



HAYWARD EDUCATION ASSOCIATION

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April 28, 2023 – Friday Follow-up



Involuntary Transfers

The involuntary transfer process was held this past Wednesday. It started early in the morning and continued until past 6 pm. Members went in, in order of seniority, to choose a position at a different site for reasons that included the district terminating programs or enrollment projections dictating a decrease in assignment percentages, etc. HEA worked for days correcting the lists, sometimes several times in one day. We also worked to remove needless transfers from the list. In particular, the district had the elementary specialists e.g. PE teachers, art teachers, and the like with inaccurate percentage reductions, or choices which would result in considerable hardships. For example, the district had elementary PE teachers with no other choice but to take an assignment with half elementary and half secondary schedules without consideration for the scheduling nightmare this would cause simply because the bell schedules do not line up. They also had year-round folks with no choice but to merge their year-round calendar with a traditional calendar assignment. HEA advocated and, in most cases, we were successful in maintaining current assignments. We recognize that not everyone received the ideal assignment but will work on addressing concerns. If you have concerns, please email us and we can discuss any next steps that can be taken.

We are in hopes that next year the district will learn from its mistakes and the process will be done more thoughtfully and accurately.

Bargaining

The HEA and HUSD bargaining teams met again yesterday. HEA's safety proposals will refine and improve response timelines, ensure window coverings and locks for safety, and provide PE teachers keys to access a secure location in emergencies. The district proposed several changes in Article 11 (Leaves of Absence). Their proposal included restrictions on the use of personal days and creating an "attendance alert" when members were under suspicion of abusing sick leave (including absences on Mondays/Fridays or using all leave accrued in the year). The proposal and discussion implied that we had problems with "abusing" our sick and personal days and that new protocols were required to reign in our rampant abuse. When asked for evidence of the allegation of abuse, they said that they really did not have any data to support their claim and need for the proposals. While we are disheartened and feel disrespected, we will maintain our focus on improving our working conditions with positive language and stand strong against unjust punitive actions and proposals.

We meet again May 12th and will keep you in the loop.



CTA Summer Institute - For FRA and FRA Alternates

This year, CTA's Summer Institute takes place from July 23-July 27 on the campus of UCLA. Offering sessions in a variety of areas that assist FRA in the day-to-day representation of their members, this five-day event will feature hands-on activities to hone the skills needed to meet the challenges of the coming year.

HEA is sponsoring 2 FRA Reps to attend the CTA Summer Institute, including housing and transportation costs. Sign up by emailing office@heahayward.org before **June 1, 2023**. See the [attached flyer](#) for more details.

CTA Member Benefits

[Attached is the CTA Newsletter](#) with more information about some CTA Member Benefits, including a new Summer benefit for disability insurance and a reminder about the Calm app that is available to members.

**We are stronger when we
Stand Up! Stand Strong! Stand Together!
1,122 Members Strong!**

 Mark Your Calendar  Mark Your Calendar  Mark Your Calendar  Mark Your Calendar  Mark Your Calendar  Mark Your Calendar  Mark Your Calendar

- **HUSD School Board Meeting – Wednesday, 5/10/23 @ 6:30pm**
- **HEA BoD Meeting – Monday, 5/15/23 @ 4pm**
- **HEA FRA Meeting – Monday, 5/22/23 @ 4pm**