



HAYWARD EDUCATION ASSOCIATION

93 Jackson St. Hayward, CA 94544 • Phone: 510-538-1051 • Fax: 510-538-9427

Email: president@heahayward.org or office@heahayward.org

Website (announcements, forms, contract, etc.): www.heahayward.org



April 12, 2024 – Friday Follow-up



Ratification Meeting – Friday, April 19th

HEA's Bargaining Team is proud to recommend a YES vote on a tentative agreement for our new contract that delivers major improvements to our educators, schools, and students! Please join us on Friday, April 19 to celebrate our victory, enjoy tacos and churros, and vote on our new contract.

It's important to show our strength in numbers and encourage the HUSD Board of Trustees to ratify our new contract at their next meeting.

When

Friday, April 19th from 4:00pm – 6:00pm

Where

Brenkwitz Alternative High School Multipurpose Room
22100 Princeton Street Hayward, CA 94544
(Multipurpose room located off of Sunset Blvd.)

Meeting Details

Come to the [Ratification Meeting](#) to vote on our new contract, enjoy delicious tacos and churros, celebrate our victory, hear more about the bargaining experience for this tentative agreement, and *participate in a Tentative Contract Q&A*.

Voting Details

Voting will be done by **electronic ballot** that will be sent to the personal email address that you have in your [CTA Profile](#) (as we did for the recent HEA Board elections). If you are unsure whether we have your current email address on file, please email office@heahayward.org. The electronic ballots will also have the tentative agreement and the salary schedules that reflect the increase attached for members to review during their voting.

The voting for this ratification will be on Friday, April 19th from 4:00pm-6:00pm. Because this window is short, electronic ballots will be emailed at 3:00pm so that members can confirm that they have received their ballots in time for the voting and allow additional time for troubleshooting, if needed. Electronic ballots can only be used once and cannot be shared with others. If you have not received your electronic ballot by 3:30pm, email office@heahayward.org. The HEA Office will be at their computer, ready to support emails that they receive from members. Voting will close at 6:00pm on Friday, April 19th. No exceptions can be made after that time.

Tentative Contract Agreement Highlights

We look forward to sharing the many improvements we were able to negotiate that will improve the lives of Hayward educators and students. More information will follow and highlights include:

- A 2% retroactive salary increase effective July 1, 2022
- An 8.5% salary increase effective July 1, 2023
- Partial annual contribution (not on salary schedule) towards health benefits
- Defined minutes of preschool minimum days and provided collaboration time
- Eliminated 3/4 combo classes
- Provided extra pay for Combo assignments
- Improvements to prep time and make up preps
- Improved language to mainstream students, including class size adjustments
- Release time for additional department chairs at middle and high schools
- Improved caseloads and ratios for Special Ed, EL Specialists, OTs, Psychologists, and Nurses
- Improved health and safety conditions, including emergency response procedures and repair timelines
- Changes to simplify the "40-hour" language
- Pay at per diem rates for extra work (instead of hourly rates)
- Improvement in Summer School pay
- And more!

Thank you, HEA Bargaining Team!

And a heartfelt thank you to the HEA Bargaining Team of Paulette Albert, Elvia Gauzin, RJ Horstmann, Zev Kvitky, Agustina Noble, Mary Walsh, and Mercedes Faraj for the months spent bargaining that *finally ended at 3 in the morning* during Spring Break!



CTA University Credit Program

Did you know that CTA has a program where they provide the opportunity to accumulate the professional growth hours needed to qualify for university credit units and then **they pay for your university credits**? Union members can watch virtual CTA conference sessions and receive up to 9 credits a year (6 of which would be paid by CTA). [More information about this program can be found here!](#)

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 Disaster Relief Fund

As a CTA member, you have access to The CTA Disaster Relief Fund, a special fund that provides grants to CTA members who suffer significant losses (including to homes and/or classrooms) due to natural and other disasters in California. To get more information about available grants & qualification details or to apply, [see the attached CTA update](#).

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 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.



- **Ratification Meeting**, Brenkwitz MPR – Friday, 4/19/24 @ 4:00pm
- **HEA Board Meeting** – Monday, 4/15/24 @ 4:00pm
- **HEA Virtual FRA Meeting** – Monday, 4/22/24 @ 4:00pm
- **HUSD School Board Meeting** – Wednesday, 5/8/24 @ 6:30pm