



# HAYWARD EDUCATION ASSOCIATION



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Website (announcements, forms, contract, etc.): [www.heahayward.org](http://www.heahayward.org)

## January 27, 2023 – Friday Follow-up



*Don't forget to register for the CTA Virtual Retirement Training!*

### **Special Ed Townhall**

On Thursday, February 2<sup>nd</sup>, from 6:00pm-7:30pm there will be a Special Education Town Hall at the HUB's MPR.

[Click here for the link to register for this town hall](#) (registration is required to attend.)

### **Substitute Language**

At FRA, we discussed the rate of pay for subbing. If you decide to forsake your prep (and it is entirely your decision to do so) and sub for the 50 minutes, you would be paid \$43 (the contractual hourly rate). If, at the elementary, there is agreement to divide the students amongst teachers, no teacher can have more than 5 students and they would be paid \$60 for the entire day. We are confirming practices that have been used for the elementary prep teachers\* (our apologies for using that title while we address the desire for a title that better captures the work of our members who teach ART, science, PE, etc. at the elementary sites). At this time, they, like all teachers, would have the right to turn away the 5 students although we recognize that is a difficult position to be put in. If they accept the 5 students during the PE/Art/etc. time then they should be paid \$60. That said, the question remains what happens if the "prep" teacher has more than one period of teaching "plus five" students? We will touch base and work with folks from a historical perspective and advocate accordingly.

For secondary, PE teachers taking an entire class and doubling their numbers, would receive \$60 dollars. As part of the discussion, it was noted that \$43 and \$60 is not nearly enough. These numbers came after much negotiations and efforts by the negotiating team. In the past, we have also advocated for an orientation for subs, roving subs for sites/departments, etc. to no avail. We will keep at it.

### **Elementary Taskforce**

Just prior to the pandemic, and within the transition to new administration in Ed Services, the Elementary Taskforce (the group that brought back the 10-15 minutes before and after the student instructional day so that we were not arriving and leaving with the students) was unexpectedly and abruptly halted. Since that time, we have been working to bring back the taskforce. Yesterday, the response from the district is that it would be reformed starting in March.

### **Special Ed Taskforce**

While the district has said that they would start back up the Special Ed Taskforce, we have yet to secure a start date, but will keep after it!

### **Community Schools**

Despite the fact that the district has not yet responded to our Demand to Bargain regarding the impact of community schools on our bargaining unit, the District is forming a steering committee. The district plans to create site level committees as well. We will discuss and negotiate the site committee selection process to the extent possible to make sure folks have an opportunity to provide a voice.

## **VISP**

VISP will be sunseting at the end of this year but it is not as easy to dismantle this program as the district believes and its impact on Independent Study will need to be negotiated. It is not just a matter of sending folks back into the classrooms - we need to review and apply transfer rights, etc. Within the discussion, the district indicated that Edgenuity (VISP's curriculum resource) would continue to be used. HEA recalls when Edgenuity was first mentioned, its educational efficacy came into question and continued use would need to be reviewed prior to simply slipping it into the fold. We reminded our ever-forgetful District of this understanding. We have asked for a date to negotiate the impact of sunseting VISP, the impact on the IDS program, and a meeting to review the Edgenuity program.

## **Literacy Workshop**

The district will be providing two, one hour, topic-based workshop opportunities (open to all grade levels) on February 14<sup>th</sup> and 15<sup>th</sup> from 3:30pm-4:30pm. Workshop topics include: Phonological Awareness and Phonics, Fluency, and Vocabulary and Comprehension. [More information about the workshop here.](#)

## **Ethnic Studies**

The Ethnic Studies action timeline for the state high school requirement is now in place with the help of HEA. The language for Ethnic Studies advisors' release has been signed and the application process for each high school site should be opening shortly. [Click the link to see the job description for Ethnic Studies Advisor.](#)

## **High School Intramurals**

[Attached is the High Schools Intramurals Agreement](#) that has been reached and signed. Administrators will no longer do our work and run the intramural programs at some of our High School sites. Intramurals will be reinstated at all High School sites including Brenkwitz Continuation High School and will be run by our members only.

