



HAYWARD EDUCATION ASSOCIATION

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September 22, 2023 – Friday Follow-up



HEA stands up, stands strong, and stands together!

We support each and every student to the best of our ability, no matter their background or identity. We work every day to provide quality public education, support our students' mental and physical wellbeing, and help students reach their fullest potential.

Open Enrollment (Benefits)

It's Open Enrollment time for **all** Employee Benefits available to you as an employee of the Hayward Unified School District! **Open Enrollment begins Monday, September 18th and ends Friday, October 13th, 2023.** It's important to review your benefits prior to open enrollment, as this is your opportunity to make changes, *if desired*. **If you have no changes to make, you will not need to submit any new forms.**

For more information, see the [attached Open Enrollment Flyer](#) sent to all employees from the HUSD Benefits department. If you have additional questions, please contact your [Employee Benefits Specialist](#).

COVID Guidance - Update from Last Week

As an update from last week, we received the [attached message from HR](#) about the COVID protocols that we are to follow in the event we are exposed to COVID or contract COVID. Please note that all federal and state COVID leave provisions have expired. Use sick leave, as normal, to maintain pay when on leave due to COVID or any other illness.

Staggered Reading

As a follow-up from last week, we are still working with the district regarding bell schedules for sites where they are implementing Staggered Reading. We do not want what happened a few years back to reoccur; namely, the district said that the minutes were off when in fact they were not and bell schedules needed to be reexamined and changed. **Please let us know of any concerns and we will do our best to expedite a response and/or advocate for your proposal.**

TK/KG Lunches - Update from Last Week

There has been discussion at elementary sites about TK/KG lunches and whether they should/shouldn't be included during the 240-minute instructional day, after the 240-minute instructional day, or not at all.

As an update, it appears that having lunches offered *after* the TK/KG 240-minute instructional day is permitted if a site desires to do so (like Eden Gardens, Longwood, and East Ave). The district will work with sites to support the students and staff and work through the logistics of buses, notifications to families, etc. Please let us know if you need any clarification regarding the process and options and we will provide any information we can.

Special Education Assessments

As we shared in last week's Friday Follow-up, we will let you know when we finalize the language that would define the work (including ensuring it is voluntary, defined hours, compensation, etc.) of the Special Education Department asking that the Special Education Psychs, RSP, SLPs, and OTs "help" with the overdue assessments that the department finds it has (at no fault of the Psychs, RSP, SLPs, and OTs). We had scheduled a meeting but unfortunately, the District representation canceled the meeting and it has yet to be rescheduled.

Surplus Committee Recommendations

Please to come to HUSD Board of Education meeting *early* (meeting begins at 6:30pm) on **September 27th** to show support and speak (or at least be a presence in the audience) during that part of the agenda in favor of the Surplus Committee's top recommendations to:

- Block all new Charter/Private schools from occupying the "surplus" sites (what we refer to as the closed sites and our former "school homes")
- Reopen old Cherryland as TK-Kinder
- Build TK and Pre-K at Bowman as well as workforce housing
- Expand covenant housing/services at SIAC

Our presence at the meeting will benefit the community and help block charter schools from filling up the speaking time with their all too often messaging of anti-public school rhetoric.

Middle School Sex Education

Recently, we have heard that there is a rumor that HEA has "blocked the teaching of sex education in middle schools because 'members' were uncomfortable."

In fact, the recommendations that came forward from the Science department to the Secondary Curriculum Council were unanimously adopted. We are not sure where this rumor started but we spoke with Lisa Davies and Hector Garcia about words they appear to have used that may have been misinterpreted. There is nothing in the minutes that would indicate that HEA or its representatives were part of any discussion that could be related to any type of work stoppage. Based on the discussion in Secondary Curriculum in May, the district has elected to do a survey. As a next step, HEA and the district send a mutually developed survey (as has been our past practice) to middle school science teachers and find out the level of comfort in teaching sex education. During the discussion in Secondary in May, many members made recommendations on providing options for teachers who were not comfortable teaching sex education. HEA's next step is to negotiate an agreement with the district to provide training so that folks can either feel more comfortable in teaching sex education (e.g. provide PD if they think that would make them feel more comfortable) or they could be released from that part of their teaching responsibilities without discipline, someone else could teach that portion of the class (with pay), etc. We would work through the terms and go from there.

