



HAYWARD EDUCATION ASSOCIATION



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July 12, 2021 – Monday Mop-up



RATIFIED - '21-'22 In-person Return Tentative Agreement

The [attached Memorandum of Understanding \(MOU\) on returning to full in-person instruction](#) has been ratified by an overwhelming **89.5%**! Thank you to the several hundred members who voted!

The percentage sends several messages:

- Members recognize and appreciate the dedication and perseverance of our negotiating team to advance the priorities of our membership (safety, accountability, reduced class sizes, and fair pay) and reject District proposals that failed to meaningfully support our members and the students we serve.
- Despite these steps to support the wellbeing of members and students, the District needs to do much better to support students, reduce class sizes, and provide the best possible conditions for teaching and learning.
- While this is a strong agreement that provides for a safe and successful return to in-person instruction, it depends on the District being accountable and transparent in its execution. It is up to all of us to share responsibility for enforcing the terms of our agreement, and HEA will hold the District accountable whenever necessary.

Next Steps for the MOU

- The District will start implementing the commitments made with respect to convening committees, setting up classrooms, providing PD, etc.
- SBDM teams will meet to decide upon site maps, placement of hand sanitation stations, lunch schedules, and other site safety measures.
- Members will start to return to sites to set up classrooms both for teaching and health related precautions. Our nurses will share information (in recordings) regarding safe practices at school, and the District will provide the most current guidance from public health agencies.
- It will be a year of constant communications between FRA members and leadership to hold the District accountable for agreements made!

Next Steps for Bargaining

This Fall, we will be negotiating compensation and class size for the 2021-2022 school year, and preparing to negotiate a successor contract when our current one expires on June 30, 2022.

More than ever, we will need to protect, maintain and increase our voice. We have seen that we are fighting an administration that, unless we are strong in our advocacy level, will do little to nothing to make improvements for us. We need to hold the District accountable for creating the most supportive environment for teaching and learning!

**We know that we are stronger when we
Stand Up! Stand Strong! Stand Together!**