



HAYWARD EDUCATION ASSOCIATION

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September 24, 2021 – Friday Follow-up



CTA Membership Cards

CTA Membership Cards have been mailed directly to your homes this month in your CTA Educator Magazine. We apologize for this late notice (we only found out this week, ourselves). If you no longer have your magazine and would like to request a replacement card, please email office@heahayward.org (and confirm your current mailing address) and we will have CTA mail a replacement card directly to you.

Curriculum Council

Earlier this month, HEA heard that the District was not going to release teachers to attend Curriculum Council meetings primarily because of the substitute shortage. Instead, they decided that the councils would meet 2 hours after school and get paid an hourly rate. Recognizing that, historically the councils meet 5 times a year during a full work day, we let the District know that we needed to negotiate pay and hours, etc. and the new format of a webinar. Yesterday we came to the following agreement:

Hours: The council will work the traditional total number of annual council hours (workday hours x 5 meetings = 35 hours for elementary). There will be five 2-hour meetings throughout the year. The meetings will be held after school. The total hours minus the meeting hours (e.g., 25 hours for elementary) will be for previewing materials, prep for the 2-hour meeting, etc.

Pay: Council members will be paid at their per diem rate. They will receive half of the hours' worth of pay in January and the other half in June.

Format: The meetings will be held using a webinar format with guests attending as observers unless attending as a participant/presenter.

School Closure

At the most recent School Board meeting, the School moved an initial discussion of school design (including school closure) to Tuesday night. Details are on HUSD's website.

Mandatory Vaccination Vote at School Board Meeting

Also at the School Board meeting, the nurses helped the District present health information related to vaccinations. At the end of a lively discussion and much support and opposition expressed by the community, the Board took the position that vaccinations will be mandatory for students 12-18 and completed (both shots) by December 17th or, for those who are unable to receive the vaccination per their health provider, submit to weekly testing. They went on to expand the language to include other age groups as vaccinations become available for other age groups. We thank the nurses for leading the conversation and providing the professionalism needed in this emotionally charged topic.

High School Bell Schedule

It is our understanding that the District is putting together a Bell Schedule Committee, aka a committee to consider a return to the block schedule. If you are interested, please let Lisa Davies in Ed Services know. Once formed, the committee will create surveys and make a recommendation regarding a return to the block schedule or alternative schedule.

COVID Review Meeting

Yesterday, the District held what we hope is the first of many meetings with admin and FRA reps to clarify COVID protocols and practices. Please see the attached [**PowerPoint**](#) to see details of what was shared. We are in hopes that it will help inform our understanding of what the admin and the district is supposed to be doing in response to positive cases, exposure, etc. Information is power and we can't have enough of it right now.

Safety Grievances

While we recognize that our union siblings of the custodial staff are shorthanded and overworked (sadly they are being asked to do yard duty and help well outside of their job descriptions), we must respond to the safety provisions "promised" by the District that are reflected in our MOU. The District's lack of following these provisions and protocols is creating risks that cannot be ignored. There are PA systems that do not work in STEAM buildings putting them at risk when campus intruders come on campus, telephones do not work, bathrooms are not cleaned hourly, classes are not regularly cleaned, etc. That said, we would suggest that folks follow steps - work orders, etc. and file a grievance. If you need help filing a grievance, please let us know.

No Toner

We have heard that there is a toner shortage. While we wait for toner, we have requested that the District let the parents and guardians know that we may not be able to produce work packets, weekly newsletters, etc. We are also advocating for eliminating evaluations as part of the impact of not having toner and full access to copiers. We cannot do our work if we do not have the supplies and materials.

The VISP Extension

HEA and HUSD have reached agreement for the VISP extension program. Final edits of the language are happening today and the District will send the MOU and application later this evening. We will also send both out on Monday. Folks can fill out the application if they are interested in participating in the program (as described below) and can always retract their application if they decide not to do it after reading additional details.

The VISP Extension Program MOU was negotiated because the District has over 800 students on a waitlist to participate in the independent study program and not enough teachers to meet the need. The MOU reflects the District's response. In essence, negotiations resulted in the District offering an additional 20% to our pay (at the per diem rate) and workload to oversee and support (not teach) 5 students in the VISP independent study Edgenuity program offered for the year. Elementary teachers would need to meet (virtually) with students every day and secondary at least once a week. The hours would be before school, after school, or during a person's prep (the work can be completed off campus if before or after school). People participating in the program would not be evaluated. There would be a paid orientation, training in Edgenuity, and 7 hours of prep.

LGBTQ+ Issues Conference

HEA is looking to sponsor 3 members to attend the LGBTQ+ Issues Conference that will be held in Palm Springs on October 29-31. This conference addresses LGBTQ+ issues involving educators, students and the community. **If interested, email the HEA office before October 5th!** More details about the conference and how apply to be sponsored by HEA can be found in the attached [**LGBTQ+ Issues Conference flyer**](#).

Interested in other CTA Conferences this year? See the attached [**HEA-Sponsored Conference Overview**](#) for the 2021-2022 year.

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



- New Teacher Orientation – Thursday, 10/7/21 @ 3:30pm
- School Board Meeting – Wednesday, 10/13/21 @ 6:30pm
- HEA Board of Directors' Meeting – Monday, 10/18/21 @ 4:00pm
- HEA FRA Meeting – Monday, 10/25/21 @ 4:00pm