



HAYWARD EDUCATION ASSOCIATION

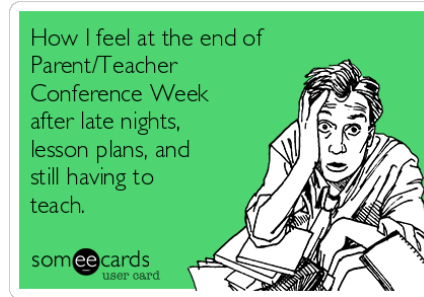


93 Jackson St. Hayward, CA 94544 * Phone: 510-538-1051 * Fax: 510-538-9427

E-mail: president@heahayward.org (best way to reach Mercedes) or office@heahayward.org

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

December 9, 2022 – Friday Follow-up



FRA Meeting This Monday!

FRA (Site) Reps, as a reminder, there is a FRA meeting this Monday, December 12th, from 4:00pm – 6:00pm. The link has been sent to FRA reps in a separate email - if you did not receive the email, reach out to the HEA office. Please plan to attend to hear updates regarding:

- Refresh and Modernization News
- Community Schools
- Safety Grievances (including not having heat)
- STRS Rebate
- HUSD Budget
- SpEd
- And more!

If you are unable to attend, please plan to have a FRA alternate there so information can get back to your site for your 10-minute HEA meeting.

COVID Sick Leave Days Displaying as “0”

For those of you who have been asking about how “COVID Sick Leave” days show up in the system, we received this from the district:

“Due to the way ESCAPE, our payroll and employee management system, works it will show you as “0” until you submit a request to use covid sick leave. You automatically get 5 days to use for covid-related absences, and 5 more days under SB114.”

When submitting a request to use COVID sick leave, remember that a COVID-19 Sick Leave Request Form must be submitted. [More information about the form and process HERE.](#)

As of now, the law regarding COVID sick leave will end on December 31, 2022 and will no longer be available for our use. Personal sick leave will have to be used going forward after December 31, 2022.

December 19th PD

(Sharing again in case folks missed this news last week)

Because of a misstep on the part of some administration, you can attend the December 19th PD through zoom but you must be on campus to be considered present. We advocated for folks to be able to be off campus but the district did not want to deviate too far from their mandated practice this year of in-person/on-campus meetings. Since that is within their realm of authority, we pushed for the fullest extent of flexibility on the part of the district. (We included in our argument that School

Board meetings are a hybrid model and all of their members do not always attend in person. But alas...)

All other provisions in the contract apply. (Article 10 Hours B)

Please also note that the topic for the PD should have gone through your SBDM team (or the LCC where there is not an SBDM team.)

Please note: If you miss a staff development day, the reason must be a sick day. If you use personal business or other reasons, you will be docked pay for the day.



Issues Conference

HEA is looking to **sponsor 3 members** to attend the Issues Conference that will be held in Las Vegas from January 13-15, 2023. This conference brings together local leaders and activists to learn, discuss, and strategize so that we can organize and increase our collective voice on the state and local issues that matter most in education.

If interested, email the HEA office **before December 12th!** (This is a week earlier than on the HEA-sponsored Conference Overview due to the hotel filling quicker than anticipated.) More details about the conference and how to apply to be sponsored by HEA can be found in the [attached Issues Conference flyer](#).

New Educator Weekend - Did You Know?

The New Educator Weekend is for educators in their first three years in the profession. Members will be getting close to two full days of professional development, opportunities to network with other new teachers and access to top educators in the state as the sessions are led by experienced classroom teachers.

Topics discussed include: classroom management, creating engaging classrooms, lesson plans and ideas, connecting with your union, student loan forgiveness information, member benefits, project grants and more. [Additional Information can be found here](#).

Save the Date: Upcoming CTA Conferences and HEA Sponsorship

Save the date for CTA's upcoming in-person conferences:

- [Good Teaching Conference - North](#) in Burlingame from February 3-5
- [New Educator Weekend – North](#) in Santa Clara from March 10-12

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

DKG Grants for Hayward Educators

Every year, the local chapter of Delta Kappa Gamma offers grants to Hayward Educators for various classroom projects. Last year, [HEA members received over \\$2,200 in total](#) for various projects. [Click here to learn more and apply for a grant](#). The application deadline is December 14th, 2022.



Liz Ortega – Community Swearing In

Please join #TeamLiz for the Swearing-In of Assemblymember Liz Ortega + Legislative Update tomorrow, Dec. 10, from 10:30am-12:00pm in San Leandro. [RSVP and more information HERE.](#)



CTA Virtual Retirement Training - Register Soon!

Every year, we have folks asking about and expressing interest in attending a retirement training/workshop. This year, we received word that CTA will be hosting a **free** Virtual Retirement Training that will be available on several dates. If interested, check out the [Virtual Retirement Training flyer](#) and register for your preferred date. Because this is often a largely requested and attended training and spots are limited, be sure to register early to get a spot! You're never too young or old to learn about your CalSTRS benefits, programs, and services.

CTA Membership Cards

As a reminder, CTA Membership Cards were included in your recent copy of The Educator that was mailed to the address on file with CTA. If you did not receive your membership card, contact the HEA Office (office@heahayward.org) with your name and mailing address and we can get another copy sent to you.

CTA Bulletin

Attached is the most recent [CTA Bulletin](#) with information about and community schools grant funding, CTA member holiday shopping discounts, trainings & workshops, and more.

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



- **HEA FRA Meeting – Monday, 12/12/22 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 12/14/22 @ 6:30pm**
- **HEA BoD Meeting – Monday, 1/9/23 @ 4pm**