

## October 27, 2023 – Friday Follow-up



### FRA Meeting Recap

At Monday's FRA meeting, we covered:

#### **The Power of Unity Within Our Union:**

- If there are concerns amongst members, we would encourage folks to address the concerns directly with colleagues and/or talk about next steps in addressing concerns with union leadership. It is a best practice not to go directly to admin since, once in their holds, they can discipline colleagues and any good intentions in going to the admin may lead to division.
- As a reminder, FRA can be reimbursed for the purchase of "treats" for a union meeting (we all recognize nothing helps create unity like a little treat!) The allocation is \$2 per member to cover one union meeting a year. To be reimbursed, please email a copy of your receipts to [office@heahayward.org](mailto:office@heahayward.org).

#### **HEA Board Site Visits:**

- The HEA Board is making arrangements to visit the sites addressing the recent divisive attacks at the School Board meetings on our LGBTQIA+ community (both students and staff). HEA stands proudly united in our message of inclusivity for all of our students. Of course, a visit to address this issue does not preclude folks from asking for a general visit from HEA leadership. We welcome the opportunity to go to the sites for any reason.

#### **"Visitors" at the Site:**

- Any visitor to the sites should always go through the office to secure badges to show that they have "checked in." Your Ed Code rights are such that no one should come in your room unannounced and if they do, they should be referred back to the office to schedule an appointment. The same stands true for hallway encounters as well - it is best not to indulge in conversations with visitors unless it is understood and agreed, by all parties, of any discussion's purpose and is scheduled at an agreed upon time and place.

#### **Transportation Committee and Window Coverings Committee:**

- As a result of our advocacy, the District is forming two committees: the Transportation Committee and the Window Coverings Committee.
- The Transportation Committee is to help: address truancy, increase field trip opportunities, get teams to sports events, increase use of the Performing Arts building, support of Special Ed, and support towards the World House program. We will let you know about the discussions and the outcomes as meetings occur.
- The Window Coverings Committee is to help create protocols when addressing safety provisions such as the selection of window coverings. We would hope that the outcomes of this meeting/protocols/timelines/etc. could then apply to locks on doors and other safety actions.
- In both instances, HEA is ensuring that the District recognize the value of our voice since we are the ones in the rooms with the window covering concerns and the ones who see the

benefits of improvements in transportation to meet the needs of our students, namely: increasing their educational experiences outside of the site, supporting the families, and/or increasing a student's attendance.

### **Public Works:**

- HEA is still trying to get clarity from HUSD regarding Public Works mandated training. For now, hold off on doing any training on your own time (lunch time, prep, collaboration time before or after school). HUSD has said that site admin should put a portion of their staff meeting aside to allow for training and/or admin will release folks from classroom responsibilities for a time while we do the training. If you have already done some training on your own time, fill out a blue time card and send it to HR, c/o Kim Watts and cc HEA to let us know you have submitted the hours so we can follow up.

We hope this quick debrief will help FRA reps when holding their union meetings.

### **San Jose Sharks' Education Appreciation Night**

Love hockey? The San Jose Sharks are hosting an Education Appreciation Night! [Learn more about tickets \(with Educator Appreciation swag\) here!](#)



### **UPDATED 2023-2024 HEA-sponsored CTA Conferences**

In response to the increase in conference attendance state-wide, which is causing conferences and hotels to sell out, HEA has **revised the deadlines to apply** to be sponsored by HEA for CTA conferences. See the [attached REVISED 23-24 HEA-Sponsored Conference Overview](#) to learn for which CTA conferences HEA has sponsorships!

### **Issues Conference**

HEA is looking to sponsor **2** members to attend the Issues Conference that will be held in Las Vegas from January 12-14, 2024. This conference brings together local leaders and activists to learn, discuss, and strategize so that we can organize and increase our collective voice on the state and local issues that matter most in education.

**If interested, email [office@heahayward.org](mailto:office@heahayward.org) by November 28th!** More details about the conference and how to apply to be sponsored by HEA can be found in the [attached Issues Conference Flier](#).

### **Good Teaching Conference - North**

HEA is looking to sponsor **3** members to attend the Good Teaching Conference - North. **If interested, email [office@heahayward.org](mailto: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](#). 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.** 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.



## **LAST CALL: Provident Credit Union Educator Appreciation \$2,500 Giveaway**

This is a last call to enter before the October 31st deadline: Provident Credit Union is hosting a **\$2,500 giveaway** to recognize the immense value CTA members bring to the educational community. You *don't* have to be a Provident member to enter but you *do* have to be a CTA member. [More details about the \\$2,500 Giveaway here!](#)

## **ALCOSTA Annual Sock Drive**

ALCOSTA (CTA's regional support center for Alameda and Contra Costa County) is hosting their annual Sock Drive from October 15 - November 15 in memory of CTA/NEA member, Jim Mordecai. [Learn more about how and where to donate warm socks for this Sock Drive here.](#)

## **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 (this month, they'll focus on "University Credit/Virtual Pass.") [Find out more about these benefits and trainings here!](#)

## **Retirement Workshop**

CTA will again be hosting a **free** Virtual Retirement Workshop that will be available on several dates. If interested, check out the [attached flier 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.



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