



# HAYWARD EDUCATION ASSOCIATION

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



## September 1, 2023 – Friday Follow-up



*Happy Labor Day!*

### Labor Day

The above bumper sticker states, “Unions: The Folks That Brought You the Weekend.” (And no, they don’t mean the singer.) They could easily add: standardized working hours; better working conditions; better pay; representation rights; a voice of advocacy at sites, various tables, and Board meetings; rights to file a grievance without retributions; a robust contract including provisions; protections and improvements to the teaching and learning conditions of our students; a sense of unity; collegiality; family and strength beyond compare — all accomplishments made possible by STANDING UP – STANDING STRONG – STANDING TOGETHER.

### 15-Day Class Size Balancing

The 15th day for balancing classes is fast approaching (September 7th). The Enrollment Team has met several times this week and “reconciled” most schools (meaning that there will not be any changes.) Any potential changes, e.g. a loss of a teacher position at the site and transfer to another site have been postponed until after the Labor Day weekend just to make sure that we include any “late arrivals” of students. If sites do find that they will lose a teacher who needs to be transferred, the process is as follows:

- An emergency staff meeting is held with the announcement that the site is losing a teacher
- They ask if there is a volunteer to be transferred as an involuntary transfer (meaning the person has the right to choose an assignment based on what is available on the vacancy list, in order of seniority)
- If no one volunteers, the least senior member becomes the transferee
- Any teacher that is reassigned as a result of the transfer process would have time at their new site to set up their classroom (usually 1 day - or 2, if we can negotiate it), and review files, etc.

The HEA members on the Enrollment team continue, in each and every meeting, to advocate and look at every way possible for maintaining the staff at sites, recognizing the strength it provides for both the colleagues as well as the students learning in established communities.

### AB/AR Influencers

The district and HEA recently came to agreement regarding the district's proposed work of AB/AR Influencers. Please read the below background excerpt from the District/HEA Agreement for more information. We have also [attached the document with more details and the application link](#).

*Background: In support of the HUSD Equity and Anti-Racist policies and mandatory Implicit Bias training we will continue to support and build a coalition of interested staff to share AB/AR in our school community. Leaning deep into racial and other forms of equity work helps educators begin to deconstruct often unconscious personal biases and beliefs, develop the knowledge and skills to challenge them when they arise, thereby moving closer to systemic equity transformation. For the 2023-24 school year there will be three minimum*

days focusing on “Identity”. The sessions will be led by the AB/AR Administrator and vendors with site support from the site administrator and Influencers. The role of an AB/AR Influencer will participate in monthly check-ins; facilitate resource sharing between the district and sites; and provide direct service to students interested in joining efforts to lead for equity and antiracism. This year-long opportunity directly correlates to our school district's stance of equity as a core value, implementation of the district's Equity and Anti-Racist policies, and the district's plan to rethink how we continue to share AB/AR with all educational partners of HUSD. Activities should be vetted through the local SBDM or LCC (Hayward High)

### **For FRA Reps**

We will have our first official FRA meeting on **Monday, September 11th**, but please do not hesitate to contact HEA with any questions between now and then. Keep an eye out for an email with the meeting details and Zoom link.

Finally, thanks in advance for all the work you do for the betterment of HUSD!!!

### **HEA Office Hours/Contact**

The HEA office staff's hours are **Monday & Wednesday-Friday from 9:00am-4:30pm** (we are closed on Tuesdays.) The best way to reach us is by email ([office@heahayward.org](mailto:office@heahayward.org)), or you are welcome to call (510-538-1051) or visit the HEA office (93 Jackson St. Hayward, CA 94544), if needed.

You are also always welcome to contact HEA President, Mercedes Faraj, directly by her email ([president@heahayward.org](mailto:president@heahayward.org).)



### **Retirement Workshop**

Every year, we have folks asking about and expressing interest in attending a retirement training/workshop. So, we were happy to receive word that CTA will again be hosting a **free** Virtual Retirement Workshop that will be available on several dates. If interested, check out the [attached flyer for the 2023-24 Retirement Workshops](#)! Because this is often a largely requested and attended workshop 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!**



- **Virtual HEA Board Meeting – Monday, 9/11/23 @ 4:00pm**
- **Virtual HEA FRA Meeting – Monday, 9/11/23 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 9/13/23 @ 6:30pm**