## **Bereavement Leave**

We received the below message from HR about California law changes to Bereavement Leave:

*"The state of California passed Assembly Bill 1949. As of January 1, 2023, employees may take up to 5 days of bereavement leave for the death of a family member regardless of whether travel is required or not.*

*Our collective bargaining agreement language may be impacted by this new legislation. We will be working with you to discuss these impacts and work toward agreement on any necessary changes as we meet with each unit group. We will be providing an update to employees in our upcoming staff message that we are working to negotiate any changes related to this new legislation."*

Since we already have 5 days without travel in our contract, (Article 11 E) we do not believe that there will be an impact but will follow up with HR in our meeting with them on Tuesday.

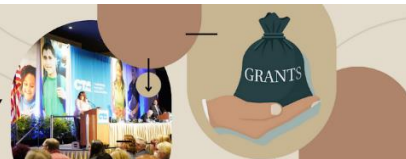
## **Refresh Language**

We are finalizing the language on the impact of the Refresh and construction work occurring at sites. Included in the language is: hours and pay for packing and unpacking, that the number of outlets, etc. for equipment use will be maintained, if not increased, in the "new"/refreshed rooms, and any use of the new equipment will include training and support. We also have a provision that allows for addressing issues as they arise.

We will publish the language when it is signed by the district and HEA.

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**Conferences,  
Scholarships, Grants,  
and Awards**



## New Educator Weekend

HEA is looking to sponsor 3 Members (**who are in the first 3 years of their profession**) to attend the CTA New Educator Weekend Conference on March 10-12, 2023. If interested to be considered, email [office@heahayward.org](mailto:office@heahayward.org) before Feb. 10<sup>th</sup>! See the attached [New Educator Weekend Conference flyer](#) for details.

Members will be getting close to two full days of professional development, opportunities to network with other new teachers and access to top educators in the state as the sessions are led by experienced classroom teachers. Topics discussed include: classroom management, creating engaging classrooms, lesson plans and ideas, connecting with your union, student loan forgiveness information, member benefits, project grants and more.

## Equity and Human Rights Conference

HEA is looking to sponsor 2 Members to attend the CTA Equity & Human Rights Conference on March 17-19, 2023. If interested, email [office@heahayward.org](mailto:office@heahayward.org) before February 17<sup>th</sup>! See the attached [Equity & Human Rights Conference flyer](#) for details.

This conference will capture the essence in CTA's Mission Statement: to ensure that the dignity and civil rights of all children, youth, and adults are protected and to secure a more equitable and democratic society.

## HEF Grants and Others

Hayward Education Foundation will be giving awards up to \$1000 for Hayward teachers to use for enhancing their ability to reach their students in better ways or more creative ways using materials that the district doesn't provide. The due date for all applications is April 1. They are funding the requests as they come to them. Please spread the word! The application can be found at <https://www.haywarded.org/>.

Mike Beazley of HUSD has put together a [google sheet of just about all the grants available to teachers nationwide](#).



## CTA Virtual Retirement Training - Register Soon!

Every year, we have folks asking about and expressing interest in attending a retirement training/workshop. This year, we received word that CTA will be hosting a **free** Virtual Retirement Training that will be available on several dates. If interested, check out the [Virtual Retirement Training flyer](#) and register for your preferred date. Because this is often a largely requested and attended training and spots are limited, be sure to register early to get a spot!

You are never too young or old to learn about your CalSTRS benefits, programs, and services

**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

- HEA BoD Meeting – Monday, 2/6/23 @ 4pm
- HUSD School Board Meeting – Wednesday, 2/15/23 @ 6:30pm
- HEA FRA Meeting – Monday, 2/27/23 @ 4pm