



HAYWARD EDUCATION ASSOCIATION



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

January 21, 2022 – Friday Follow-up



FRA Meeting this Monday, January 24th

Monday, January 24th, at 4pm is our next FRA meeting. We will discuss COVID-related issues in HUSD, other District happenings/concerns, and more! Meeting details and the link will go out to FRA later today.

We Continue to Advocate...

Because of our advocacy, any record keeping for the week that we were virtually teaching is on hold until the union and the district come to a common understanding on next steps.

Thanks to the folks who called and sent in the memo from the District on how to go about compiling attendance and work for the week we were virtual. The District is doing this in case there is an audit from the State or there is any question whether we taught, and students learned, during this week. That said, we called Kim Watts and she sent out a memo that stated that we are to hold off on any actions until such time as there is agreement between the District and the Union on next steps.

Because of our advocacy, teachers are not obligated to send make-up homework home in any form (packets, through google, etc.) to those students who are quarantined for COVID.

The District had many more students out at the elementary level than anticipated and started to "encourage" teachers (some admin *told* teachers) to send homework while the students are in quarantine. In fact, teachers are not obligated to do so and can treat the students' absence in the same way teachers treat any student when a student is home ill - i.e.: make up work, a packet, nothing until the student's return, etc. [**Attached is the message about this that went out to admins from HR.**](#) We recognize that so many students out at one time may impact the flow of the lesson, but believe it should be at the teacher's discretion on the next steps taken in addressing the classroom and learning needs. We will continue to have discussions to come to a common understanding with the District and will let folks know of any changes in practices.

We are meeting today about next steps going forward and hope to address: what will happen next week, classroom coverage, and more.

Additionally, [**attached is State guidance**](#) regarding masking, quarantining due to close contact, etc.

We will let you know what we learn at the FRA meeting.

SB95 (COVID Leave) Hours

As a reminder, we negotiated an extension of remaining SB95 “COVID Leave” hours until the end of the school year. See the attached [SB95 Extension Agreement](#) for details. All employees who had not already used their 10 days of “COVID leave” when they expired on 9/30/2021 will now be able to use their remaining COVID leave through the remainder of the school year. CTA and other unions are [actively lobbying the state of California](#) to renew this leave program, and we will negotiate over any additional days that are made available.

Were you required to mark COVID absences as sick days recently? [CLICK HERE](#) for the instruction from the District about how to get those sick days back.

N95 Mask Recall and New Mask Delivery

Masks similar to the ones the State purchased have been recalled. See the attached [HUSD N95 Mask Announcement](#) to see if your masks were affected.

COVID-19 Testing for Staff

See the attached [HUSD COVID-19 Testing Announcement](#) for details about COVID testing options for staff.

Elections

An election for State Delegates to the NEA/RA is happening soon! If you are interested in attending the National Education Association's Representative Assembly (NEA/RA) in July and being part of bringing California's views to the national stage, consider becoming a candidate. The deadline to register is January 28th.

To register as a candidate, go to:

<https://www.cta.org/about-us/leadership/nea-ra/ra-candidacy-state-delegate>

Paper forms and more information is in the Dec./Jan. California Educator and at:

<http://educator.cta.org/i/1437090-december-january-2022/57?>

You may also want to see the information at the NEA website:

<https://ra.nea.org/about/faq/>

New Educator Conference

HEA is looking to sponsor 4 Members (who are in the first 3 years of their profession) to attend the [CTA New Educator Weekend Conference](#) on February 25-27, 2022. If interested to be considered, email the HEA office before Jan. 26th!

Upcoming Virtual CTA Conferences

We are excited to announce that the upcoming Issues Conference and Good Teaching Conference will be available to you in a Virtual format. Find out more, including how to get free university credit for attending, [HERE!](#)

HEA Office Hours

Congratulations to our HEA Office Manager, Amber Taylor, on welcoming her new baby into the world. To give her time to bond with the newest addition to her family, the HEA Office will be available on a reduced schedule for the month of December and January and any emails sent to office@heahayward.org will likely not receive a response for about a week. Feel free to continue to send emails directly to Mercedes at president@heahayward.org if an immediate response is needed.

Political Action Committee Voluntary Contributions

At a recent FRA meeting, folks expressed interest in contributing to the HEA Political Action Committee (PAC) to help campaign for local and county candidates that will help represent us and our schools (including the three HUSD School Board Trustee seats that are up in the next election). For those interested in contributing \$1/month to the HEA-PAC fund from your HUSD paycheck, please complete the [attached form](#). As a note, while the HEA-PAC follows strict reporting guidelines, the \$1/month donation does not require any reporting of your personal information to the FPPC.

**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**

- HEA FRA Meeting – Monday, 1/24/22 @ 4:00pm
- HUSD School Board Meeting – Wednesday, 1/26/22 @ 6:30pm
- HEA Organizing Team Meeting - Monday, 1/31/22 @ 4:00pm
- HEA BoD Meeting – Monday, 2/7/22 @ 4pm