

May 26, 2023 – Friday Follow-up



Memorial Day

It is our hope that you have a quiet holiday of reflecting and remembering those in your journey (both by blood and extended family) who are a lasting presence in your life.

Superintendent Meeting

This week, Mary Walsh and Mercedes Faraj met with the new Superintendent. Within the introductions, we learned about each other: family, union roles, career paths of family members (Dr. Raimann's mother was a teacher), personal career paths (Dr. Raimann was a union rep at one time for the United Teachers of Los Angeles), etc. We also encouraged Dr. Raimann to see HEA as a resource - our long-standing commitment (both in years in HUSD and being part of the community) lends itself to being seen not only as a strong voice in our community but also provides any Superintendent (and we have had many) with a historical perspective like no other can provide. As with past Superintendents, we remain hopeful that Dr. Raimann can and will make a positive impact upon our community, students, and HEA members! We not only have the need to do better, with the right people in the room, we have so much potential!

Facebook (and All Social Media)

As a reminder and a cautionary note, please be cognizant that when posting news and positions on Facebook, it may not be as personal as you think - district and parents alike read the news shared by us to our friends and colleagues - e.g., plans for PD days, weekends, etc.

Trauma Days

If you feel like there has been an event at your site that has been particularly traumatic and/or triggering, and you have taken a day off to regroup, please let HEA know and we can request the day as a "trauma day" so it does not come out of your sick day bank. No guarantees, but it may go a long way to a less stressful day if you know the day that you are away from the site may not need to come from your sick day bank.

Board of Education

At this past Wednesday's Board of Education meeting, HEA made a call for the inclusion of all our student populations (marginalized and the like) in all that we do - instruction, supporting clubs, Board policies, administrative regulations, etc. Through inclusivity, a true representation of the rich community in which we live can be created. We remain hopeful that the Board will keep our advocacy at the forefront of decisions and action towards our richly diverse student population.

Bargaining

We had our last scheduled bargaining session yesterday. We hope to have at least one more before the end of the year and will discuss any "over the summer" bargaining sessions.

We continued to discuss Article 9 (Safety) and Article 11 (Leaves). For those of you keeping track, in Article 11, because of our advocacy, the district removed the offensive language regarding "suspected abuse" of sick days. Clearly, the district always has the right to pursue disciplinary actions of any (if any) questionable use of sick days but we should not be the one to agree to support their attacks and question our professionalism! Of the many years in this role, the leadership has no recollection of any disciplinary actions taken as a result of misuse of sick days! In terms of Article 9 (Safety), we worked many hours of the day, using a document from the district, related to district response time to safety situations. Currently, within our contract, Maintenance and Operations has up to 12 days to repair safety concerns. Almost all of us have been directly involved or know colleagues who have been impacted by mice infestation, broken windows, leaking roofs, asbestos tiles, and the like, that have taken well over 12 days and many phone calls, before they are repaired. We will continue to advocate for faster response times to that which endangers and impacts our students' learning and our working conditions.

Retirement

Yesterday, the district had a celebration of our retirees. It was with mixed emotions that we saw our folks in attendance, many of whom have not only been long standing members of the HUSD community, strong members of HEA, and colleagues, but most importantly, friends. Their contributions to their students and community at large over the years will not go unnoticed and will be appreciated by the students and colleagues for years to come! Thank you - you will be missed!

The Catastrophic Leave Bank Needs Your Help!

Nobody plans for an unexpected crisis to happen, but when it does, it is comforting to know that you can turn to the Catastrophic Leave Bank (which is 100% made up of contributions from HEA members) and request additional paid leave.

Unfortunately, we currently have 0 days remaining in the Catastrophic Leave Bank while we are still receiving requests from members for days from the General Bank while they cope with various catastrophic events in their lives. If you are able to help next year look more promising for those who might experience an emergency or crisis, please consider donating to the General Bank. To donate, complete a [Contribution Form](#) and forward it to office@heahayward.org. Thank you, in advance, on behalf of the many members who have needed in the past, or may need in the future, these donated days for various catastrophic emergencies!



Educator Town Hall - May 31st

Please consider attending a town hall discussion about the state of public education on May 31 with special guest, Congressman Mark DeSaulnier.

This discussion is intended for educator voices only and will be a great opportunity to share your thoughts and experiences about what is working in public education, and what still requires more immediate attention from our elected leaders.

See the [attached flyer](#) for more information and the RSVP link.

Conferences, Scholarships, Grants, and Awards



CTA Summer Institute - For FRA and FRA Alternates

This year, CTA's Summer Institute takes place from July 23-July 27 on the campus of UCLA. Offering sessions in a variety of areas that assist FRA in the day-to-day representation of their members, this five-day event will feature hands-on activities to hone the skills needed to meet the challenges of the coming year.

HEA is sponsoring 2 FRA Reps to attend the CTA Summer Institute, including housing and transportation costs. Sign up by emailing office@heahayward.org before **June 1, 2023**. See the [attached flyer](#) for more details.

CTA Ethnic Minority Grants

CTA's Region I is pleased to announce that fifteen (15) Ethnic Minority Leadership Incentive Grants are available to attend the 2023 Region I Leadership Conference. The conference will be held September 8-10, 2023 at the Hyatt Regency SFO in Burlingame, California. [See attached for more information.](#)



CTA-Retired Membership

If you are a seasoned educator, you may be near retirement or not that far away from it. Staying connected into the future means joining CTA/NEA-Retired.

As a CTA/NEA-Retired member, you continue the many benefits you have currently as an Active CTA member: access to legal counsel, CTA's Disaster Relief Fund, CTA/NEA-Retired's strong connection with CalSTRS, and the many perks of CTA and NEA Member Benefits—retail purchases and services, travel options, and insurance programs.

CTA/NEA-Retired dues are changing effective September 1, 2023. Even as an Active CTA member and retiring later, you may join Lifetime CTA/NEA-Retired now for \$550 (one-time payment). You will never pay national or state retiree dues again. On September 1, 2023, this one-time payment goes to \$600. [Learn more about CTA-Retired here.](#)

**We are stronger when we
Stand Up! Stand Strong! Stand Together!
1,126 Members Strong!**

Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar

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