



HAYWARD EDUCATION ASSOCIATION



93 Jackson St. Hayward, CA 94544 * Phone: 510-538-1051 * Fax: 510-538-9427

E-mail: president@heahayward.org (best way to reach Mercedes) or office@heahayward.org

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

March 25, 2022 – Friday Follow-up



COVID Updates

Attached are the [District's guidelines about masks and protocols related to COVID](#). Please note that while it is up to a site (SBDM or, where there is not an SBDM, a like committee e.g., LCCs) if they will have an open house in-person or not, following protocols within the document, individuals can determine if they will have the meet and greet opportunities in their workspace/classrooms or not. A member could decide to hold their part of the open house outside, at a table with work displayed, etc. It does not need to occur in the classroom.

HEA Election Results and Run-off Election

Election results are in! We thank all of the folks who put their hat in the ring and welcome to the folks on the HEA Board - some as returning members and some new to the team of Board representatives. We also look forward to reports from the NEA/RA representatives.

- President
 - Mercedes Faraj
- Vice President
 - Mary Walsh
- Secretary
 - Kristina Huskins
- Treasurer
 - Michael Pelland
- Director-at-Large
 - Paulette Albert
- Secondary Director
 - Taslin Kimball
 - Ruby Goodall
- Elementary Director*
 - Lynette Nielsen
- CTA State Council Representative
 - Chantaine Fauntleroy
- CTA State Council Alternate
 - Inmaculada Nieto Butler
- NEA/RA (HEA-funded)
 - Chantaine Fauntleroy
 - Charles Jones
 - Christina Debbs
 - Agustina Noble
- NEA/RA (Self-funded)
 - Inmaculada Nieto Butler
 - Roshawnda Postell

**Though there were two positions open for HEA Elementary Director, only one candidate met the threshold to gain office. This means there will be a runoff election for the other seat.*

By request of HEA FRA, attached is this election's [Teller's Report](#).

The Runoff Election for HEA Elementary Director will be April 18-22. Voting documents are being prepared this week and materials should be at sites before the 18th. FRA Reps, if you receive the envelopes beforehand, please do not begin the voting process until April 18th. In-person voting will also be available at the HEA office (93 Jackson St. Hayward) on:

- Tuesday, April 19th, from 2pm-4pm
- Friday, April 22nd from 2pm-4pm

Ballots must be returned to the HEA office by 4:00pm on April 22nd to be counted. Attached is the [Runoff Election Timeline](#).

School Closures and Involuntary Transfers

HUSD is moving forward with involuntary transfers for all members affected by the anticipated school closures. Many have already received notice of their new assignments, and others will be invited to a “conference” on March 30th to choose from available vacancies by seniority. **HUSD has chosen to move forward without HEA’s involvement, and in some cases without any regard for our contract.** HEA will pursue this matter immediately. In the meantime, we encourage all members to pay attention to District communications and make sure you participate in the March 30th selection process, if invited. Please do not hesitate to call (510) 828-1899 or email at president@heahayward.org if you have any concerns during the process. If you are not invited to this conference and given a new assignment against your wishes, we recommend you sign but indicate you are accepting it under protest. Please let us know if that's the case.

We are continuing to untangle the yarn that is called the School Closure Transition Team, We have learned that HUSD has failed to take into consideration many important issues in school closures and reassignments, including caseload limits for SLPs, placement of Special Education preschool assessment teams and SLPs, providing necessary passage for students on site, providing necessary space for physical education and music teachers, and allocating space for YEP (forcing YEP to use classrooms after hours).

A parent was heard to say that we need accurate, transparent information and need the ability to make changes. We need to have a real purpose to make recommendations and decisions. We could not agree more!

HEA Organizing Team (HOT) Training Opportunity on Monday, March 28th!

In addition to the challenges we face every day at our sites, the months ahead will pose even more: school closures, contract negotiations, and future charter school attempts all lie ahead of us.

In this 90-minute training (via zoom), we'll share the basic tools and tips for successfully organizing your sites to get members engaged and active. The better we can get our sites organized, the stronger we'll be and the better our chances of winning the fights ahead.

This training on Monday, March 28th, at 4:00pm, is open to ALL HEA leaders and activists. The only prerequisite is a willingness to put these tools to use engaging your colleagues! [You can register here for the training.](#)

Human Rights Cadre Training Program

Applications are now being accepted from CTA members interested in becoming trainers for the Human Rights Cadre Training Program. CTA is looking for applicants who exhibit good adult learning teaching skills; advocate for educators, students and the community; understand CTA mission, focus, and vision; have some training and content expertise in racial and social justice issues; and are committed to delivering an authentic, inspiring, and transformative program for CTA members.

The application deadline is March 31st. [More information about the program found here.](#)

Ethnic Minority Early Identification and Development (EMEID) Program

Each of the four CTA regions has a team that selects CTA ethnic minority members to participate in the EMEID program. In this program, a CTA staff coach will be assigned to assist each participant to achieve defined personal leadership goals. In addition to the staff coach,

the participant will consult with his/her Regional Manager, At-Large and CTA Board member on goal attainment.

Interested in participating? [More information and the application process found here.](#)
Deadline to apply is April 8th.

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 Organizing Team Training – Monday, 3/28/22 @ 4:00pm
- HEA BoD Meeting – Monday, 4/18/22 @ 4:00pm
- HEA FRA Meeting – Monday, 4/25/22 @ 4:00pm
- HUSD School Board Meeting – Wednesday, 4/20/22 @ 6:30pm