



HAYWARD EDUCATION ASSOCIATION

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April 20, 2023 – Thursday Thoughts



Board of Education Selects New Superintendent

The Hayward Unified School District Board of Education has selected **Dr. Jason Reimann** as its new superintendent. The board approved the selection in last night's board meeting closed session on a 4-1 vote. [Attached is a memo sent by the district with more information.](#)

VISP and Independent Study Merger

We have come to an agreement regarding the transfer/assignment of the VISP teachers and the expansion of Independent studies. We were able to advocate for transfer rights of the VISP folks who are losing their positions because of the District dismantling the VISP program for next year. [Please see the attached language for details.](#)

Bargaining Update

The second bargaining session took place on April 13th. HEA presented its proposal related to Article 9 Employment Safety.

Included in the proposal is:

- Faster delivery of resolutions towards safety (right now the District has 12 days to respond, we proposed 5 days)
- PE teachers ensured of having master keys so, if there is an emergency, they cannot only get into the school but have access to a safe space once inside the school building
- Window coverings on all windows for safety purposes

Our next step is to review the District's responses and confirm any tentative agreements and/or make counter proposals to their responses. Our next bargaining session is April 27th - we will let you know how it goes.

Summer School

We are currently negotiating Summer School. We will let you know of updates as we go along.

Involuntary Transfers

The District has now set April 26th as its date for the Involuntary Transfer process to take place. We have reviewed the lists several times and believe that the District now has an accurate list - there are still concerns for the psychologists and PE elementary teachers that we are working on to ensure the greatest amount of options possible (within the District's scenarios) when folks are making selections. Please do not hesitate to call Mercedes, or the HEA office, if you have any concerns on the day of choosing - we will try to help to the extent possible.



CTA Grant for Summer Institute

CTA is offering grants for members to attend the [CTA Summer Institute](#) where you can choose from several different leadership and professional development tracks. This is a fantastic opportunity for you to not only learn new skills and knowledge but also network with your peers from around the state.

The premier workshop of its kind, the Summer Institute offers sessions in areas that assist chapter leaders in the day-to-day representation and support of members. Sessions include: Communications, Instruction and Professional Development, Emerging Leaders, Bargaining, School Finance, Healthcare Benefits and Issues, Legal, Member Benefits, and Community Engagement.

[Application details found here.](#)

**We are stronger when we
Stand Up! Stand Strong! Stand Together!
1,122 Members Strong!**

 **Mark Your Calendar**  **Mark Your Calendar**  **Mark Your Calendar**  **Mark Your Calendar**  **Mark Your Calendar**  **Mark Your Calendar**  **Mark Your Calendar**

- **HEA FRA Meeting – Monday, 4/24/23 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 5/10/23 @ 6:30pm**
- **HEA BoD Meeting – Monday, 5/15/23 @ 4pm**