



HAYWARD EDUCATION ASSOCIATION



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February 18, 2022 – Friday Follow-up



Elections

As announced in last week's Friday Follow-up and in an email on Tuesday, the HEA election timeline has been revised. This revision is to give an opportunity to folks at sites that had COVID-related shutdowns to be able to nominate themselves or others. Additionally, the revised timeline is to correct an accidental omission on the Declaration of Candidacy form of the "Director-at-Large" position.

Please see the [attached revised Elections Announcement, Open Positions, Timeline, and Declaration of Candidacy Forms](#). **The revised deadline to submit a Declaration of Candidacy is Tuesday, February 22, at 4pm.**

Members who have already submitted their Declaration of Candidacy will still have their forms submitted to the Elections Committee and do not need to take further action with this extension unless they wish to revise their form in light of this information.

Bargaining Surveys

Bargaining surveys are being developed for bargaining that will begin in the Spring. Be on the lookout. Everyone will receive a survey because everyone's voice needs to be heard!

VISP News

- At this time, we are still refining guidance for VISP extended grades and we are waiting for documents from the District. Hold on grades until such time as we come to an agreement with the District.
- We have heard that students have been assigned to VISP extended teachers despite the fact that students new to the program, or coming off the waitlist, were to be assigned to new VISP extended teachers without teacher agreement. HEA is looking into this and will let you know what we learn.

Panorama Surveys

As an update, we are still refining the survey questions to be used in the Panorama Survey. (Please see [last week's Friday Follow-up](#) for more information.) We anticipate the surveys will be going out in late February/early March.

Calendar

We are working on surveys regarding calendars. After your input, we plan to start the calendar negotiations in March. We negotiate 6 calendars: 2 for Adult Ed, 2 for Children's Center, Traditional, and Year Round. All of the calendars impact one another so all your input is critical.

School Closures - Transition Teams

The Transition Teams met and it was a debacle, to say the least. The Teams include HEA members from Strobridge, Bowman, and related schools impacted by the school closure (e.g. Cherryland - who is slated to receive 200 students). The teams also include community members/parents, site administration, and District administration. The Superintendent presented a PowerPoint the first meeting, in part to establish ground rules and the scope but "inadvertently" forgot to include the word "consensus" when it came to our process of decision-making. The second meeting was led by Allan Garde, Lisa Davies, and Kim Watts. The District is continuing to use their rubber stamp mentality rather than gathering stakeholder input and direction. They do not appear to be interested in any true collaboration. It seems a shame that the School Board has provided for this team to work collaboratively with all stakeholders, and the District has decided to only go through the motions of having a Transition Team. HEA and the community stood strong and pushed back. We are in hopes that the District will respond to our concerns and embrace the true spirit of the transition team. We can do this right or we can do this the District's way.

CTA Conferences

Advance your salary scale with CTA PD! [Attached are the next CTA Conferences](#) and how to register. (Please note: the deadline to apply for a HEA sponsorship has passed, but members are still able to register on their own.)

CTA Bulletin

[Attached is the CTA Bulletin](#) with information about mask mandates in schools, COVID Sick Leave Bill (an extension of SB 95), Black Lives Matter at Schools Training, conferences, workshops, grants, and more!

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

- HUSD School Board Meeting – Wednesday, 2/23/22 @ 6:30pm
- HEA FRA Meeting – Monday, 2/28/22 @ 4:00pm
- HEA BoD Meeting – Monday, 3/7/22 @ 4:00pm
- HEA Organizing Team Meeting - Monday, 3/14/22 @ 4:00pm