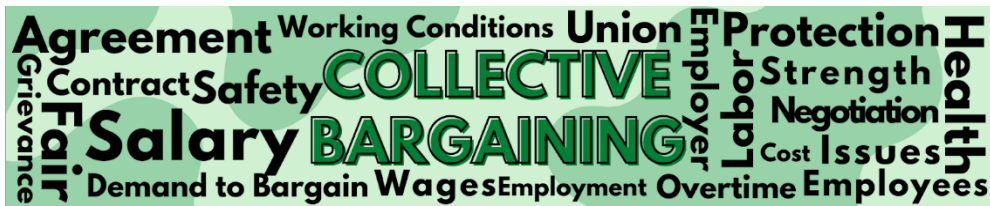


December 1, 2023 – Friday Follow-up



Community Schools

We met yesterday for the district scheduled hour and a half (they had actually only given us an hour) to negotiate a Community Schools MOU and we will continue negotiations next week. A thanks to those representing HEA: Amy Kohl (Tennyson), Lisette Sandoval (Chavez), Kim Steffen (Cherryland), and Mary Walsh and Mercedes Faraj representing HEA-at-large. Their time and perspective were appreciated and helpful to the process of getting clarity from the district.



Bargaining

The HEA bargaining team and HUSD bargaining team are meeting today for a scheduled meeting from 9am - 5pm. We are expecting HUSD's responses to HEA's Safety, Class Size, and Leaves proposals and plan to submit proposals related to Article 13 Evaluations and Article 14 Transfers. Thank you for remaining **HEA Strong!** It brings a lot of strength to our bargaining!



Good Teaching Conference - North

HEA is looking to sponsor **3** members to attend the Good Teaching Conference - North. **If interested, email office@heahayward.org by December 13th!** See the [attached Good Teaching Conference - North Flier](#) for details.

CTA's 2024 Good Teaching Conference - North is being held in Burlingame from February 2-4, 2024. The anticipated experience at this conference is equal parts educational and transformational. You'll learn new skills and find solutions to real-life challenges. You'll leave the conference feeling inspired, motivated and with a knowledge of what you need to do to be even more successful on Monday morning in your classroom.

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.](#)

CTA Grants are available for the following Conferences:

- Equity & Human Rights Conference, Los Angeles, CA, March 1-3, 2024
- Good Teaching Conference – South, Garden Grove, CA, March 22-24, 2024

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 Flier](#) for more information.

DKG Grants for Hayward Educators

Every year, the local chapter of Delta Kappa Gamma offers grants of up to **\$500** to Hayward Educators for various classroom projects. Last year, **grants were awarded to 5 HEA members** for their projects! [Click here to learn more and to apply for a grant.](#) The application deadline is December 15, 2023.



CalSTRS and Your Retirement Benefits Planning Session

Would you like to explore your CalSTRS benefits and services with the help of a benefits specialist in a confidential, yet interactive, small group setting with fellow educators?

The CalSTRS and Your Retirement benefits planning session covers:

- Your personalized CalSTRS benefit estimates.
- Beneficiary options and how to leave a lifetime benefit to your loved ones.
- How to purchase service credit and what happens to your unused sick leave.
- Concurrent retirement—retiring from more than one California public retirement system.
- Considerations pertaining to health benefits, Medicare and Social Security.

CTA has returned to offering in-person planning sessions in their San Leandro office and has a couple spots left for their January 5 session (with the January 17 session open for enrollment on December 6)! [Click here to learn more about how to reserve a slot and find additional locations.](#) You're never too young or too old to make plans for your retirement.

ALCOSTA Annual Sock Drive - Extended to December 2nd

ALCOSTA (CTA's regional support center for Alameda and Contra Costa County) is hosting their annual Sock Drive from October 15 - December 2 in memory of CTA/NEA member, Jim Mordecai. [Learn more about how and where to donate warm socks for this Sock Drive here.](#)

ALCOSTA Cultural Game Lunch

Would you like to learn and play cultural games while getting to know other like-minded Equity Team members from over 43 locals? Join other social justice, ethics, and equity warriors for our students. A fun time, eating, engaging, collaborating, playing games, winning prizes, and learning from each other.

Please see the [attached flier for information and RSVP QR code for the upcoming ALCOSTA Cultural Game Lunch](#). This event will be held on **Saturday, December 2nd, from 10:00am – 2:00pm**, at the Barbara Lee Center located at 2251 Bancroft Ave., San Leandro, CA 94577

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!](#)



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.

 [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)

- **HEA Board Meeting – Monday, 12/4/23 @ 4:00pm**
- **HEA Virtual FRA Meeting – Monday, 12/11/23 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 12/13/23 @ 6:30pm**