



HAYWARD EDUCATION ASSOCIATION



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

January 7, 2021 – Friday Follow-up



It has been a week....

During our first week of school in 2022, the impact of this surge has been severe. As of today, (Friday, Jan. 7th) our schools reported:

- 1/3 of our students are absent
- 365 employees are absent
- 165 primary classrooms are closed and quarantined
- 615 secondary classrooms are significantly impacted

To say it was overwhelming is an understatement. Current trends suggest these absences will worsen next week, prompting the actions described below.

Through it all, folks continue to do what we do best - stay focused and try to meet the needs of the students while on a unicycle and spinning plates - it never ceases to impress. On behalf of the union and students, thank you for being the professionals you are! The students, profession, and union are fortunate to have you!!

In support of members and our students, and in response to the data, we have been strenuously advocating for appropriate responses. We have agreed on the following significant items, with some details still remaining to be worked out in the coming days. Although it is our sincere desire to keep our schools open to in-person learning, our current trends indicate this will not be possible in the coming days.

- **Next week we will return to the distance learning implemented in the 2020-2021 school year.**

Monday, January 10th, will be a non-instructional day to prepare for remote instruction, with 1/11 through 1/14 being distance learning days for nearly all district students. More information and details will be forthcoming from HEA, the District and your site administrators, so please pay close attention to your email for further instruction. The current plan is for in-person instruction to resume at all sites on Tuesday, January 18th. Details will be forthcoming regarding our return as well. This time will allow for recovery and additional testing, which we hope greatly improves the health prospects of both staff and students.

- **Distribution of N95 masks and a request for KN95 masks for all of us in the future.**

It is our understanding that the District is in the midst of distributing N95 masks to staff (we have also asked them for our students.) We will follow up with our request for KN95 masks as well. To be clear, there is no mandate for having to wear a certain type of mask. But the District has agreed to provide KN95 masks, which health experts agree is superior in preventing transmission of COVID-19.

- **An extension of SB95 days (For use regarding COVID-related absences)**

We received language today that would extend access to folks' remaining hours (of the original 80 hours given) of SB95 days. The District would need to reconcile the retro days used from September 30 (when the days sunsetted) and extend their use through to at least March 2022. We are expecting to be able to meet to further extend the access to the days as needed, but will update folks as we forge ahead.

- **Expanding testing capacity at sites.**

We are exploring ways to expand testing capacity at sites and reducing turnaround time for results. Expanding capacity and reducing turnaround time will add an important layer of safety to our existing practices. As a reminder, HUSD staff is considered a priority. You should let the folks testing that you are an employee (have your ID with you) and they should have a separate line for you or take you right away. They are also looking at extending the time past school hours to have testing done as well.

Rapid testing

We have requested rapid tests for staff. The district is pursuing getting the tests available to us.

Quarantined Classes

It would appear that guidance around the length of time for quarantine and who gets quarantined may be changing. We will make sure that the District provides details reflecting the most current guidelines and practices.

Subbing

We are in discussion about any proposed changes to our substitute language in the contract. The District would like more of us to make ourselves available to cover absences. We will let you know where it ends. But for now, the contract language says that any subbing is completely voluntary and should be done only during preps and strongly considered in terms of the current health concerns. There is also a provision about dividing students up into other classrooms (no more than 5 students, etc.) but we would advise that folks think long and hard about having this as a practice right now. There is no language about forsaking assignments e.g., EL Specialists or Prep teachers for an all-day subbing assignment. Please remember subbing at this juncture is voluntary.

Events

Because of the rapid spread and transmission rates of the variants, athletic events and public performances have been canceled and meetings should be held through zoom.

Emergency School Board Meeting

The HUSD Board of Education will hold an emergency board meeting **TONIGHT, 1/7/22, at 6:30pm** to discuss temporary virtual learning options as a result of the COVID-19 pandemic. [CLICK HERE](#) for the meeting link and details.

HEA Office Hours

Congratulations to our HEA Office Manager, Amber Taylor, on welcoming her new baby into the world. To give her time to bond with the newest addition to her family, the HEA Office will be available on a reduced schedule for the month of December and January and any emails sent to office@heahayward.org will likely not receive a response until the following Monday, Wednesday, or Friday. Feel free to continue to send emails directly to Mercedes at president@heahayward.org if an immediate response is needed.

Political Action Committee Voluntary Contributions

At a recent FRA meeting, folks expressed interest in contributing to the HEA Political Action Committee (PAC) to help campaign for local and county candidates that will help represent us and our schools (including the three HUSD School Board Trustee seats that are up in the next election). For those interested in contributing \$1/month to the HEA-PAC fund from your HUSD paycheck, please complete the [attached form](#). As a note, while the HEA-PAC follows strict reporting guidelines, the \$1/month donation does not require any reporting of your personal information to the FPPC.

CTA Bulletin

See the [attached CTA Bulletin](#) for more information about MLK Jr. Day, several grant and scholarship opportunities, Human Rights Award nominations, CTA Conferences, and more!

**We are stronger when we
Stand Up! Stand Strong! Stand Together!**

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

- EMERGENCY School Board Meeting – Friday, 1/7/22 @6:30pm
- HEA Board of Directors Meeting – Monday, 1/10/22 @ 4:00pm
- School Board Meeting – Wednesday, 1/12/22 @ 6:30pm
- HEA FRA Meeting – Monday, 1/24/22 @ 4:00pm
- HEA Organizing Team Meeting - Monday, 1/31/22 @ 4:00pm