Community Schools Site Committee

We have been working to get clarity regarding each of the Community Schools Site teams. With a few exceptions, because of missteps on the district's part, each Elementary team should include 3 HEA representatives and one of them should hold the role of a Co-Chair. Secondary sites should include 4 HEA representatives and one of them should hold the role of a Co-Chair.

Hayward Education Foundation Online Auction & Anniversary

For those not familiar with Hayward Education Foundation, they have been actively equipping teachers with essential tools and resources, empowering students from disadvantaged backgrounds, and creating a vibrant learning environment for all for the past 40 years and will

celebrate these efforts in an Anniversary Celebration next month. See the [attached flyer](#) for information about Hayward Education Foundation's Online Auction and upcoming 40th Anniversary Celebration.



2023-2024 HEA-sponsored CTA Conferences

Interested in attending one of the many CTA Conferences this year? See the [attached 23-24 HEA-Sponsored Conference Overview](#) to learn for which CTA conferences HEA has sponsorships!

New Educator Weekend

HEA is looking to sponsor 3 Members (***who are in the first 3 years of their profession***) to attend the CTA New Educator Weekend Conference on November 3-5, 2023. If interested in being considered, email office@heahayward.org **before October 6th!** See the attached [New Educator Weekend Conference flyer](#) for details.

Additionally, ***CTA is providing release time for the pre-conference***, which means CTA Member Benefits will reimburse HUSD for your substitute on Friday, November 3rd, 2023 to assist with your availability to attend. Be sure to request release time and provide the necessary information when registering. [More information about the pre-conference release time here.](#)

This conference has everything that educators need to be successful in their first years of teaching, including sessions about classroom management, creating engaging classrooms, lesson plans and ideas, connecting with your union, student loan forgiveness information, member benefits, project grants and more.

LGBTQ+ Issues Conference

HEA is looking to sponsor 2 Members to attend the CTA LGBTQ+ Issues Conference on October 27-29, 2023. If interested in being considered, email office@heahayward.org **before September 26th!** See the attached [LGBTQ+ Issues Conference flyer](#) for details.

This year the theme of the conference is "The State of the Movement: The Fight for LGBTQ+ Justice in Schools." Sessions will focus on Awareness, Capacity & Skill Building, Taking Action & Organizing.

CTA Conference Incentive Grants

Did you know that CTA also offers incentive grants to attend CTA conferences? These CTA statewide grants are a great opportunity offered by our CTA Board of Directors. [Please follow the CTA guidelines and apply if you are interested.](#) Also, keep any eye out for our local HEA sponsorship opportunities in this and future Friday Follow-ups!

NEW EDUCATORS: CTA Classroom Setup Grants

The CTA Classroom Setup Grant is a special program for brand new educators to provide financial assistance of **\$300** towards the purchase of materials, resources, supplies, tools, and other educational instruments used by the educator to create and promote a positive learning environment in a classroom(s)/designated learning space(s). **The program is effective for Employment Start Date starting June 1, 2023.** [Learn more about the CTA Classroom Setup Grant HERE!](#)

Special Education Conference

Last call to secure your spot to attend the Special Education Conference on October 6-8. [See the attached flyer for details](#). PLEASE NOTE: All HEA Sponsorships for this conference have been awarded to members selected from those who applied within the sign-up window. No additional reimbursement sponsorships will be awarded for attending this year's Special Education Conference.



CTA Member Benefits Newsletter

See the [attached CTA Member Benefits Newsletter](#) for more information about attending the New Educator Pre-Conference, Disability and Life insurance enrollment for new hires and district transfers, and more!

Retirement Workshop

Every year, we have folks asking about and expressing interest in attending a retirement training/workshop. So, we were happy to receive word that CTA will again be hosting a **free** Virtual Retirement Workshop that will be available on several dates. If interested, check out the [attached flyer for the 2023-24 Retirement Workshops](#)! Because this is often a largely requested and attended workshop and spots are limited, be sure to register early to get a spot!

You are never too young or old to learn about your CalSTRS benefits, programs, and services.

**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

- **HUSD School Board Meeting – Wednesday, 9/27/23 @ 6:30pm**
- **HEA Board Meeting – Monday, 10/16/23 @ 4:00pm**
- **Virtual HEA FRA Meeting – Monday, 10/23/23 @ 4:00pm**