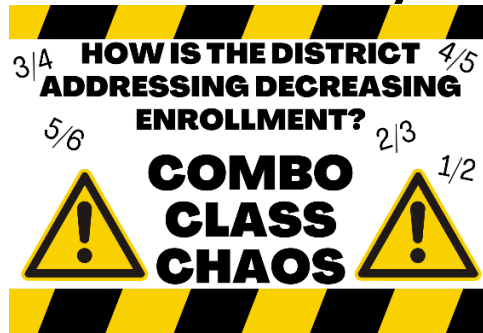


## March 10, 2023 – Friday Follow-up



### Prep Allocations/Assignments

We are scheduling a meeting with Dr. Davies and Tan Dhillon to discuss allocations related to "prep" teachers. While we recognize that these are tentative assignments (emphasis on the word "tentative") and that our signatures are not binding agreements towards the assignments, folks should still sign the agreements to indicate receipt of the document. Among other questions and clarifications sought, we have asked for the formula used to create the allocations. It appears that they have used "one less classroom at a site (as a result of a drop of enrollment) is equal to a 20% decrease in allocations." Please know that the District is obligated to give you an assignment equal to the percentage to which you were hired - so if you were first hired at 100%, they must give you a 100% position. It may be split across sites, but it would need to be 100%. We will argue that make up preps and providing PE, library, art, etc. to the SpEd students should be within the allocation as well. We will let you know what we learn.

### EL Specialists

We are also checking on EL Specialist positions and making sure that the District is following contract language and protocols when creating the assignments. We will let you know what we learn.

### HEA Election Polls Now Closed

Voting in the HEA Election closed at 4pm today. Thank you to all who participated in this election, both candidates and voters. The HEA Election Committee will review the results and contact candidates this week. Election results will also be included in next week's Friday Follow-up.

### Stonebrae

As a result of the District's allocation, the Stonebrae DLI (Dual Language Immersion) program is slated to have combination classes at every grade level except for K-1 and that is only because the contract prohibits that particular combination. We oppose this action and will take our opposition into the Enrollment Team meeting today (we were supposed to have met in February, but the District canceled that and waited until today to meet about allocations after their distribution.) We have heard of other sites also slated for combination classes for every (contractually-allowed) grade level in the District's effort to reduce teaching assignments and balance their budget on the backs of our teachers and students. We will continue to push back and provide additional updates when we receive them.

## **Cherryland**

Cherryland, the school that received 250+ students as a result of the Strobridge school closure, was scheduled to receive 3 portables to allow room for the overcrowding at the site (e.g. music teachers who would have had their own space to teach are now teaching on the stage). After we were able to provide compelling arguments of timing and impact of their decision, the district tabled the item for the moment which will provide us time to negotiate over the impacts of these changes on everyone at Cherryland. HEA members have the right to ensure that such changes consider all of the impacts on our members and our work. Given the challenges faced this year by earlier bad decisions (school closures), it's necessary to make sure that future decisions are made with more of our members' input and discussion.

## **District Priorities**

At the Budget Forum meeting this week, Allan Garde (CFO) shared that over the course of the last few years, HEA positions are the ONLY positions in the entire district to have decreased! We will follow up with Mr. Garde to discuss his "reasoning". The fact of the matter is that budgets always reflect priorities and it is disheartening and alarming that HEA members, the folks that provide direct services and instruction to our students the majority of the day, are somehow seen by the District as a peripheral need! Adding insult to injury, the District looked shocked when we saw through their nice charts and word salad. We will let you know what we learn.

## **Passing of Sue Caldwell, Teacher at Park Elementary**

It is with deep sorrow that we inform members of the passing of Sue Caldwell, who lost her battle with cancer, on March 6, 2023. Sue was a PE teacher for 20+ years at Bowman and Park Elementary. Those who knew Sue and worked with her throughout the years know how dedicated she was to her physical education program and how much she tried to deliver the best of the best when working with students.

Sue Caldwell was a strong union leader as a FRA Rep for over 15 years. She was the strong line of defense when supporting union members when they had "challenging" administration and she leaves a legacy at Park Elementary, HUSD-at-large, HEA, and in her community. We're thankful for all that Sue has taught us, by her example, of how to lead and support. We will provide additional information about memorial services for Sue when we receive them.

