



HAYWARD EDUCATION ASSOCIATION



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June 4, 2021 – Friday Follow-up



FRA Meeting this Monday, June 7, 2021

We look forward to (virtually) seeing all FRA this Monday, June 7th, at 4pm for the last FRA meeting of this school year! Some of the topics for this meeting include:

- A brief budget overview
- Discuss next steps regarding reopener negotiations and re-entry negotiations
- Staggered reading update

Year-end Closing Guidance Memo from HUSD

Attached is the [Year-end Closing Guidance Memo](#) from HUSD HR. As a reminder, there is no requirement for certificated staff to participate in material drop-offs or supervise or be part of graduation ceremonies.

Reopening Message from HUSD HR

HUSD HR recently sent the below message to all HUSD Labor Group presidents. (Please note: the actual reopening and return in Fall is in the process of being negotiated. Thank you to the hundreds of members who completed the HEA surveys!)

“The state of CA recently released an update regarding the reopening of activities and business beginning June 15, 2021. In anticipation of these changes, the District intends to return all District personnel for regular district business beginning July 1, 2021. The District Offices will remain closed to the public until a later date is determined to ensure the safety of all employees, and meet the needs of the public safety. District Offices include the main district building, M&O Yard, The Parent Hub, SIAC, and sites with annual employees.

Prior to reopening to the public, the District will meet and confer with all labor partners on Cal/OSHA, state/county guidance updates. Share a comprehensive District COVID-19 Safety Plan, provide information about safety training to all employees scheduled to return, and share processes for employees to request COVID-19 supplemental leave options, or requests for medical interactive processes for those who may have medical limitations to return.

Attached is the [updated California Department of Public Health notice](#) regarding anticipated changes for Industry and Business Sectors effective June 15, 2021

Please let me know if you have any additional questions or concerns. We look forward to meeting with all of your groups as we are informed of further changes.”

HEA Surveys Have Closed

Thank you to the hundreds of members who shared their voices in the two HEA surveys that were available this week. If you did not have an opportunity to complete a survey but still want to share concerns with the bargaining team, feel free to email office@heahayward.org.

Both surveys will be reviewed by the bargaining team and, within the scope of our bargaining, concerns will be brought to the table. Additionally, the bargaining team will share the results of the Contract Reopener Survey with FRA and, without objection, take that **one article** into negotiations.

Summer School Programs - MOUs

Attached are the [Extended School Year \(ESY\) Program Revised Plan](#), [Elementary Summer School Program MOU](#), [Middle School Summer Bridge Program MOU](#), and [High School Summer School MOU](#).

While applying for available positions will need to take place on edjoin, here is a look at what to expect with the applications:

- [Elementary Summer School Teacher Application](#)
- [Middle Summer School Teacher Application](#)
- [High School and Adult School Distance Learning Summer School Teacher Application](#)
- [High School Summer School Counselor Application](#)
- [ESY Program Special Education Teacher Application](#)
- [ESY Program Psychologist Application](#)
- [Before the Bell Summer Kids Camp Teacher Application](#)

Please share any questions you may have regarding this MOU with your FRA so they can take it to Monday's meeting. As a reminder, MOUs are impact bargaining. That said, the bargaining team included and were as responsive to members' concerns as we could possibly be.

Additionally, we are still working on Migrant Ed and ELPAC assessments.

Thank you, Retirees!

HEA was able to participate in yesterday's Retiree Drive-by Event and thank many of this year and last year's retirees personally. But a single drive-by "thank you" will never be enough for the years of dedicated service these amazing retirees have given! If you have an opportunity, please join us in congratulating and thanking the 2020 and 2021 HEA Retirees!

- Linda Abrams
- Rosario Aceves
- Maggie Albarran
- Jennifer Bills
- Linda Blanch
- Kevin Buckley
- Janet Clarke
- Melba Davis-Russaw
- Michael Dwyer
- Kurt Farry
- Alicia Garton
- Job Gekara
- Carolyn Grebe
- Joyce Harris
- Gloria Holleman
- Kathy Jestice
- Andrew Knight
- Raymond Lepinsky
- Margaret Lowry
- Mary Erin Magee
- Maree Mc Guire
- Yashoda Nand
- Teresita Pambuan
- John Pekman
- Claire Pendleton
- Amy Porter
- Grace Poulet
- Victoria Schmidt
- Rebecca Schultz
- Jeffrey Sherman
- Kevin Smith
- Yllysa Snyder
- Paula Taylor
- Anne Tierney
- Miriam Warren
- Allan Wolter

The Catastrophic Leave Bank Needs Your Help!

Nobody plans for an unexpected crisis to happen, but when it does, it is comforting to know that you can turn to the Catastrophic Leave Bank and request additional paid leave.

But there are only a few days left in the Catastrophic Leave General Bank, and it **needs your help!** If you are able to donate, please complete a [Contribution Form](#) and forward it to office@heahayward.org. Thank you, in advance, on behalf of the many members who have needed in the past or may need in the future these donated days for various catastrophic emergencies!

HUSD Wellness Wednesdays

Attached is the [invitation from HUSD](#) to join their Wellness Wednesday group.

CTA Bulletin

Attached is this week's [CTA Bulletin](#) with great resources, events, trainings, conferences, discussion about equity, and more!

Fishbowl Invitation

Attached is an invitation that was sent to all HUSD educators to join the anonymous social network, [Fishbowl](#).

**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**

- Combined HEA Board/FRA Meeting – Monday, 6/7/21 @ 4:00pm
- School Board Meeting – Wednesday, 6/9/21 @ 6:30pm