



HAYWARD EDUCATION ASSOCIATION

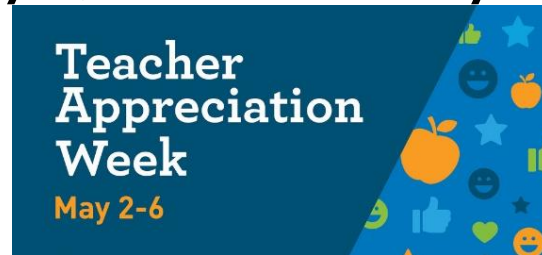


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Website (announcements, forms, contract, etc.): www.heahayward.org

May 3, 2022 – Tuesday Tidbit



Teacher Appreciation Week

It is that time of year when we take time out of our hectic schedules and give thanks to HEA members for a job well done! The last few years have tested our profession and ourselves on a new, unexpected level. We have had to learn how to teach virtually (and we are not just talking about the technology piece!), maintaining students' attention against home distractions of dogs, siblings, tv, and otherwise. We have found strength when we were exhausted, we have found calm in ways we never considered, we have developed community, alliances and friendships in new ways as a result of the state of affairs in the nation, state, and district. And yes, we have found laughter, when we thought there was none. While our jobs do not always come with immediate gratification, the reward surpasses the wait when we see a student grow in academics, social skills, problem solving, gain strengths, and become a little more resilient because of something we have said, taught, read, or provided in an activity. So, heads held high today, this week, and throughout the profession, for work that makes the phrase "a job well done" take on a larger-than-life meaning. Celebrate your accomplishments and know it does not go unnoticed.

COVID Response

In response to the District's change in mask mandates, the union has requested that the District consider the increasing number of cases recently. HEA has also asked for clarity about the definition of the term "strongly recommending" when referencing masks being worn - e.g. Does that mean that we can encourage without any enforcement in our classrooms? Can we encourage masks with messages of appreciation to those who do wear masks? Etc.

We have also asked about Open House. The District has let sites determine if they are going to hold an Open House virtually or in-person. If it is decided that the event will be in person, staff can determine if they want to have parents visit rooms or have tables outside, etc. While we appreciate options, the growing concern is what are the guidelines for holding the event in-person? - Screening prior to coming on campus? Social distancing? Masks? Hand sanitizers placed throughout the site? Who performs the tasks of screening? etc. etc. We have asked that a plan be developed with guidance for those sites who hold the event in person. We will let you know what we learn.

Updated COVID-19 Quarantine Protocol

Attached is the [District's updated COVID-19 quarantine protocol](#), which include the following updates:

- Students in classrooms where there is a COVID exposure no longer need to quarantine at home, regardless of their vaccination status. They may remain in school and participate in all activities as long as they are symptom-free.
- Exposed students need to wear a well-fitting mask around others for 10 days, especially in indoor settings, regardless of their vaccination status.
- Exposed students should test on day 3-5 from the exposure.

[Find out more in the email from Matt Wayne.](#)

Staggered Reading Update

For sites who were told that staggered reading needs to end, you should have received a [Staggered Reading Update](#) last week "that the District is reviewing the instructional minutes at this time, and will only update the site if there need to be adjustments made. Furthermore, schedules may continue as originally planned." The reviewing process will include HEA. The District cannot unilaterally impose a change in the contract and more specifically staggered reading. We will share the outcome of the discussions.

Involuntary Transfers

Involuntary Transfers have concluded with the expected delays created by the District's lack of accurate lists, not knowing people's assignments, trying to bypass processes, etc. We are still working out some of the kinks in people's assignments. That said, the union is proud to say, for the most part, it was able to advocate for and/or restore people's rights such that people had an opportunity to make an informed decision when choosing an assignment for next year.

Involuntary Transfer Info - YR/Bilingual Stipend

Attached is a [Year-Round and/or Bilingual Involuntary Transfers Agreement between HUSD and HEA](#).

VISP (Extended) Grading

VISP (extended) grading practices are still being worked out.

HEA Run-off Election Results

The Run-off Election results are in! We again thank all of the folks who put their hat in the ring and welcome **Francisca Montes** to the HEA Board as **Elementary Director!**

Volunteers Needed for Canvassing for Castro & Ortega

We need your help to make this Saturday's event strong and successful! Both of these races will have a significant impact on the political support for public education and for Hayward in the coming years. [Please RSVP using this link today](#), or through one of the campaign's websites if you prefer to sign up with them directly. Please forward to any members who might be interested and willing to help us elect true supporters of educators and unions to office. [Find out more about the candidates here](#) and the [canvassing flier here](#).

Canvassing for:

Alyse Castro for Alameda County Superintendent of Schools

Liz Ortega for State Assembly

Saturday, May 7th 10am

Memorial Park, San Leandro

1105 Bancroft Ave, San Leandro, CA 94577

RSVP at <https://forms.gle/Byvog9GiB2HXdd8w5>

**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**

- HUSD School Board Meeting – Wednesday, 5/11/22 @ 6:30pm
- HEA BoD Meeting – Monday, 5/16/22 @ 4:00pm
- HEA FRA Meeting – Monday, 5/23/22 @ 4:00pm