



HAYWARD EDUCATION ASSOCIATION



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Website (announcements, forms, contract, etc.): www.heahayward.org

April 8, 2022 – Friday Follow-up



Involuntary Transfers

As a result of the anticipated school closure of Bowman and Strobridge, the District and union have spent several days reviewing the involuntary transfer lists. This process includes who should be on lists, what parts of the contract apply to the folks on the list, where are their contract waivers to consider, etc. The District had set April 18th for involuntary transfer selection. After HEA intervention, **the District has now moved the date until April 20th**. This will allow those of you on the transfer list to have a real break where your work schedule is respected, rather than checking your email, phone and mailbox daily during your break. HEA President, Mercedes Faraj, responded to Matt Wayne's demand that the process for involuntary transfers should take place with:

"Finally, the reason that we were hesitant about placing the date of April 18th in stone was because it is the first day after the Spring break - a day of regrouping with students. The date also falling on a Monday presumes that folks have received the vacancy list and appointment letters for the Involuntary process over their break - which is a much needed time of escape from pressures of the District. That is the reason we encouraged the District to have the 18th as an "anticipated date" rather than a hard date - allowing both parties to work through any unexpected kinks, allowing for teachers to see the vacancy lists in a timely manner and save the District the expense of sending another letter 'Priority Mail' while honoring the Spring break."

We also shared that, "Our intent throughout advocating for our members is not to block the District from doing what it concludes is necessary and appropriate, nor is it about "winning." Rather, it is a matter of ensuring that actions taken follow the contract, adhere to the rights given to members through our (HUSD and HEA's) contract and Ed Code. My experience tells me that when we take actions collectively, with respect for the perspectives and insights in the room, with proper time and consideration given to current practices and processes involved, not only do the adults benefit but exceedingly more important - our students, the children and young people of Hayward, benefit. It is with that, that any conversation, action, and reaction by HEA is framed. It would be our hope that we share that perspective and that you can now (having received a response to your email) go forward with the task at hand in anticipation of the process occurring on April 18th."

As of this writing, we are finalizing lists and hope to conclude lists and steps by the end of the day, so that folks will receive notification about the process.

VISP Grades

We are still finalizing work on the VISP grades.

Virtual Learning Attendance and Engagement Records

By now, at your monthly staff meeting, folks should have had time to take into account the attendance and work of students during the virtual week of teaching and learning/Independent Study in December. The District had placed this time in staff meetings to both save money (they did not need to compensate folks as is the case if they had assigned the work outside of the day) and time (since administration could help answer questions directly.) **It was understood that members would be held harmless if** they did not complete the task at hand in the time allotted and that administration would complete the work. For some, the staff meeting did lend itself to the work. Others reported that they did not have time dedicated to the task during their staff meeting. To date, the only agreement between the union and the District was to have the work completed, to the extent possible, during the staff meeting, holding members harmless for unfinished work. If the work was not at a staff meeting or was not completed, no one is required to do anything more at this time. If you are asked to complete attendance and engagement paperwork, please let HEA know right away and let your administrator know that your understanding is that you are not to do more work related to this task until and unless you hear from the union.

We have also heard that the District would like us to submit folders, etc. related to attendance and engagement. HEA has asked the District to forward a proposal so that we can discuss any next steps. We will let you know what we learn.

Bargaining

We are sorry for the delay in the Bargaining survey. This delay is primarily because of time taken to do the work of the Involuntary Transfer lists. We continue to encourage the District to have meetings and documents presented in a more timely fashion so that we can respond meaningfully. We will present the bargaining survey upon our return from Spring Break

HEA Run-off Election

The Runoff Election for HEA Elementary Director will be April 18-22. Voting documents have been sent and materials should be at sites before the 18th. FRA Reps, if you receive the envelopes beforehand, please do not begin the voting process until April 18th. In-person voting will also be available at the HEA office (93 Jackson St. Hayward) on:

- Tuesday, April 19th, from 2pm-4pm
- Friday, April 22nd from 2pm-4pm

Ballots must be returned to the HEA office by 4:00pm on April 22nd to be counted. When dropping election packets off at the HEA office, please slip them through the mail slot on the front door. Do **NOT** send the ballots back through District mail since there is **no** guarantee that ballots will get to the HEA office before 4pm on Friday. Attached is the [Runoff Election Timeline](#).

Liz Ortega Campaign

Please come out this weekend and join the campaign to elect Liz Ortega to the State Assembly. The event is happening Saturday, April 9th, at 10am in Hayward. [Click HERE for more details and how to RSVP](#). Thank you in advance for turning out and helping elect Liz Ortega!

2022 Statewide Summer Conferences Grants

Interested in attending CTA's Presidents Conference or Summer Institute? CTA is awarding incentive grants! [Click HERE to find out more information.](#)

April newsletter from TicketsAtWork.com

[Click HERE](#) to see what savings are included in the TicketsAtWork.com April newsletter.

**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*

- HEA BoD Meeting – Monday, 4/18/22 @ 4:00pm
- HUSD School Board Meeting – Wednesday, 4/20/22 @ 6:30pm
- HEA FRA Meeting – Monday, 4/25/22 @ 4:00pm