



# HAYWARD EDUCATION ASSOCIATION

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Website (announcements, forms, contract, etc.): [www.heahayward.org](http://www.heahayward.org)



## March 30, 2023 – Thursday Thoughts



### Happy Cesar Chavez Day & Enjoy Your Spring Break

We hope you enjoy the Spring Break and take the opportunity tomorrow to reflect on Cesar Chavez and the lessons he taught. As a child, I saw Cesar Chavez speak at Chabot (my mother took me out of school to see and hear him) and joined in the Grape and Lettuce Boycott in support of the United Farm Workers (UFW). As a result of the boycott, I didn't eat grapes for nine years unless it was clear that they were union grapes which were far and few between! When listening to Cesar Chavez at Chabot, I was impressed by his great presence in such a quiet demeanor. His was a lesson about the power of collectivism and unions, personal sacrifices made for the good of many and having the resolve to not give up in the face of an injustice. I, for one, will enjoy a grape or two (as is the family tradition) and reflect on unions and our continued struggle. I hope you will join me.

### LCAP

We met with Sandra Escobedo and listened to the LCAP presentation (the funding by which our salaries, programs, and facilities are provided). The HEA Team took our responsibility to respond to the survey questions very seriously. Many of you may have had an opportunity to respond to this survey, in Curriculum Council meetings, ELAC meetings, etc. After 3 hours of discussion with the team, we included the following (to name a few) to improve our working conditions and our students' learning conditions:

- Competitive/increased compensation to attract and retain the HEA membership
- Smaller class sizes
- Expansion of opportunities to participate in intervention and accelerated programs
- Improve safety measures and practices - in response to facilities as well as employees' and students' safety
- Create community schools that will provide classrooms and space for our students' academic and physical needs as well as SEL
- Increased support and materials to meet the needs of our students' academic needs

Please feel free to go to the [District website](#) and include your voice in improving our working conditions and the learning conditions.

**We are stronger when we  
Stand Up! Stand Strong! Stand Together!  
1,122 Members Strong!**

Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar

- **HEA BoD Meeting – Monday, 4/17/23 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 4/19/23 @ 6:30pm**
- **HEA FRA Meeting – Monday, 4/24/23 @ 4pm**