



HAYWARD EDUCATION ASSOCIATION



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August 20, 2021 – Friday Follow-up



Evaluation Timeline

Attached is the [Evaluation Timeline](#) for the '21-'22 School Year. Please review it and reach out to your FRA if you have any questions.

Yesterday's New Teacher Orientation

It was wonderful to virtually meet so many new HEA members at yesterday's New Teacher Orientation! There were a lot of great questions asked at the meeting and we're excited at the strength that you already offer your union!

FRA, please take the opportunity to introduce yourself to the new HEA members at your site so they know who they can initially turn to with questions or concerns as they arise.

In anticipation of next week's start of school... We expect more in-depth responses from the District by Monday and will send out a follow-up by Tuesday! Responses/confirmations needed include the following topics:

Year-Round Staggered Reading

In concept, we have two different start times - September 9th or again in January upon our return from break. We are advocating for teachers to have the right to choose the start date based upon their time capacity to send notifications to parents, establish groupings, bus transportation in place, etc. Either way, it is safe to say to parents that if you are planning to implement staggered reading, it will be coming at its earliest in September.

Middle School Schedules

Middle schools should be working on bell schedules that reflect the new contract language that permits the restructuring of student instructional minutes such that members may have 15 minutes before and after school for use at their discretion (e.g., checking mail, contacting students and/or guardians, etc.)

Mandated Trainings

So far, we understand that mandated trainings will take place at staff meetings and are not part of the minimum days

"Optional PD" Pay

Pay for the first three optional PD days before the start of school is still being worked on. Despite the District's best efforts to go back on agreements and understandings made at the bargaining table, the union remains strong in its position, namely: in a given day, if a person goes to one of the three modules, they will get paid a full day of pay at their per diem rate. The remaining modules of the day will be paid per the hours of the presentation plus an additional hour of prep. All compensation will be paid at the person's per diem rate of pay. There is also the understanding that trainings beyond the 2-hour maximum (e.g., ABAR) will count as 2 modules and folks will be compensated accordingly.

Staff Meetings

It is also our understanding that staff meetings will be held virtually or "if it is a nice day" (a District quote) could be held outside.

Next Week's Staff Development Days/Work Days

It is the District's recommendation that PD on Aug 23rd is conducted by zoom. The 24th would be "virtual" and the expectation is that on the teacher workday folks are working from the site.

We will share language and confirmations of these discussions once established. As always, please reach out if you have any concerns.

HEA Member Loses Everything in Fire

One of our own HEA members, Andrea Wilson, lost their home and all personal belongings in a fire this summer. If you are willing and able, please consider helping! Details of the fire and how you can help are found [HERE](#).

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