



## HAYWARD EDUCATION ASSOCIATION

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Website (announcements, forms, contract, etc.): [www.heahayward.org](http://www.heahayward.org)



### November 18, 2022 – Friday Follow-up



#### **Special Education**

We continue to have major issues with SpEd and the lack of leadership - both in terms of unfilled administration positions as well as in current leadership's lack of meaningful "responses" to our concerns.

Issues include: student placement (where students appear to be placed in programs for convenience rather than program benefit), ignored caseload overages (some SLPs have a caseload of 76 when they should not be over 55), folks being called in to discipline meetings where they have not done anything wrong, a lack of plan and discussion with the union regarding the Inclusion Program, including work in IEPs for general ed teachers that is not their work and sets false expectations for parents e.g. students are to go to the "teachers' office hours" (teachers do not have office hours - we may have had office hours during virtual learning but that is no longer the case), and that's just to name a few.

All of these issues are causing frustration and anxiety amongst and between members. In response, HEA plans to address the issues which are within their scope at the bargaining table, file grievances where applicable, and hold meetings with current SpEd directors as often as the SpEd admin is available. In the meantime, please remember where the source of the problem is - district administration and a lack of planning. We are not the issue but it will be up to us to work together to resolve these issues - together, for the sake of our needs and our students' needs!

#### **Credit Recovery**

While we finally got the district to take the time to respond to questions regarding hours and pay within the Cyber High/Credit Recovery Program - when filling the positions, it appears that there is another district-inspired problem. Folks applied but were called back for interviews during the workday or late in the evening, with very little notice (in some instances the interview was scheduled within the same day). As a result, some folks missed interviews and thus did not get an assignment. We spoke to Dr. Lisa Davies in Ed Services and she is looking into the matter. We hope to give everyone access to the opportunity to the Credit Recovery Program - our members deserve it and so do our students.

#### **Parent Teacher Conferences**

We received word from the district that parent/teacher conferences can be on zoom if the parent makes the request.

## **December 19th Staff Development**

While the District put out word that the December 19th Staff Development was to be in-person, some administration did not adhere to that message. Instead, some sites have scheduled PD using zoom as an option to in-person attendance. So, having brought this to their attention and in an effort to apply equity to folks' options, [the district is now stating](#) that the December 19th Staff Development can be on zoom, but folks need to be on campus. All other contract provisions apply regarding attendance.

## **Gratitude**

Despite all of the issues, we remain grateful (as is apropos at this time of year) for the strength we find in our unity!

We wish everyone a time to do some self care. Rest and recharge with our families and friends so that we can meet the needs of ourselves so that we can serve our students in the best ways possible.

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## **TriGroup Work Continues to be Trying**

The work of modernization as well as the refresh continue to add to folks' stress...

Reports of loud music coming through closed windows, reverse warning bells, inappropriate language and jokes overheard outside windows - all during instruction, fences put up blocking access to earthquake safety containers, the placement of poles in front of student bathrooms to hold and extend wires that were too short to reach protables, etc.

HEA has what we hope to be one more meeting before reaching agreement on practices that will mitigate, curtail and stop actions that interrupt or do not respect our work. We have enough to do without having to fight construction.

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## **State Senate Races - Aisha Wahab & Liz Ortega**

The initial election results had Aisha Wahab trailing her opponent by 1,432 votes. In this Democrat vs Democrat (in name only) race for the open seat being vacated by Bob Wieckowski, Aisha continues to gain serious momentum and now leads Lily Mei by 3,952 votes. Based on this trend, there is a strong probability that Aisha Wahab has won this last remaining seat in the Bay Area.

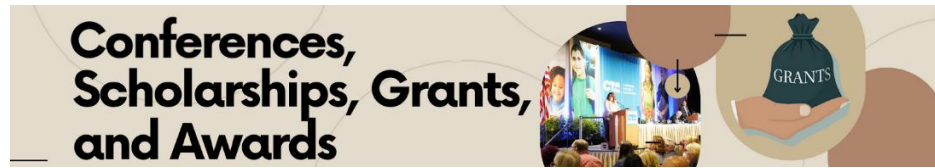
As many HEA members took part in the CTA member-to-member home visits, we also learned how many doors were knocked on during that effort. With the help of the walks going on in Castro Valley, Hayward, and San Leandro, we knocked on 3,195 doors in support of both Aisha Wahab and Liz Ortega.

Thank you for all your hard work to help elect Liz Ortega, and now Aisha Wahab, to the state legislature! These two champs will be unwavering and uncompromising advocates for the cause!

## **HUSD School Board Election**

While there are still ballots being counted, the School Board results appear to be the same as what was reported on November 9th with April Oquenda and Ken Rawdon winning the full-term seats, and Joe Orlando Ramos winning the short-term seat. With two of the three HEA-endorsed candidates winning their seat, we count this as a win and will work, as best we can, with the third candidate in their new role as a trustee on the HUSD Board of Education.

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## **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 12<sup>th</sup>!** 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 14<sup>th</sup>, 2022.

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## **CTA Membership Cards**

CTA Membership Cards have been 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](mailto:office@heahayward.org)) and we can get another copy sent to you.

**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 BoD Meeting – Monday, 12/5/22 @ 4pm**
- **HEA FRA Meeting – Monday, 12/12/22 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 12/14/22 @ 6:30pm**