim Steffen (Cherryland), Julie Rubio (Eldridge), and Mercedes Faraj were strong advocates for the sites maintaining the beginning of the year allocations and student placements. They provided out of the box solutions for consideration and for the most part, their advocacy proved compelling enough to have very little movement this year of teachers and students alike.

TK/KG Lunches

There has been discussion at elementary sites about TK/KG lunches and whether they should/shouldn't be included during the 240-minute instructional day, after the 240-minute instructional day, or not at all. We are working on a finalized understanding, based on previous Side Letter Agreements and will provide an update soon.

Special Education Assessments

Currently the Special Education Department is asking that Special Education Psychs, RSP, SLPs, and OTs "help" with the overdue assessments that the department finds it has (at no fault of the Psychs, RSP, SLPs, and OTs). HEA is working on language that would define the work, including ensuring it is voluntary, defined hours, compensation, etc.



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.

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.

Your experience at the New Educator Weekend 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.

LGBTQ+ Issues Conference

HEA is looking to sponsor 2 Members to attend the CTA LGBTQ+ Issues Conference on October 27-29, 2023. If interested in being considered, email office@heahayward.org before **September 26th!** See the attached [LGBTQ+ Issues Conference flyer](#) for details.

This year the theme of the conference is "The State of the Movement: The Fight for LGBTQ+ Justice in Schools." Sessions will focus on Awareness, Capacity & Skill Building, Taking Action & Organizing.

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!](#)



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.

**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, 9/27/23 @ 6:30pm**
- **HEA Board Meeting – Monday, 10/16/23 @ 4:00pm**
- **Virtual HEA FRA Meeting – Monday, 10/23/23 @ 4:00pm**