



HAYWARD EDUCATION ASSOCIATION



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

May 20, 2021 – Thursday Thoughts



HEA/HUSD Collective Bargaining Agreement '19-'22

Hard copies of the [2019-2022 Collective Bargaining Agreement](#) are being printed and will be distributed to sites so folks can pick them up later this school year and will also be available upon their return (whenever that may be). We recognize that by then the contract will soon be changing, but folks will be able to have it for posterity and survey purposes.

Contract Negotiations and Survey

We are working on negotiations for the re-entry, but for the reopener...

Reopener Negotiations ultimately means that it is agreed that we will negotiate Article 22: Compensation and Appendix A (which includes stipends.) Additionally, we have an opportunity to choose **one other article** to open for purposes of negotiations (the District has that same opportunity.) We are not required to open another article, but if we do, the entire article would be open for negotiation. Also, the District may have chosen a different article to open, making us potentially have three articles open for negotiations. Please keep in mind that once open, the entire article is open and vulnerable to the District making proposals for changes where we do not believe there should be any changes. That said, when thinking about articles that need to be reopened because of grievances, concerns, issues at your site that have had to be addressed, etc., you may want to ask yourself... Was the current language strong enough? Was the issue addressed at all in the contract? Was the language that is included in the contract clear enough or was it contradictory? etc. These are just some questions that may help frame the article you choose.

With those considerations in mind, HEA will send a survey to all members early next week that will allow you to give your recommendations for which articles you feel need to be opened (if any) and include them in a prioritized order. **Please keep an eye out for this survey early next week.** (If you have not been receiving the SurveyMonkey links in the past, be sure to [add SurveyMonkey to your "allow" list.](#))

Once received, the surveys will be reviewed by the bargaining team and, within the scope of our bargaining and the number of concerns reflected in the prioritized list, the bargaining team will forward the results to FRA and, without objection, take that **one article** into negotiations.

Portable Air Filters

All classrooms in use for in-person asynchronous support should have air purifiers. If that is not the case in your room, please send an email to your admin and CC: HEA so we can follow up. Strobridge just received 3 missing air purifiers by following this line of action.

In-person Program Timesheets

HUSD Payroll Department has developed time sheets specific to hours worked during the In-Person program. Each Association/Unit has their own time sheet to record hours for payment during the time period of May 4th through June 15th.

Site Principals and Department Supervisors will provide time at an upcoming all staff check-in to review how to complete the timesheets.

All Timesheets are now available on the [HUSD Payroll Department website](#), and can be completed through Informed K-12 which can be routed directly to the supervisor for signature and Payroll, or can be downloaded and printed.

10-minute Meetings

FRA, if you aren't already, please be sure to hold 10-minute member meetings to keep folks at your site updated. You are an integral part of the HEA communication flow. We appreciate the time you spend meeting with, updating, and representing the members at your site (or in your group, for Nurses, Psychologists, SLPs, etc.)

HEA Board Runoff Election

Again, the HEA Elections Committee would like to thank all of the candidates for running. Your participation makes the work HEA does possible.

Congratulations to our HEA Board Runoff Election Winners:

- **Elementary Director: Kim Steffen**
- **State Council Representative: Charles Jones**

We are waiting to hear back from all of the State Council Alternate election winners to see if they accept the position, but will announce them once they are confirmed.

Again, thank you to all the candidates for your dedication and willingness to step up and support your fellow HEA members!

HUSD Announcement – Pride Month

Attached is an [announcement from HUSD regarding Pride Month](#). This includes the resolution passed by the Board of Trustees and resources for staff and community alike.

CTA News

Attached is the latest [CTA Bulletin](#) with news and updates that include: Day of the Teacher, Pre-K proposal, Asian Pacific American Heritage Workshop, and more!

**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**

- School Board Meeting – Wednesday, 5/26/21 @ 6:30pm
- Combined HEA Board/FRA Meeting – Monday, 6/7/21 @ 4:00pm