

## October 6, 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.*

### **HR Message - Mandated Public Works Training Update**

You should have received the [attached email from HR](#) regarding the mandated trainings. After speaking with Kim Watts, she agreed that this communication required additional clarification, which should be coming to folks soon. The biggest point that needs to be conveyed is to **WAIT!** Site admin is receiving direction from HR and will advise regarding next steps.

Important points to expect with this upcoming communication:

- Site admin may (and are encouraged to) use staff meeting time to complete the work.
- Site admin may offer to release teachers (e.g. cover classes) for a period of time for teachers to complete the work. Acceptance of this offer is at the discretion of the teacher.
- If the site admin directs you to complete these trainings during your own after school/prep/collaboration time, be sure to get that in writing, because there is no promise that a submitted timecard for this training will be approved for any work completed after today or for work done during prep or collaboration time.
- There is no limit to completing the work. The district believes it is approximately a 2 hour period of time to complete.

That said, if you have *already* completed these trainings during your own after school/prep/collaboration time, **submit a timecard**. (Again, this only applies if you have already completed the trainings in this way. After today, these trainings are not to be completed in this way.) **The district said they will arrange for time for the work to be completed. We will wait and see.**

### **Open Enrollment (Benefits) - Final Week!**

One week left for Open Enrollment for **all** Employee Benefits available to you as an employee of the Hayward Unified School District! **Open Enrollment ends Friday, October 13th, 2023.** It's important to review your benefits prior to open enrollment, as this is your opportunity to make changes, *if desired*. **If you have no changes to make, you will not need to submit any new forms.**

For more information, see the [attached Open Enrollment Flyer](#) sent to all employees from the HUSD Benefits department. If you have additional questions, please contact your [Employee Benefits Specialist](#).

## **Alameda County's Teacher of the Year**

Congratulations to **Janette Johnson**, HEA member and teacher at Bret Harte, for being named one of [Alameda County's Teacher of the Year](#)! Honorees are recognized for their individual dedication and excellence in the classroom, and they collectively represent the thousands of educators doing amazing work across Alameda County every day.

"Janette Johnson has been a middle school teacher for seventeen years and is currently serving as the department chair of English Language Arts at Bret Harte Middle School. She helped create and pilot the first middle school Puente Project Program. She works with the statewide Puente Project to learn and develop curriculum around language, identity, linguistic justice, and the challenges of A.I. in education. Johnson's teaching philosophy is that great educators must continue to adapt, change, learn, and grow with their students' academic and social needs. 'Every day is different. Every year I can change up what I teach and how I teach it. It's the most fun job. I have zero regrets for switching careers and choosing this one.'" Amazing job, Janette!

## **HEA Committee to Defend Safe and Inclusive Schools**

You are probably aware that attacks on public education are on the rise, whether they take the form of anti-LGBTQIA+ hysteria or political efforts to expand charter and voucher programs. HEA held our first meeting to discuss our plans to defend public education and safe schools for all on 9/25, and invites all interested members to join our next meeting on [Monday, October 9th from 4-5pm via zoom](#). Contact HEA Executive Director Zev Kvitky at [zkvitky@cta.org](mailto:zkvitky@cta.org) for more information, or if you're unable to attend but want to participate.

## **Promotion of Youth at Work: Talking Safety Trainings**

Work-ready skills include Job Health and Safety skills!

California Department of Education (CDE), UC Berkeley's Labor Occupational Health Program (LOHP), and the Alameda County Office of Education are hosting a free Promotion of Youth at Work Safety Training on **Tuesday, October 17th**. [See the attached flyer for registration details](#).

Learn how to teach 21st Century health and safety critical thinking skills using fun, participatory activities, with the Youth @ Work: Talking Safety curriculum available from the National Institute for Occupational Safety and Health (NIOSH). Learn about tools to help ensure that external field placements meet safety and health responsibilities to keep student learners safe.

## **An Afternoon with Judge LaDoris Hazzard Cordell**

Delta Kappa Gamma (a society of women in education) and the Hayward Library are sponsoring Judge LaDoris Hazzard Cordell to speak on October 14th at the Hayward Library. This is a free event for any who wish to attend.

Judge Cordell was the first African-American woman to serve as a judge on the Superior Court of California. She will share her inspiring life's journey, many of the real cases over which she has presided, and will outline changes that can be made and should be made to improve our judicial system. [See the attached flyer for more information](#).

## **Chuck Horner Passing**

It is with sadness that we report the passing of Chuck Horner, a strong advocate for community engagement. He volunteered for a broad variety of efforts throughout Hayward over multiple decades. He wanted the best for all and will be missed. [Services and Celebration of Life times and details are found HERE](#).

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## **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!

### **Solidarity Conference**

HEA is looking to sponsor **2** Members to attend the Solidarity Conference presented by CTA's Four Ethnic Caucuses. **If interested, email the HEA office before October 26th!** See the attached [Solidarity Conference Flyer](#) for more information.

This conference is all about harnessing the strength of our collective experiences, cultures, and communities to create positive change. The Solidarity Conference will feature general sessions and workshops where educators and community leaders will share stories, insights, and strategies for empowering our communities and classrooms.

### **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 Flyer](#) for more information.



### **You're Invited - Screening of "When We Fight"**

You are invited to attend the screening of [UTLA's](#) documentary, *When We Fight*, on Saturday, October 7 at the San Jose Regional Resource Center. There will be two showings: 10:30 a.m. and 12:00 p.m., followed by a panel discussion and Q & A.

Come learn about how UTLA organized, mobilized, and galvanized their members, their families, and their community through organizing actions, power-building, and a strike which led to historic wins. [More Information 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**

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.



## **NEA Press Releases**

[Click here to see the latest NEA Press Releases](#), including efforts to promote "Waste Hero: Reduce to Zero" teaching resources, 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!](#)

**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](#)

- **HEA – Defending Safe Schools Committee Meeting – Monday 10/9/23 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 10/11/23 @ 6:30pm**
- **HEA Board Meeting – Monday, 10/16/23 @ 4:00pm**
- **HEA Virtual FRA Meeting – Monday, 10/23/23 @ 4:00pm**