



HAYWARD EDUCATION ASSOCIATION



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October 1, 2021 – Friday Follow-up



The VISP (Virtual Independent Study Program) + .20 Extension

Please find [attached the Q&A](#) offered by the District regarding the VISP program extension. The District had over 800 students on a waitlist for the VISP program and not enough teachers to support the need. As a result, they proposed (and the union negotiated) an extension of the program, offering up to an additional 40% position to support up to 10 students (2 groups of 5 students - each group for representing an additional .20 FTE) at the per diem rate. Despite the District sharing that it was a direct instructional program, in fact it is an *instructional support program*. Teachers would be trained (and compensated for the training) on Edgenuity - an online program. (Please note that the training received does not reflect your required responsibilities. It was used for the more in-depth Virtual Independent Studies Program offered at the beginning of the year).

For the "VISP Extension", teachers would monitor students' progress through modules, monitor attendance, and check in with students to help them navigate the program. Teachers are not required to create nor provide lessons. Teachers would also be expected to take attendance (K-3: daily attendance and daily synchronously, 4-6 and secondary: weekly and at least one day of the week synchronously.) If there are concerns regarding a student's attendance, it should be referred to the administration and counselor and they will do the follow up with the parent/guardian. Teachers would be responsible for introducing themselves to the students, and initiating the start of the program for the students. There is no prescribed time to meet/support students. At the secondary level, counselors would assign students to the subjects. Counselors and administration have the responsibility to share programmatic pieces with the parent/guardians. The teacher selection process should follow the contract and match the students to the teachers at their original sites to the extent possible. We have also been asked about year-round folks signing up. In response to our questions the District offered the following: *"In regards to Year-Round Teachers, they can apply now, students will be assigned to them, however they will not begin instruction until returning from break Monday, 10/18. They may elect to attend Edgenuity training during the break, or upon return from break, when additional trainings will be scheduled, and available for viewing virtually."*

HEA would also like to thank those members who were present at the VISP extension orientation for supporting the union leadership in the room despite the District's attempts to silence the union voice. We would also be remiss if we did not recognize that Kim Watts and Lisa Davies (who were contacted by the union to help clarify when we were silenced) responded immediately to our requests, helped clarify, and lifted the mute button!

School Closure

This past Tuesday the School Board had a special meeting (moved to Tuesday since the prior week's Board meeting had been lengthy) regarding a general direction of school closure. The Superintendent shared that the consideration for school closure was made based upon a drop in enrollment and to provide equity. He stated that the District's School Usage and Design Team had basically supported this position. As a member of the design team, I do not believe there was overwhelming support for the idea of closures.

At a meeting 2 weeks before the closure proposals were announced, the School Usage and Design Team had heard the argument advocating school closure presented by Matt Wayne. The District's School Usage Design Team pushed back saying, in essence, the equity and accessibility to technology offered throughout the District, at modified schools or not, is lacking: phones do not work at Cherryland any better than Hayward High, internet is no better at Schafer Park than at Eldridge, etc. In addition, the team shared that while we recognized that enrollment had dropped, we needed to exhaust all the efforts to increase enrollment, and consider Covid's role in the drop in enrollment before making decisions.

At the Board meeting, School Board members were supportive of the idea of school closure. Speakers expressed concerns the closures targeted Year Rounds, South Hayward, and our EL populations.

By Thursday of this week, at the School Usage Design Team meeting, the District had "come up with an initial proposal" for school closures. It is [attached](#) but highlights include:

- Closing 6 elementary sites (Eldridge, Bowman, East Ave, Strobridge, Glassbrook, and Faith Ringgold),
- Closing 2 middle schools (Chavez and Ochoa - Bret Harte would move to East Ave)
- Moving preschools out of Helen Turner and SIAC to elementary sites, and relocating staff at SIAC to the HUB
- Closing the old Sunset site resulting in relocating Brenkwitz and Adult Ed to Ochoa.

The response was swift and strong from the team (employees and community members alike), including remarks like:

- We should have called the School Usage and Design team the school closure team!
- This is not what folks signed up for.
- Why now (the plan would go into effect starting next year) when students were just making connections with their sites and peers at their neighborhood sites?
- What would happen to programs like the World House at Chavez, would the program move to MLK with the rest of the Chavez population?
- What is the impact of these changes on high school boundaries and feeders?
- What are the related boundary changes and impacts in general?
- What is the impact on class sizes - current and future?
- Why are 3 of the 4 year-rounds on the list? Is the District planning to get rid of year-rounds?
- Will the sites include a bilingual program? a DLI program? neither?
- What about transportation?
- What is the cost? And cost savings?
- What is the number that triggers closing of schools?
- What if students return after Covid causing enrollment to again increase?
- How will students be able to maintain after-school participation if they have to be bussed to their new site?
- What do we stand to lose as opposed to what do we stand to gain?
- What about the social and emotional well-being of students who have just returned to the stability of their neighborhood site?
- What will the District do with the vacated sites? - sell them? Or provide open season for Charter Schools to claim sites as their own and wreak havoc with our future attendance?

The School Usage and Design Team (SUDT) will meet again on October 14th to hear the District's revised school closure list based on conversations, etc. There will also be town hall meetings specifically scheduled for year-rounds that take place **after** the School Board has made decisions!?

At the end of the School Usage Design Team meeting, Matt Wayne asked that when sharing this information, we mention that it was an initial proposal. He mentioned that some schools might be taken off the list, as if to reassure everyone in the room. The room did not appear to be reassured in the least. In fact, it raised more questions such as: Why make an "initial" proposal and then imply it was not serious? Why would you present a less than serious proposal in a year when there is already such stress and upheaval? Why would you not address the fact that there are 3 of 4 of the year-rounds on the list?

Why would you not address the fact that the majority of the schools marked for closure are in the South Hayward area? What about everyone's social and emotional wellbeing? Why, in a year when so many of us are impacted by the Covid pandemic, are we proposing further upheaval and trauma in the lives of our students, colleagues, and community at large? Why would Matt Wayne do this at a time when we are dealing with the stress of a less than stellar return to sites. Matt Wayne's "plan" is only going to add more stress, likely sending everyone off to feverishly advocate for their site and creating a free-for-all atmosphere.

Those of us who have been through this before said, perhaps cynically, that the District always throws the worst-case scenario out so that they can come back and say that they have considered our points and will only close x number of sites just to appear that they are listening. That said, true or not, The District needs to look at this decision and timing carefully and thoughtfully. We have pointed out in the past that the District often has knee jerk responses to issues - this is not an exception. If we are going to look at school closure - let us look long and carefully-focused with that intention and through that lens. Let us not get a group of people in the room and use the euphemism of "School Usage and Design Team" only to find out we were being deceived with less than transparent verbiage. Initially, a student on the team was excited to hear about the prospects of the committee and being able to make a positive contribution at his site. It was heart-wrenching to watch his face turn to despair when realizing the true work of the District's misnomer, "School Usage Design Committee". Sadly, HUSD administration had taught a painful life lesson to the student members (and other members of the committee as well).

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 found out after the fact, 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.

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**

- 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