## **Passing of Luke Cottrill, Teacher at Ochoa Middle School**

We are also sad to have received news this week of the passing of Luke Cottrill, History teacher at Ochoa Middle School. An educator of over 30 years, Luke was passionate about teaching and supporting education, human rights advocacy, and protecting others. Luke was a former HEA Board Member and FRA Rep and spent countless hours supporting union members collectively and individually. While some considered Luke's formidable physical presence akin to a bulldog (which was quite befitting given that that is also the mascot of the school where he taught for decades), those who knew him for longer than a few minutes were able to see and feel his empathetic and kind nature.

Between being [recognized as a "Good Samaritan" by the City and County of San Francisco Board of Supervisors](#) for protecting strangers from an assailant (while still having the compassion to refer the then detained assailant to a substance abuse rehabilitation center), to being the self-appointed bodyguard for HEA members during strikes, Luke always considered it his responsibility to protect and support those who might need it. Luke has definitely left a legacy and has impacted so many – students, staff, and community alike – for the better. Thank you, Luke! We will share more information about memorial services for Luke when we receive them.

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## Conferences, Scholarships, Grants, and Awards



### **CTA IFT Grant**

CTA offers Educator Grants up to \$5,000 for educators and Impact Grants up to \$20,000 for teams of educators every year to members across the state through their IFT (Institute for Teaching) program. In fact, HEA has had members receive these grants every year for the past several years! Interested in being the next educator to receive a grant to help your students succeed? Check out the [grant requirements and application information](#)! The deadline to complete the grant application is Friday, March 31, 2023!

### **HEF Grants and Others**

Hayward Education Foundation will be giving awards up to \$1000 for Hayward teachers to use for enhancing their ability to reach their students in better ways or more creative ways using materials that the district does not provide. The due date for all applications is April 1. They are funding the requests as they come to them. Please spread the word! The application can be found at <https://www.haywarded.org/>.

Mike Beazley of HUSD has put together a [google sheet of more grants available to teachers, nationwide](#).

### **The Hayward Library Partners with Educators**

The DKG Alpha Omega, a local organization for women educators, is hosting a free, special event for teachers: The Hayward Library Partners with Educators! Learn more about the library's FREE materials and services for teachers and enjoy a guided tour of the new Hayward library. The event is on Thursday, March 23, 2023 from 4:30pm-6:30pm and will include both refreshments and door prizes. [See the attached flier for more information](#).



### **Deadline Extended: CTA Special Education Conference - A Call for Presenters**

CTA is seeking engaging presentations for the 2023 Special Education Conference. The conference planning committee will review all applications and select the presenters based on the following criteria: relevancy to the conference program and attendees; inclusion of the listed "hot topics"; evidence of knowledge of the subject matter; and prior presentation success.

We hope you will consider applying and share your knowledge and experience with other educators. [Attached you will find, how to apply, conference details, session topics and themes](#). The conference planning committee will review each application. CTA will compensate you for your standard travel expenses to present at the Special Education Conference. **The Presenter Application deadline has been extended to Monday, March 13, 2023.**

## **Join the Oakland A's for a Union Strong Day**

The Oakland A's proudly supports local and regional unions and has partnered with the Alameda Labor Council AFL-CIO for another Union Strong Day event. Join Bay Area union members and families for some pregame with food and refreshments before the first pitch and then head on over to enjoy the game. This is an important event as we continue to fight to Save Our Jobs and keep the Oakland A's here in Oakland. We look forward to seeing you there! **To purchase a ticket, contact Xitlali at [xsanchez@alamedalabor.org](mailto:xsanchez@alamedalabor.org)**

**Please note that space is limited, we encourage all affiliates to email & reserve tickets as soon as possible. [See attached flyer for more event information.](#)**

**When:** Saturday, April 15<sup>th</sup>

**Where:** Oakland Arena and Coliseum – 7000 Coliseum Way Oakland, CA 94621

**Schedule:** 10:30 am – Pregame  
1:07pm - First Pitch

**We are stronger when we  
Stand Up! Stand Strong! Stand Together!  
1,122 Members Strong!**

 **Mark Your Calendar** **Mark Your Calendar** **Mark Your Calendar** **Mark Your Calendar** **Mark Your Calendar** **Mark Your Calendar**

- **HEA FRA Meeting – Monday, 3/20/23 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 3/22/23 @ 6:30pm**
- **HEA BoD Meeting – Monday, 4/17/23 @ 4pm**