



HAYWARD EDUCATION ASSOCIATION

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March 27, 2023 – Monday Mop-up



Last week was a particularly busy one....

Wednesday's Board Meeting

At the Board of Education meeting last Wednesday, the School Board discussed, among other topics, the placement of 3 leased portables for a term of three years on the brand new, modernized Cherryland campus. They said that they needed the portables to compensate for the overcrowding of the site which is a result of the school closures (despite the District repeatedly saying that extra students from the closed schools were not going to pose a negative impact). In fact, the overcrowding has resulted in music teachers teaching on stage (again), teachers sharing spaces with parent outreach offices, no space for PE teachers to teach in inclement weather, etc. etc.

The placement of the portables created new concerns: there was no input from the community or staff before the district made the decision, and the portables are to be placed on a field used for play and PE (currently meeting the physical and mental health needs of children). To add to the ire, the District's "planning" included the "reassurance" that they did not believe they needed any more than 3 years of a portable lease since the enrollment is projected to decline and with a decline, no more crowded schools! Ken Rawdon believed that because there were already pipes and wires underground then it was basically meant to be. Eventually, the School Board only shortened the term of the lease to one year. HEA will file a demand to bargain in hopes of making the best of a bad solution. In addition, we will continue to advocate for a review of the impacts (including any positive impacts) related to school closures! HEA also plans to work with the District at every opportunity to develop better solutions than the District's "wait and see" attitude of hoping for a decline of enrollment to offset crowded schools. Afterall, school years cannot be replaced!

At Bargaining

Bargaining officially began last Thursday (prior to this, the HEA bargaining team has been meeting regularly for bargaining-prep, including reviewing survey responses and grievances, etc.) The meeting was mostly about meeting logistics - where we would meet, times of day and an overview of articles to be "opened" for negotiations. On the District's team was Kim Watts and Aurora Sweet (both of Human Resources), Dr. Lisa Davies (Ed Services), Allan Garde (CFO/Business Services), George Mitsopoulos (Assistant Principal at Mt. Eden), Peter Wilson (Principal at East Ave), and Irma Torres-Fitzsimons (Principal at Burbank). The HEA Bargaining Team includes: Zev Kvitky (CTA), Mary Walsh (HEA Vice President and Hayward High teacher), RJ Horstmann (MLK teacher), Elvia Gauzin (Park EL Specialist), Agustina Noble (Preschool Teacher), Paulette Albert (Lorin Eden Sp Ed), and Mercedes Faraj (HEA President and Negotiations Chair).

Based on the surveys given, Contract Articles on our list include: Hours, Class Size, Compensation, Safety, Leaves, and Extra Duties. We made sure to have the ability to open other topics/Articles as they related to overlapping articles and issues. The District shared the articles they wanted to open: Compensation and Class Size. Apparently, it seems that the contract satisfies their level of concern

regarding our looming concerns of safety, hours, assignments, etc. While it was disheartening, the HEA bargaining team will continue to share our concerns with the district and strongly advocate on the members' behalf to improve our working conditions and students' learning conditions.

The Superintendent Search Interviews

On Friday and Saturday, the superintendent search interview panel was convened. There were community members, students, and labor partners. There were 6 candidates for the superintendent position in all. It was an opportunity to have varying lenses within our community to come together to build consensus. While we will not know the labor of our work and value of our input right away, HEA greatly appreciated the opportunity to engage in problem-solving and getting to know others' perspectives in more detail. As one community member put it (and we are paraphrasing), "I never really understood your viewpoint until now, and I'm glad we had the chance to hear about your positions in more than the 2 minutes at a School Board meeting." We are too, and hope to continue building upon and bridging relationships to address the common theme of our students' needs.

This Week's LCAP Meeting

We will meet about the LCAP and hope to help frame the District's priorities - because their budget and spending *always* reflect their priorities.

We will let you know where topics stand!

Transition from Building Blocks to In-House for Benefits

After listening to staff feedback about interactions with Building Blocks, HUSD has decided to move away from Building Blocks as the third-party administrator for Benefits and bring the benefits process back in-house to the Employee Benefits Specialist beginning May 1, 2023. [More information in the letter HEA received from Lisa M. Cote, Coordinator of Benefits and Risk Management.](#)



CTA IFT Grant

CTA offers Educator Grants up to \$5,000 for educators and Impact Grants up to \$20,000 for teams of educators every year to members across the state through their IFT (Institute for Teaching) program. In fact, HEA has had members receive these grants every year for the past several years! Interested in being the next educator to receive a grant to help your students succeed? Check out the [grant requirements and application information!](#) The deadline to complete the grant application is Friday, March 31, 2023!

HEF Grants and Others

Hayward Education Foundation will be giving awards up to \$1000 for Hayward teachers to use for enhancing their ability to reach their students in better ways or more creative ways using materials that the district does not provide. The due date for all applications is April 1. They are funding the requests as they come to them. Please spread the word! The application can be found at <https://www.haywarded.org/>.

Mike Beazley of HUSD has put together a [google sheet of more grants available to teachers nationwide.](#)

City of Hayward Affordable Housing Opportunity

The City of Hayward Housing Division reached out to HEA in an effort to get the word out to HUSD educators about an affordable, for-sale opportunity at Mission Crossing by Meritage Homes that is available to moderate-income households or below. Attached is the [March 30th Open House and Orientation Flyer](#) with the information for the Open House and Orientation events hosted by HouseKeys, the project administrator for the Developer. You can also find out more information from the latest [City of Hayward The Stack article](#). There is no lottery for this opportunity so it is first come, first served for the remaining seven units.



New CTA Executive Board!

At our most recent CTA State Council meeting, Executive Board Member elections were held. CONGRATULATIONS to David Goldberg, President; Leslie Littman, Vice President; and Erika Lynn Jones, Secretary-Treasurer! This is a powerful team that will represent us well! Their 2-year term will begin June 26, 2023.

Labor Notes - Bay Area Troublemakers School

Some of you know Labor Notes, a progressive and independent labor organization that has done a lot of great work to advance labor struggles across the country. On Saturday, April 8th, they're hosting a local "Troublemakers School" that will highlight local struggles and provide some really great training and workshops, including:

- Beating Apathy
- Turning an Issue into a Campaign
- Running for Union Office
- Strikes!
- New Organizing
- Race and Labor
- ...and more!

[More information and registration for "Troublemakers School" here.](#)

**We are stronger when we
Stand Up! Stand Strong! Stand Together!
1,122 Members Strong!**

 **Mark Your Calendar**  **Mark Your Calendar**  **Mark Your Calendar**  **Mark Your Calendar**  **Mark Your Calendar**  **Mark Your Calendar**

- **HEA BoD Meeting – Monday, 4/17/23 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 4/19/23 @ 6:30pm**
- **HEA FRA Meeting – Monday, 4/24/23 @ 4pm**