

## November 17, 2023 – Friday Follow-up



### **Gratitude**

Just a moment to reflect on HEA's gratitude to you all for the work and contributions made towards improving the lives of our students both academically and, far more impactful, empowering them with tools to achieve goals that could only be imagined if not for the work you do! HEA holds gratitude for representing folks who hold pride in the profession and advocate to maintain the respect and integrity it deserves. We hold gratitude for the relationships built around this advocacy, creating a bond that goes beyond simply working with colleagues - rather we find ourselves working with friends. We hold gratitude for our family and friends' support each and every day! So, remember to raise a glass of whatever it is that quenches your thirst in gratitude for the work we do, and the integrity in which the work is achieved!!

### **Community Schools Update – Cease and Desist**

We want to be sure that you all know that there is a cease and desist in place for any work involving Community Schools until such time that we can get an MOU in place and get much needed clarity. After giving the district dates to negotiate an MOU as quickly as possible, they have responded and we have scheduled a meeting with the district to do this the week we return from Thanksgiving Break. So please share with your teams and co-chairs that this cease and desist is in place and there should not be any meetings or work related to Community Schools until we get an MOU.

### **ABAR Make-up Training**

We have heard from the district that the ABAR make-up training was optional and as such would not be compensated. See the District's response below:

*"The make-up sessions are optional and voluntary to attend.*

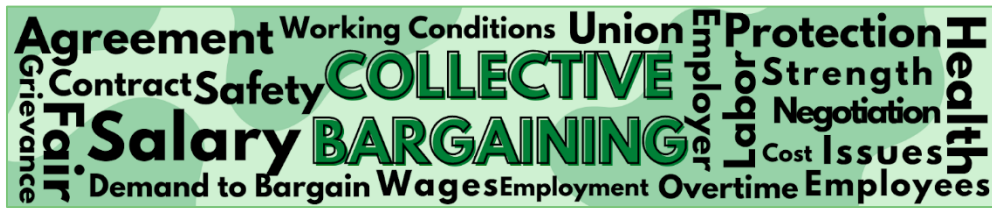
*The unit members who are paid to attend the make-up sessions are as follows:*

- Preschool teachers who attended option 2 outside of their working hours*
- Adult School teachers who were teaching at the time of the October 24 professional learning session*
- The preschool and adult school teachers will be paid based on sign in via stipend sheet, no timecard is required*

*There is no additional compensation for attending the sessions."*

**We do NOT recall negotiating this agreement and will address this upon our return.**

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## **Bargaining Update**

The Bargaining Team met on Wednesday, November 15th for the long-awaited bargaining session this year. HEA presented an Article 12 Class Size counter proposal including proposals related to our Sp Ed caseloads and related to improving our abilities to meet our students' academic and emotional needs. We also presented proposals related to Article 11 Leaves which included, among other things, increasing the abilities for leaves with pay. We had expected, given the time between our sessions (we had last met in summer), that the district would come prepared with the counter proposal to our Article 9 Safety proposal... They did not. No real explanation was given except that they did not realize that they even had the proposal!?... They did! We will meet again on December 1st. We will let folks know of our progress.

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## **Issues Conference**

HEA is looking to sponsor **2** members to attend the Issues Conference that will be held in Las Vegas from January 12-14, 2024. This conference brings together local leaders and activists to learn, discuss, and strategize so that we can organize and increase our collective voice on the state and local issues that matter most in education.

**If interested, email [office@heahayward.org](mailto:office@heahayward.org) by November 28th!** More details about the conference and how to apply to be sponsored by HEA can be found in the [attached Issues Conference Flier](#).

## **Good Teaching Conference - North**

HEA is looking to sponsor **3** members to attend the Good Teaching Conference - North. **If interested, email [office@heahayward.org](mailto:office@heahayward.org) by December 13th!** See the [attached Good Teaching Conference - North Flier](#) for details.

CTA's 2024 Good Teaching Conference - North is being held in Burlingame from February 2-4, 2024. The anticipated experience at this conference is equal parts educational and transformational. You'll learn new skills and find solutions to real-life challenges. You'll leave the conference feeling inspired, motivated and with a knowledge of what you need to do to be even more successful on Monday morning in your classroom.

