



HAYWARD EDUCATION ASSOCIATION



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September 3, 2021 – Friday Follow-up



HEA Board of Directors and FRA Meetings

Attached is the [2021-2022 HEA Board of Directors and FRA Meeting Calendar](#). To limit exposure, these meetings will continue to be through Zoom until further notice. If FRA are unable to attend, please have an alternate FRA attend in your place so the important communication at these meetings can get back to your site/group.

Staggered Reading

The District has sent out an updated (more accurate description of) Staggered Reading. Of particular note are: the changes in the minutes - confirmed at 290 for grades 1-3, and the start day for the traditional calendared folks which has been changed to October 11th (the original date, October 10th, was a Sunday. We are dedicated, but there is no need to go overboard!)

Safety

As a reminder, the provisions and protocols in the MOU that are to be implemented at your site are [highlighted herein](#). Please make sure they are being followed at your site. If they are not, please let your FRA rep know (who will let the site admin and HEA know) OR email HEA OR email the site admin about the request or concern and CC: HEA so we can follow up with next steps, etc. Our MOU provisions are only as good as making sure the District follows them. Afterall, they agreed to them in bargaining.

PPE Purchases

We have heard folks are buying their own masks, shields, hand sanitizer, etc. - the District should be supplying all of these items - remember, the phrase "no reasonable request will be denied" is throughout the MOU. If you have purchased PPE, please let us know. Include a receipt, if you have one, and we will try to get you reimbursed - no guarantee, but we will try nonetheless.

Request Denials

If a request is denied, please let your FRA Rep know (who can let HEA know), or let HEA know directly, and we will see what we can do to affirmatively respond to the request.

Conserve on Wipes!?!?

We have also heard that some site admin is cautioning us to use less/conservate on the use of wipes and hand sanitizer - you should not feel undue pressure to conserve for the sake of your feeling of safety. There is nothing in the MOU to say how much or how many times wipes (etc.) should be used. These are times of great concern and our safety should not be put at any greater risk simply because the District has decided to be conservative in their purchases.

Flowchart Update

We are still working on a clear flowchart regarding "what to do" in cases of exposure or positive cases. This week, in cases of exposure at the high school level, students were sent home despite having proof of vaccinations and no symptoms. In speaking to the Superintendent about better and clearer responses, we are encouraging him to train/retrain administrators and include HEA leadership (and possibly FRA reps) in the training so that we can hear and have a common understanding of "next steps". We will see next steps by the Superintendent, Matt Wayne.

Frontline - Why Not Students?

While the District can enforce and mandate that its employees use Frontline on a daily basis, they cannot mandate the same for students. When a student does not fill out the form, the office folks, site admin, and/or the parent outreach folks are to contact the parents to explain the importance (for everyone's sake) of filling out the forms. Thus far at year rounds, the District has reported they have "turned around" many of those families who were not filling out the form.

If Frontline is not filled out, it is not the teacher's responsibility to survey the students. Teachers should let the site admin know that the survey has not been filled out and the site admin will take next steps.

Sp Ed Assessments

We are in discussion with the District to clarify the expectations regarding assessments. Thus far, this is where discussions are: Some of the Sp Ed students have a doctor's note regarding a student's inability or limitation in wearing masks. Where there is a doctor's note, the District and teacher should work through accommodations for teaching and assessments - shields, social distancing, etc. If there is no doctor's note, teachers can make the same accommodations. If at any time, accommodations or protocols are not met, the assessment/instruction can be put on pause and resume when protocols can and are followed for the sake of the member, student, and others.

If students' behavior is creating a safety concern for themselves, and/or others, there should be a process at the site such that a student can be sent home for the safety of all and a meeting can be held to discuss how to better meet the needs of the student.

SB-95 Days to Expire Soon?

We understand that the [SB-95](#) days (the 80 hours of leave for incidences related to COVID) will expire at the end of this month. The District believes that they will be extended as they were last year, until at least December. They do not appear to have a plan if that is not the case and we would resort to using our regular sick days. Clearly, HEA will advocate for the use of other leave other than our sick days. We will keep you posted.

Speaking of SB-95, we learned that when the District has employees identified to have had potential exposure, or who have tested positive related to exposure from work, their quarantine time is coded as "i" for worker's comp in the AESOP system so that neither their sick leave, nor SB-95 (80 hours) is deducted. The time, due to an exposure at work, is paid for by the District, as the time off could be considered a 'workplace injury,' and claimed by the employee as such.

