



HAYWARD EDUCATION ASSOCIATION



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

July 18, 2022 – Monday Mop-up

Welcome Back!



Welcome back, Year-Round!

Welcome Back, Year-Rounds!

Welcome back, year-round members! We know this year has already begun with a lot of shifting, some of which is difficult - namely the lack of a Bowman presence among our year-round schools. Bowman members moving to other sites, please keep HEA in the loop if you encounter any issues so we can address it with the district to get it resolved, if we are able.

Important items to note:

- **Staff Meetings:** Article 10 of the HUSD/HEA Collective Bargaining Agreement addresses School Faculty Meetings: 2.a) The supervising administrator of each school shall be responsible for holding school faculty meetings where priority is placed on school site decision-making, staff input, and dissemination of essential information. b) The first full week of each month shall be set aside on the district master calendar for regular school faculty meetings as needed. The principal shall establish at the beginning of each school year, with the faculty, a mutually agreeable time and date for the regular faculty meetings, which shall be so identified on the school's master calendar. c) Supervising administrators may call a maximum of ten (10) regular school faculty meetings per year before and after school. Meetings scheduled before schools shall not begin more than 60 minutes before classes begin. Meetings scheduled for after school shall begin after the dismissal of pupils or as soon thereafter as school faculty can be assembled. After school faculty meetings on a regular school day shall not exceed 75 minutes in length. A school faculty meeting called on the district designated work day prior to the first day of the student calendar shall not exceed two (2) hours. d) Additional school faculty meetings may be called by the supervising administrator as a result of unforeseeable or unanticipated circumstances.
- **FRA Reps:** One reason HEA can function is because of the awesome Faculty Reps (aka FRA Reps) who are an extension of site support to HEA members. Make sure you know who they are at your site. If needed, elections should be held ASAP to elect new FRA Reps. A term is for two years, with monthly informational meetings. Please notify the HEA office if there is a change for Reps from last year. You can have **1 Rep for every 15 members** assigned to your site. The first FRA training meeting will be in September.
- **First 15 Days:** Article 12 (Class Size) A.4 states: Class adjustments and transfers shall be completed within the maximum during the first fifteen (15) days of the school year.
- **Evaluation Timeline:** [The Evaluation Timeline for Year-Round has been finalized and is included.](#) Please do not hesitate to contact HEA if there are any concerns or clarifications needed.

- **Preparation Periods:** Article 10.C.1.a.(1) states: Each full-time elementary teacher including the preparation teacher assigned in Grades 1-6, 150 minutes within the instructional day per full week and scheduled preparation periods on partial weeks commencing no later than the third student day of a school year and ending the last full student day of the school year. Unit members shall have two (2) preparation periods scheduled in one day once during a two (2) year period unless (s)he volunteers to do so. Before it becomes necessary for a unit member to have two (2) preparation periods scheduled more frequently, the parties agree to meet to determine if there is an alternative.
- **HEA's Contact Information:** Need help with anything? Feel free to contact the HEA office at office@heahayward.org or contact HEA's President, Mercedes Faraj, directly at president@heahayward.org.

Contract Negotiations

Speaking of the contract... Bargaining with the district regarding our salary retro to July 2021 has begun. The district offered a 6% salary increase. The offer did not cause the district to take any more action or thought than to skim some extra monies from the surface of their budget. There was no disturbance to any aspects of their oftentimes self-serving budget priorities. We have countered with an 8.6% salary increase. This counter requires them to dig a bit deeper and reflect on recognizing the true priorities at hand - namely, students and the labor groups that work with the students. We will let you know where it goes. We will begin the full successor bargaining in fall.

School Closures and Their Impact

The district has created their own moving delays and we have been working in getting furniture and boxes to the year-round sites as a priority. We are advocating for extra pay for delays. Please let us know the status of the move - boxes, materials, missing furniture, etc. We can discuss next steps and responses to the delays.

Staggered Reading

We have heard that staggered reading is starting late. On the one hand, it would be beneficial to have the Literacy PD and assessments in place before it starts, but ultimately, it should start at the discretion of the teachers involved and following the contract. We have also heard that it is pushed back on the calendar because of minutes. HEA will be checking with the district to come to a common understanding.

Superintendent Search

Because of HEA's and the community's advocacy, Chien Wu-Fernandez will be the interim superintendent for the entire school year instead of only 3 months (as was suggested by the board), while the board does a superintendent search. This will provide an opportunity for the board to take the time to have a broader and deeper pool from which to choose a superintendent!

Summer School MOU

After long negotiations and bringing to light several district oversights, we now have an agreement for 2022 Secondary Summer School. [Attached is the 2022 Secondary Summer School MOU.](#)

Calendar Taskforce

We will be discussing the calendar taskforce and next steps at the first HEA Board meeting. Details to follow.

Next Year's Membership Card and Membership Guide

Be on the lookout in the Fall: Membership Cards will again be packaged with the Back-to-School issue of the California Educator magazine. The Guide to CTA Membership will also be included in this issue. It will provide an overview of the benefits of being a member and show how to access those benefits—from scholarships and professional development to legal services and savings on insurance, travel, and purchases.

Take Action! Contact Your Legislator

Two very important bills will be heard in the Senate Appropriations Committee soon and we need YOU to let the Committee members know their support of AB 2573 and AB 1667 is vital to educators.

AB 2573: Support a pathway for permanent status for all educators, including adult education teachers and certain career technical education teachers.

AB 1667: Protect retired educators from employer overpayment errors to CalSTRS that could cause financial harm to CalSTRS retirees.

[Click HERE for more information and to send a message in support of colleagues – Adult Ed, retired, and those planning to retire!](#)

Grants Available to Upcoming Statewide Conferences

CTA is offering grants to this year's Special Education and LGBTQ+ Issues Conferences. [Find out more and apply here!](#)

**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, 7/27/22 @ 6:30pm