

## December 16, 2022 – Friday Follow-up



(after the 12/19 PD, of course)

### December Paycheck

As a reminder, our December checks may arrive as early as December 30<sup>th</sup> (depending on our personal banks and if we have an automatic deposit) or as late as January 3<sup>rd</sup>. Because of the various pay schedules (10 months, 11 months) and tax purposes, our checks fall into various arrivals to our accounts. We wanted to remind folks so they can plan accordingly.

### COVID Sick Leave Requests

We have had members reach out about COVID sick leave days that were deducted from their personal sick leave, even though they completed the necessary [COVID-19 Sick Leave Request Form](#) (and were notified that their request was approved) over a month ago. If you also have a discrepancy in ESCAPE of personal sick days being deducted instead of COVID-sick days, please contact HEA and we will take it to HR.

Again, the law regarding COVID sick leave will **end on December 31, 2022** and will no longer be available for our use. Personal sick leave will have to be used going forward after December 31, 2022.

### December 19<sup>th</sup> PD

*Included in previous Friday Follow-ups:*

*Because of a misstep on the part of some administration, you can attend the December 19<sup>th</sup> PD through zoom but you must be on campus to be considered present. We advocated for folks to be able to be off campus but the district did not want to deviate too far from their mandated practice this year of in-person/on-campus meetings. Since that is within their realm of authority, we pushed for the fullest extent of flexibility on the part of the district. (We included in our argument that School Board meetings are a hybrid model and all of their members do not always attend in person. But alas...)*

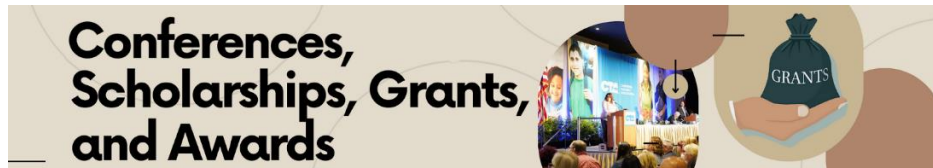
*All other provisions in the contract apply. (Article 10 Hours B)*

*Please also note that the topic for the PD should have gone through your SBDM team (or the LCC where there is not an SBDM team.)*

**As an update**, we just learned that middle school sites have prepared PD for December 19<sup>th</sup> that can only take place in-person, and which cannot be attended via zoom. In response to this issue,

HR has added to the remedy: **If you do not have an opportunity to join PD through zoom, and do not feel comfortable going in-person, you can remain onsite and join a PD that can be done through zoom or you can be onsite, holding a “personal PD,” working on paperwork or working collaboratively with colleagues.** Furthermore, as a result of middle schools being deprived of their voice in selecting the type of PD to be offered, and in violation of our contract, we will be filing a grievance and taking steps to ensure this does not happen again.

**Please note: If you miss a staff development day, the reason must be a sick day. If you use personal business or other reasons, you will be docked pay for the day.**



### **New Educator Weekend - Did You Know?**

The New Educator Weekend is for educators in their first three years in the profession. 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. [Additional Information can be found here.](#)

### **Save the Date: Upcoming CTA Conferences and HEA Sponsorship**

Save the date for CTA's upcoming in-person conferences:

- [Good Teaching Conference - North](#) in Burlingame from February 3-5
- [New Educator Weekend – North](#) in Santa Clara from March 10-12

Did you know that HEA sponsors members to attend various CTA conferences? See the [attached HEA-Sponsored Conference Overview for the 2022-2023 year](#) for more information.



### **ADEM Election Information**

If you are a Democrat, please use [this link](#) to register and vote by mail for the Democratic Delegates that will represent us at the ADEMs (Assembly District Election Meetings). CTA will send you an email of teachers running as candidates in your assembly district. This year many teachers are running, **including some of our own HEA members!** Additional information, including to find out your assembly district number, can be found [HERE](#).

Please help us increase the teachers' voice within the party! If you have any questions, please email HEA and we'll connect you with members of our PAC Committee.



### **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're never too young or old to learn about your CalSTRS benefits, programs, and services.

### **CTA Access to Savings December Giveaway - Cinemark Gift Cards**

CTA members have a chance to win one of five \$100 Cinemark gift cards! Deadline to enter the Giveaway is December 21<sup>st</sup>. [More details HERE!](#)

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



- **HEA BoD Meeting – Monday, 1/9/23 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 1/11/23 @ 6:30pm**
- **HEA FRA Meeting – Monday, 1/23/23 @ 4pm**