On-site Testing (Soft Launch)

We received the following communication from HUSD this week, "We are beginning a 'soft' launch of available on-site testing at sites on Tuesday, Sept. 7th, 2021. Currently Southgate, Cherryland and Schafer Park are scheduled for Tuesday, and the finalized schedule will be forthcoming for the remaining days and sites.

The focus of on-site testing is in response to providing accessible testing for staff and students. Testing services will also support the upcoming compliance with the October 15, 2021 mandate that all District employees are either fully vaccinated or they will be required to submit to weekly testing, providing the District with their results."

Homework Packets

In general, if students are kept home by families because of safety concerns or the student is not feeling well (not determined as COVID related/not quarantined), teachers do not have to provide work.

Additionally, in general, if a quarantined student's sibling is home because it has been indicated on Frontline that there has been exposure in the home, teachers are not obligated to send work to the sibling.

At this time, we established a practice for year-round elementary. If a class is closed due to a positive case or exposure, and the teacher is vaccinated and has no symptoms, there is a three-day transition period before the class instruction resumes online using the Distance learning model/hours from last year. The first two days, the teacher will set up google accounts, create lessons, etc., and the site admin will send out a letter to parents about posted lesson opportunities on the District website or school website while they wait for distance learning instruction to begin (the lessons are generic and the teacher can develop them at their discretion in advance along the lines of emergency lessons or the site can use last year's generic grade level lessons) as well as a schedule for Chromebook pick-up. The teacher may do the work from home for the first two days. The third day, the teacher (vaccinated and no symptoms) is expected to work from the site and, going forward, distance learning is expected to be from the site until such time as the quarantine is concluded. HEA is still advocating for the use of a teacher's discretion to work from home or not during this described period. Until we "win" that argument, the District is mandating our return to the site.

Elementary preps and Sp Ed services may continue with Zoom as well and elementary prep teachers and elementary Sp Ed teachers should take time over the course of three days to set up Zoom time, etc. Clarity is still needed for the time to be given to prepare, etc. So, for now, please let HEA know how long it takes over the course of three days to reschedule Zoom, get Google accounts set up for the class, etc. and we will take it into HR.

We are also working on a response for secondary (Sp Ed included) and expectations regarding work for quarantined students. For now, there is no expectation that work, notes, etc. will be provided. You can refer the student to any posted assignments at your discretion.

Modified Independent Study

At this time, we do not have an update regarding the "modified independent study" mentioned in the [last Friday Follow-up](#). We will be discussing this next week. Until there is a common understanding, teachers are not required to provide any work for the students who are in the independent study program.

Zoom Meetings

To the extent possible, remember meetings (staff, ILT SBDM, etc.) should be outside or through Zoom to minimize the amount of contact.

Substituting

If a sub does not show up, some sites are co-mingling groups, having prep teachers take the students, or have teachers rotate in during their preps. We know that we always have good intentions in covering classes, but in some instances going into the class to cover for a sub has meant exposure to COVID since that is the reason the teacher is out (they did not feel well, and/or are being tested.) We have been told that site admin or District admin are available to cover classes for a lack of subs.

THE BOTTOMLINE IS....

Your safety is the priority!

All MOU safety provisions and equipment should be in place and/or protocols should be followed, If not, let HEA representation know!

All contact should be minimized: staff meetings, one-on-one assessments, students not following safety protocols, e.g., masks, subbing, etc.

When followed by the District, the MOU should allow you to focus on your task at hand - teaching, counseling, providing services, and (in general) providing a nurturing, safe environment so that students can receive the instruction and lessons given by members every day!

When asked by a staff member how it felt to be back at school, an elementary student was quoted as saying, "You know, I had forgotten how much I liked it here!"

HEA is proud that we will always advocate so that students feel that way!

Thanks for all you do every day!!!

2022 CTA Human Rights Awards Nominations

[Attached](#) is information about CTA's Human Rights Awards and how to nominate a member.

**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**

- School Board Meeting – Wednesday, 9/8/21 @ 6:30pm
- New Teacher Orientation – Thursday, 9/9/21 @ 3:30pm
- HEA Board of Directors' Meeting – Monday, 9/13/21 @ 4:00pm
- HEA FRA Meeting – Monday, 9/20/21 @ 4:00pm