



HAYWARD EDUCATION ASSOCIATION

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January 26, 2024 – Friday Follow-up



People are Asking...

Are charter schools supposed to be on our sites as aides or otherwise?

As much as we would like and deserve to have assistance in our rooms, the district took a position long ago that students, and staff from charter schools should not be on our campuses for, primarily, two reasons:

- 1. If it were to be allowed, they would need to go through the district visitor/field trip clearance process if they were planning to be there long term e.g. fingerprints etc.*
- 2. They were often associated with (intentionally or not) recruiting students away from our HUSD schools. (At one point in our history, they were competing with our schools at open house events showcasing their electives, etc. in competition with our own) This could lead to impactful results including a diminished budget (each student that goes to a charter takes their monies with them and away from our ADA funding) and perhaps more importantly, **the direct recruiting opportunities while on our campus with our students (intentional or not) could lead to a loss of enrollment and ultimately a loss in teaching positions.***

Please do not accept charter school assistance and let us know of any requests made by charter schools. We have asked the district to share the same position with their administration.

Of the 19 million dollars the district is receiving for the Community Schools, how much money will Community School sites receive to meet the needs of our students as determined by the assessment data gathered?

*HEA was told in a bargaining session that an elementary community school would **receive the estimated amount of \$15,000 and secondary sites would receive, an estimated, \$30,000.** The district representatives told the Community School Steering Committee and the site teams to “think BIG!” with the spending possibilities towards our students - it is difficult to conceive that we could think very big when some of the elementary schools have 900 students! \$15,000 over 900 students does not amount to much. It is disheartening and raises ire that once again our students appear to be considered last when it comes to opportunities to directly impact and respond to their needs. We persevere in and beyond negotiations to advocate for our students as we have always done. This advocacy wouldn't be necessary had HEA been included when this grant was developed, instead of after it had already been submitted without our participation.*

The district is now applying for a third cohort after recently missing the timeline to apply for a second cohort. We were presented a draft Wednesday and expected to respond with any revisions by today. This is too short a review period for too important of a document! We found

glaring omissions and oversights in the draft, too substantial for the allowed time to respond and revise. When will HUSD start practicing the inclusion and collaboration they preach? Our students deserve the best support we can provide, and we will never be at our best while excluding vital stakeholders.

Do we have a Calendar Committee meeting scheduled?

Yes, the Calendar Committee will meet on Monday to review current practices, rationale for those practices, concerns related to the practices and consider changes to the practices. We have included representatives from year-rounds, traditional (elementary, middle, and high), counselors, preschool/TK, Sp Ed, and have also asked the Calendar Bargaining team members to be present to hear firsthand the concerns so that they may incorporate responses at the negotiation table. Adult school representatives will also be meeting with HEA to share their voice and bargain their calendars.

Can site admin use my substitute to cover other classes? What happens if I miss my prep in that process? Why do prep teachers and Sp Ed have to cover/make up lost prep time if I, as a prep teacher, had a prep scheduled and had to make up the time lost in my own class. As a prep teacher, do I have the ability to have the prep made up/compensation for the missed prep?

The admin should not take your sub out of the assignment. If anyone misses a prep as a result of the site admin taking a sub out of your class (prep teachers included) then folks are within their rights to have the prep made up or to be compensated for the lost prep (per the contract). That is supposed to be a deterrent to the district taking these actions. If needed, you can create a common understanding that admin should not do this in SBDM meetings. We have taken the self-coverage into negotiations in the past to no avail (e.g. a prep teacher goes out on sick days, their sub is reassigned and folks miss preps and ask for the prep to be made up - so prep teachers are essentially covering for their sick days.) We will keep at it.

We have also found that Sp Ed teachers/nurses/et al on leave have to make up the work left while they are on leave since the district does not find subs or make coverage provisions. So the Sp Ed teacher comes back to the current work and the work that mounted up while on leave. We are working to address this as well.

Do students and teachers have to purchase chargers (replacement or otherwise) for their district laptops?

We have taken this issue to the district. Our position would be "no" - that should be considered along the lines of paper, pencils, and other tools and equipment to do our work. If you have paid for a charger, please send in any receipt and we will see what we can do. If you need a charger and have not purchased one, let the district know in an email that you need a charger (be sure to CC HEA) and we will follow up.

Reminder: LCAP Survey

Reminder about filling out the LCAP survey. The survey helps determine the budget priorities within the LCAP funding and serves to remind us that our working conditions are our students' learning conditions. In other words, when we benefit, our students benefit. We encourage everyone to fill out the [LCAP Survey](#) keeping this truism in mind to include improvements such as smaller class sizes, more SEL counselors, more Sp Ed resources, competitive salaries that attract and retain HEA members, and any other ideas to improve teaching and learning in Hayward. Hayward students and HEA educators deserve no less! The survey deadline is February 16th.



Lupe Angulo Campaign Kick-off – Saturday Feb. 3rd

Our endorsed candidate for the Alameda County Board of Education, Guadalupe "Lupe" Angulo, is hosting a campaign kick-off at the HEA Office on Saturday, February 3, at 10 am. **Why is this election crucial for all of us?** Lupe stands firmly against charter schools, believes in maintaining an open-door policy with teachers, and is committed to working cooperatively with our union, prioritizing the needs of our students. Lupe was introduced to our FRA reps at the last Monday meeting. This is your chance to **meet Lupe in person**, learn more about her campaign, and join the movement to secure a victory this March. Let's come together to support a candidate who shares our values and will champion the interests of educators and students alike. [Attached is the Campaign Kick-off Flier](#). See you at the campaign kick-off!



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.

CTA Grants for Members and Their Dependents

Did you know that CTA offers financial support to CTA members and their dependents throughout the academic year? One of the benefits of being an active CTA member is having scholarships, grants, and awards available to you and your dependent children. Some of the deadlines are quickly approaching. [See the attached list of opportunities and apply now!](#)



Cadre Trainer Info Session

Are you passionate about racial and social justice? Do you like to support and train other educators to advance student learning and educator leadership?

CTA is looking for applicants for the Human Rights Cadre Training Program. As a Cadre Trainer, you are part of a team of educators who train sessions at CTA statewide and regional conferences, as well as local chapter and Service Center Council events. [See attached for more information.](#)

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. [Find out more about these benefits and trainings here!](#)



NEA/RA State Delegate Elections - Self-Nominations Window Closing Soon!

The NEA/RA State Delegate Elections are coming in February. Register your candidacy at cta.org/racandidacy between January 5 to January 31, 2024 by 4 PM. Please note that this election is to represent at the state-level. We will have our **local** NEA/RA elections taking place in a couple of months.

Late submissions will not be accepted. Register to represent California on the National Level. The 2024 NEA Representative Assembly will be held in Philadelphia between July 3-7. More details to follow as they are made available by NEA.

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, 2/5/24 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 2/14/24 @ 6:30pm**
- **HEA Virtual FRA Meeting – Monday, 2/26/24 @ 4:00pm**