



HAYWARD EDUCATION ASSOCIATION

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September 30, 2022 – Friday Follow-up



Wear Orange on October, 19th in support of Bullying Prevention

COVID Leave Now Officially Extended

It's official – access to COVID Leave has been extended ***until the end of December 2022***. COVID leave (sometimes referred to as SB95 days) that cover absences related to COVID was to expire today, September 30th. During the pandemic, the State allotted each of us the equivalent of approximately 10 days (80 hours) that we could apply to our days out as a result of COVID e.g., contracting COVID, quarantine time, etc. Access and application of this bank of days will be extended. *To be clear, these would not be new days nor additional days.* However, individuals who had not yet used their COVID-19 Supplemental Paid Sick Leave would be able to use their remaining days in October, November, and December of 2022. [The COVID Sick Leave Request Form can be found HERE.](#)

Union Strong!

[The Governor just signed AB 152 into law, and it takes effect immediately.](#)

I Need Legal Advice! Can HEA/CTA Help?

For any legal issues which arise within your employment at HUSD, you should contact your FRA Rep and HEA leadership. CTA offers substantial legal support for all employment-related legal matters, but you must first contact your HEA leadership and submit a request through CTA.

For personal matters, CTA members can also receive a referral to a law firm for matters involving: wills and trust/estate planning; real estate; divorce and family law; personal injury; and criminal defense. Most attorneys will also offer a free 30-minute consultation. Please contact Zev Kvitky at zkvitky@cta.org if you need such a referral. You can also contact a state or local attorney Bar association referral service to locate an appropriate attorney.

7% Salary Increase Info and FAQs

It bears repeating: The negotiated 7% salary increase, including compensation in Appendix A, will be reflected in our [current salary schedule](#) and pay **today!** The retroactive payment to July 1, 2021 is scheduled to be a separate check in October! Attached is a [Salary Increase and Retro Pay FAQs from the District](#). We are also checking about the application of the 7% increase to folks' per diem hourly rates received last year for extra work, for example the 20% received for VISP. The per diem hourly refers to "your" hourly rate not the \$43 hourly rate in the contract, which is not an amount impacted by the salary schedule. While the negotiated 7% is understood to directly impact the salary schedules, we made the argument that an individual's per diem rate is related to their placement and the amount on the salary schedule and as such should be adjusted accordingly. We will let you know where that debate ends.

Repurposing Schools Discussion at the School Board Meeting

At the School Board meeting, there was a great deal of discussion regarding the repurposing of our "unused" schools. The 7/11 Committee (comprised of community members, stakeholders, and HUSD employees - including teachers) made recommendations about the use of the buildings. The recommendations were later accepted by the Board. Because of HEA's advocacy at the Board meeting, (including the voice of HEA's representation on the committee) the district has included a review process prior to repurposing facilities or putting them out to bid, etc. The current 7/11 Committee will have additional stakeholders, including explicit labor representation (teachers, etc. were on the committee as a voice but not explicitly voicing a union position) as well as an increase of stakeholders. This new group (not yet named) would review the repurposing of the schools in "real time" and consider factors that may have changed since the initial recommendations e.g., an increase to enrollment, a desire to provide an ability to decrease class size, creating community schools which could impact class/school size, and an evaluation of the current impact of school closures which appears to have sites straining, if not popping at the seams. All that said, we would be remiss if we didn't say how appreciative we are for the work done by the current 7/11 Committee and recognize the hours that led to the thoughtfulness in their recommendations - workers' housing, affordable housing, etc. We look forward to being part of the continued work of responding to our students as well as the community's needs at large!

CTA University Credit Program

Want to move on the district salary scale? The average annual salary increase for CTA members that earned university units through the CTA program and submitted their transcripts to their district is **over \$3,000!** [Find out more about the CTA University Credit Program HERE!](#)

LGBTQ+ Issues Conference – Application Deadline Oct. 4th!

HEA is looking to sponsor 3 Members to attend the CTA LGBTQ+ Issues Conference that will be held in Palm Springs, October 28-30, 2022. This conference will address LGBTQ+ issues involving educators, students, and the community. It will be hosted in-person, is open to all CTA members, and will serve as a venue to discuss a variety of subjects affecting the entire membership and California's youth.

This year the theme of the conference is "Connected by LOVE: The Threads of Our Community." Sessions will focus on diversity, inclusion & belonging and LOVE!

If interested, email office@heahayward.org before October 4th! More details about the conference and how to apply to be sponsored can be found in the [attached LGBTQ+ Issues Conference flyer](#).

Save the Date: Upcoming CTA Conferences and HEA Sponsorship

Save the date for CTA's upcoming New Educator and Good Teaching Conferences! [More Information and Conference Highlights HERE!](#)

Did you know that HEA sponsors folks to attend some of these CTA conferences? See the [attached HEA-Sponsored Conference Overview for the 2022-2023 year](#) for more information.

HEA-endorsed HUSD School Board Candidates for Nov. 2022 Race

At HEA's last FRA meeting, representatives voted to endorse April Oquenda, Ken Rawdon, and George Drapeau for the open HUSD School Board seats in the upcoming Nov. 2022 election. HEA's Political Action Committee is working with CTA to have printed mailers sent in the coming weeks, but also have available [endorsement flyers](#) for any who are interested to share on social media.

Precinct Walk Sign-up continues

We have a special opportunity to elect local representatives this November that include a lifetime advocate for labor and supporters of public education. We need your help to educate our community and make sure they win in the upcoming election! Precinct walks are every Saturday at 10am starting at the campaign's Hayward office, and HEA is asking all members to help on **October 8th and October 29th**. [Please sign up here today](#) and spread the word to your colleagues, family, and friends!

- **Liz Ortega** is currently Secretary-Treasurer of the Alameda Labor Council and has fought with educators and other union members through all of our recent struggles. She will be a true voice for working people in Sacramento.
- **Aisha Wahab** has been a great advocate from her current position on Hayward's City Council and will be an outstanding representative if elected to the State Senate in November.
- HEA has also endorsed Hayward school board candidates **April Oquenda, Ken Rawdon,** and **George Drapeau** who we believe respect our work and will be good partners as we continue to improve our schools.

No prior experience is required to participate in a precinct walk. Please bring your mobile phone fully charged. Walks start at 10:00am and usually end no later than 1pm. We will meet at the Ortega campaign office, located at 22708 Foothill Blvd in Hayward.

CTA Bulletin

Attached is this week's [CTA Bulletin](#) with more information about Public Service Loan Forgiveness, National Bullying Prevention Month, Indigenous Peoples' Day, Grants, Trainings, and more!

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



- **HUSD School Board Meeting – Wednesday, 10/12/22 @ 6:30pm**
- **HEA BoD Meeting – Monday, 10/17/22 @ 4pm**
- **HEA FRA Meeting – Monday, 10/24/22 @ 4pm**