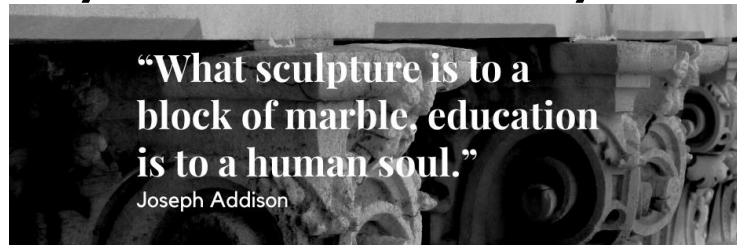


July 18, 2023 – Tuesday Tidbit



Sad News About Bowman

Our hearts were heavy when we heard word of a devastating fire on June 14th at Bowman Elementary (one of our elementary that was closed a year ago.) We were pleased that no one appeared to be hurt. That said, we could not help but feel a mixture of resentment and sadness after seeing the photos and reading the [District Memo](#) that did not seem to indicate any sense of loss for our community members that attended the school or teachers and staff that had called the school their “home.” We send a heartfelt nod to Bowman and its former staff for Bowman's many contributions to the community both in education as well as the bond between a school and the community it so proudly served.

Universal Screener Update

It was brought to HEA's attention that the rosters, issued by the district, for the Universal Screener assessments were not accurate. They included students from last years' rosters, etc. We sent an email to the district and they have since corrected their error. The result is that teachers should now have the correct rosters and you are able to begin this first cycle of literacy screener administration. The district has also stated that the Screener window will be extended to accommodate for any days that screener access was delayed. Please let us know if you have any questions or concerns going forward.

Thank you for bringing it to HEA's attention. Together we get things done for teachers and students!

Evaluation (Article 13)

Attached is this year's [Evaluation Timeline](#). As a reminder, during the staff meeting on the teacher workday, the site admin should have:

- Covered the evaluation process
- Let you know whether you will or will not be evaluated this year
- Distributed forms and discussed next steps, including the scheduling of meetings

Please remember that if you are a prob or a temp, they must evaluate you. If you are a veteran and your last evaluation was in good standing then you may be eligible and want to consider a peer evaluation or portfolio (neither of which includes a formal evaluation from site admin.) You may also request a 5-year skip option. Please see Article 13 Evaluation in [the contract](#) for details. **If you have any questions anywhere along the way about the process or feel that something is not right, contact your site rep, your HEA Board Liaison - Elvia Gauzin (ecgauzin@gmail.com/510-731-7126), or the HEA office (office@heahayward.org) and we will help in any way we can.**

It Bears Repeating...

Class Size (Article 12)

During the first 15 days of school, the class sizes may be over contractual limits while the district "balances" the classes. We know it is difficult to move students and/or teachers around after 3 weeks of bonding and teaching and we are proposing to shorten this time during our current contract negotiations. Unfortunately, the 15 days remain while negotiations continue. That said, during the first 15 days, the enrollment team meets and reviews enrollment at the site, and within grade levels trying to balance the class sizes (Julie Rubia from Eldridge is a member on the Enrollment Team representing and advocating for year-round teachers and students.)

In the end, no matter the reason, if there are changes at the site concerning assignments, please contact Mercedes Faraj (president@heahayward.org) and/or Elvia Gauzin (ecgauzin@gmail.com/510-731-7126) so we can assist and advocate! While we are not always successful, we have had more success than not in the past!

Please note: The compensation for overages does not start until after the classes are balanced. Special Education classes, as a practice, are balanced, immediately, and are not impacted by the 15-day period since the placement of students is known ahead of time based on IEPs, etc.

Staggered Reading (Article 10 Hours A.1 c)

Staggered Reading is a right that teachers in grades 1-3 have. It is an am/pm grouping of students making the class sizes smaller for an hour's time in order to better meet the needs of our students. **If you are interested in having staggered reading in your class and do not opt out, please let Elvia Gauzin (ecgauzin@gmail.com/510-731-7126) and Mercedes Faraj (president@heahayward.org) know so we can help with schedules** because in the past, the district has not counted minutes correctly and it took HEA to help make the schedules align with contract rights and state minutes.

Trainings

All of us received notice about the ZERO HOUR (district mandated) trainings that need to be completed by October or November. The district's message implied that we were to complete the trainings on our own time. We have "reminded" the district that, in the past, the trainings have been completed during staff meetings and/or folks filled out timecards indicating the hours it took them to complete the trainings. Folks were compensated accordingly for the time outside of the workday used to complete the trainings. **We have not yet heard back from the district, so for now, hold on completing the trainings on your own, until we have come to a common understanding with the district. If you have already done some trainings, please fill out a timecard and send it to HR and CC HEA and we will follow up regarding compensation.**

HEA Office Hours/Contact

The HEA office staff is working a reduced schedule until August 11th and will be available by email (office@heahayward.org) on **Tuesdays-Thursdays from 12:30pm-4:30pm** or in the HEA office (93 Jackson St. Hayward, CA 94544) on Wednesdays from 12:30pm-4:30pm.

Additionally, HEA's Board Liaison for all year-round sites, Elvia Gauzin at Park Elementary, is available by email and phone (ecgauzin@gmail.com/510-731-7126) Monday-Friday from 8:00am-4:00pm. You are also always welcome to contact HEA President, Mercedes Faraj, directly by her email (president@heahayward.org.)

For FRA Reps

We will have our first official FRA meeting in September but please do not hesitate to contact HEA with any questions between now and then.

Mercedes plans to make some visits to the year-round sites during July and August. Please email her at president@heahayward.org to let her know days and times that work best for you and the members at the site.

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

**We are stronger when we
Stand Up! Stand Strong! Stand Together!**



- **HUSD School Board Meeting – Wednesday, 8/23/23 @ 6:30pm**