## **CTA Conference Incentive Grants**

Did you know that CTA also offers incentive grants to attend CTA conferences? These CTA statewide grants are a great opportunity offered by our CTA Board of Directors. [Please follow the CTA guidelines and apply if you are interested.](#)

CTA Grants are available for the following Conferences:

- Equity & Human Rights Conference, Los Angeles, CA, March 1-3, 2024
- Good Teaching Conference – South, Garden Grove, CA, March 22-24, 2024

Also, keep any eye out for our local HEA sponsorship opportunities in this and future Friday Follow-ups!

### **New Educators: CTA Classroom Setup Grants**

The CTA Classroom Setup Grant is a special program for brand new educators to provide financial assistance of **\$300** towards the purchase of materials, resources, supplies, tools, and other educational instruments used by the educator to create and promote a positive learning environment in a classroom(s)/designated learning space(s). **The program is effective for Employment Start Date starting June 1, 2023.** See the attached [Classroom Grant Flier](#) for more information.

### **DKG Grants for Hayward Educators**

Every year, the local chapter of Delta Kappa Gamma offers grants of up to **\$500** to Hayward Educators for various classroom projects. Last year, **grants were awarded to 5 HEA members** for their projects! [Click here to learn more and to apply for a grant](#). The application deadline is December 15, 2023.



### **ALCOSTA Annual Sock Drive - Extended to December 2nd**

ALCOSTA (CTA's regional support center for Alameda and Contra Costa County) is hosting their annual Sock Drive from October 15 - December 2 in memory of CTA/NEA member, Jim Mordecai. [Learn more about how and where to donate warm socks for this Sock Drive here.](#)

### **ALCOSTA Cultural Game Lunch**

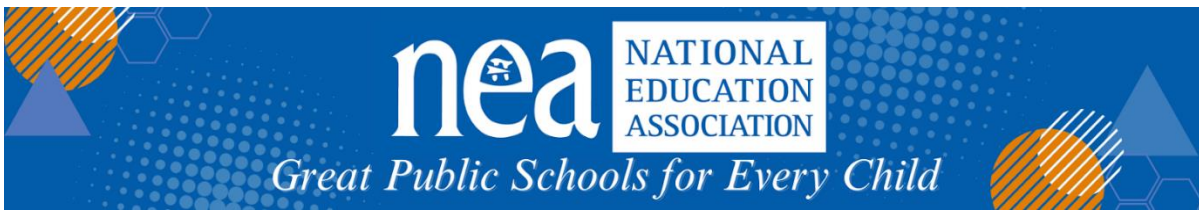
Would you like to learn and play cultural games while getting to know other like-minded Equity Team members from over 43 locals? Join other social justice, ethics, and equity warriors for our students. A fun time, eating, engaging, collaborating, playing games, winning prizes, and learning from each other.

Please see the [attached flier for information and RSVP QR code for the upcoming ALCOSTA Cultural Game Lunch](#). This event will be held on **Saturday, December 2nd, from 10:00am – 2:00pm**, at the Barbara Lee Center located at 2251 Bancroft Ave., San Leandro, CA 94577

### **CTA Member Benefits**

CTA offers so many member benefits including university credit options, savings in shopping and travel, premium subscriptions, and more! They also have short virtual meetings once a month to further explain how to maximize these benefits (this month, they'll focus on "University Credit/Virtual Pass.") [Find out more about these benefits and trainings here!](#)

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## **NEA Press Releases**

[Click here to see the latest NEA Press Releases](#), including NEA calls to action, position statements, event announcements, and more.

## **NEA Member Benefits**

Did you know that NEA offers all kinds of member benefits including retirement options, no-cost life insurance, and discounts for travel, shopping, and more! [Click here to learn more about your NEA Member Benefits!](#)

## ***HEA Stands Up, Stands Strong, and Stands Together!***

***We support each and every student to the best of our ability, no matter their background or identity. We work every day to provide quality public education, support our students' mental and physical wellbeing, and help students reach their fullest potential.***

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

- **HEA Board Meeting – Monday, 12/4/23 @ 4:00pm**
- **HEA Virtual FRA Meeting – Monday, 12/11/23 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 12/13/23 @ 6:30pm**