



HAYWARD EDUCATION ASSOCIATION



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

December 10, 2021 – Friday Follow-up



FRA Meeting this Monday!

As a reminder: this Monday, 12/13/21, at 4:00pm is our next FRA meeting. If FRA are unable to attend, please plan for an alternate to attend in their place! The meeting details, including the Zoom link, will be sent to FRA later this evening.

The Extended VISP Program – Grades/Conferences/Report Cards

For those of you who work in the VISP extended program (the extra 20% working with Edgenuity) and have been told by the District to provide grades, hold parent conferences, and/or fill out report cards - the succinct answer is that none of those responsibilities are included in the MOU. *Additional work outside of the MOU needs to be negotiated.* We have been in discussions about grades but have not reached a conclusion. Until such time that there is a common understanding between the union and the District, you are not required to do grades, conferences, or report cards. We will let you know the conclusion of the discussions.

We have also been dealing with the "ask" of the District that year-round folks working within the VISP extended program, work during their break. Again, there was no common understanding that year round folks would have to work during their break. The District set this program only with a traditional calendar, and then offered it to year-round students and year-round teachers. We understood that year-round staff working with year-round students would be for the sake of consistency - and if the year-round student returned to the year-round schedule, they would have familiarity with teachers at their sites. Instead, the District has once again disregarded consistency for our students for the sake of convenience. We will discuss this today with HR and hope to have a response by Monday. We will let you know.

School Closure

We are still waiting for the Superintendent to form the composition of the School Closure Transition Team. As described, the transition team would have representatives, administration, and parents/guardians from school sites to walk through the details of the school closure. Last week, the Superintendent stated that he would have the composition of the team worked out and share it with us by Tuesday of this week. To date, we are still waiting.

The District representatives visited Bowman and Strobridge and, by reports, did not have any information to share except their condolences. We learned yesterday that the District organized some sort of Transition Team that will meet with parents and guardians about the school closure, including enrollment, transfer, transportation, etc. This, before the School Board's transition team has met to walk folks through the proposed impact of the school closures. It is with dismay that, once again, the District is working backwards.

SB 95 COVID Leave

During the pandemic, we each received an extra 80 hours of leave for COVID-related absences. Those hours were terminated by the State at the end of September. We have been working with the District to see about extending the hours for the remainder of the year (as has been done in surrounding districts.) Thus far, the District has stated that they would be willing to extend the hours until the end of December. HEA, along with SEIU and AEOTE are advocating for the extension to continue until the end of the school year particularly because of the reactions folks are having to booster shots and the new variant. We shall see and will let you know.

Home Edition CTA New Educator Weekend - This Weekend!

CTA's New Educator Weekend (NEW) is a conference for new CTA members. This NEW conference will be hosted virtually and will have a special focus for educators in their first few years of teaching but offers professional development and instruction that is useful for all educators. The conference has everything that educators need to be successful, including sessions about classroom management, creating engaging classrooms, lesson plans and ideas, connecting with your union, student loan forgiveness information, member benefits, project grants and more. Professional Growth credit will be available at no cost for CTA members! [CLICK HERE](#) to register.

Good Teaching Conference

HEA is looking to sponsor 4 Members to attend the CTA Good Teaching Conference. If interested, contact the HEA office (office@heahayward.org) **before December 15th**! See the attached [Good Teaching Conference flyer](#) for details.

Our Condolences

As you may know, our colleague and friend to many, Sandra Navarro, tragically lost her husband this week.

Colleagues are requesting Catastrophic Leave contributions made in Sandra's name. If you are interested in contributing sick days to Sandra, please fill out the [Catastrophic Leave Contribution Form on the HEA website](#) and check the box by "Specific Donation for Sandra Navarro @ Tennyson". HEA will forward the days to HR. Any contribution will undoubtedly be greatly appreciated in this time of need.

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.

DKG Grants for Hayward Educators

Every year, the local chapter of Delta Kappa Gamma offers grants to Hayward Educators for various classroom projects. Last year, [five HEA members received over \\$2,200 in total](#) for various projects. [Click here to learn more and apply for a grant](#). The application deadline is December 14th, 2021.

California Casualty Holiday Gift Card Giveaway

Congrats to the California Casualty random \$50 gift card winners: Jessica Sturholm, Winkle Sandhu, Renee Cabral! As a reminder, HEA members can still access the [free \\$25 Amazon gift card offering](#) for simply checking their current auto quote (no purchase necessary!) via: www.readyforquote.com/Stephanie

**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** **Mark Your Calendar**

- HEA FRA Meeting – Monday, 12/13/21 @ 4:00pm
- HEA Board of Directors Meeting – Monday, 1/10/22 @ 4:00pm
- School Board Meeting – Wednesday, 1/12/21 @ 6:30pm