



HAYWARD EDUCATION ASSOCIATION



93 Jackson St. Hayward, CA 94544 * Phone: 510-538-1051 * Fax: 510-538-9427

E-mail: president@heahayward.org (best way to reach Mercedes) or office@heahayward.org

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

July 23, 2021 – Friday Follow-up



Masks

This week the District provided the following reminder and clarification regarding physical distancing and staff meetings.

“Physical Distancing – Please note that the Center for Disease Control (CDC) recommends 3 feet physical distance between all students. Practices to ensure this should be formalized with staff and students in your opening activities. Where 3 feet is not practicable, please ensure that all staff and students are required to wear masks while in the presence of other students/staff.

Mask Requirements – CDC and CalOSHA are requiring the wearing of masks by all students and staff at this time whether they are vaccinated or not. Please support this by ensuring visible signage, verbal and written reminders are being provided to your school communities.

Staff Meetings – Staff meetings are recommended to be held in large spaces such as the MP room, where staff can sufficiently physically distance. Attending via Zoom from the classroom is permissible if staff wish not physically attend with others due to safety concerns. Staff should remain on campus if attending meetings remotely.

Attached is the most up to date guidance from CDC which you may share with staff.

Please let HR or your site supervisor know if you have any additional questions.”

Materials

We had a question regarding materials and supplies, “When was the District going to provide instructional material and supplies to teachers?” Our understanding (but we are still waiting for confirmation from the District) is that they will be providing materials and supplies in the traditional way – and teachers would order anything beyond that which is supplied by the District for their students, using site monies. Folks should ask SBDM what the practice will be for clarity (even if it is the same practice as years when we were in-person). If we learn something different, we will let folks know.

That said, the District is supposed to provide containers for students' materials and supplies.

The Tuesday Tidbit (The MOU Cheat Sheet)

If you missed it, earlier this week we sent a sort of MOU Cheat Sheet in our [Tuesday Tidbit](#). If you haven't had a chance to go through it yet, we recommend folks pay particular attention to the classroom and SBDM sections.

Class Size

We are checking current site enrollment, but for the days of balancing, the District may go over the numbers. (We are attending the enrollment meetings to monitor the practices and numbers to align with contractual rights and the MOU). The District should be holding spaces at the site (by grade/program/section) for students that are in the Virtual Independent Study program in anticipation of their return to the sites either within the first 10 days or after the first trimester/semester.

Technology

The District sent techs to the sites to help with laptops, and other technology. If you are still in need of tech support next week, you should let your site admin know, put the request in writing, and cc HEA so we can keep track of the work and help in any way to expedite the work to be done.

Microphones/Amplifiers

It has been said that the masks are posing a problem for students (the teacher is muffled and difficult to hear). If you find that to be the case, please put a request for microphones/amplifiers, in writing, to your admin. Let HEA know that you have made the request as well so we can help monitor the request.

Prep Schedules

As a reminder, the contract states that "administration shall develop a prep period (schedule)" however it should be noted that HUSD and HEA agree that the best practice is for administration to work collaboratively with prep teachers in developing the prep schedule. If there are concerns, please do not hesitate to let HEA know and we can take the concerns into HR.

PD

We are still working on pay for the time spent viewing/attending PD either virtually on the teacher's time or in real time. When bargaining, the District did not share that there could be more than one topic for the day of the PD. Some folks attended 2 of 3 mini-PD sessions within the day but did not feel the third was relevant. We had requested that the District survey folks to capture folks' requests for PD topics. In the end, the District did not survey folks. The District is of the opinion that folks should not be paid (at all?) unless they attend the entire day. That was not how it was discussed in bargaining! In theory, folks can go and find another PD and view the recording relevant or not so that they can get a full day's pay but we think it would be better to have PD reflect a need. Sadly, it is yet another example of HEA barely getting out of the door with an agreement before the District goes back on its word! Stand by for updates.

Staggered Reading

After weeks of discussions with the District, we reached agreement regarding staggered reading. The District's insistence of 20 minimum days for additional PD put the hours of the day at risk. For example: lunches would need to be cut short, the hard-fought 15 minutes at the beginning of the day and at the end of the day (used to open our rooms and call parents/guardians) would be cut short, etc. Because of HEA advocacy, the District "found the minutes" and we will not have to shave minutes from our day, or more importantly, the minutes that provide direct support to our students. Staggered reading will remain a true option for folks.

Elect Mia Bonta to the California State Assembly

CTA, along with our labor partners at the Alameda Labor Council, are planning on walking and talking with our union members who reside in our voting district to help drive turnout and elect Mia Bonta to the State Assembly.

There are literally thousands of union member households in this district, and they all need to hear from their unions about why this race is so critical for public education and for working families.

Join us on July 27th and 31st in neighborhood walks to help this important effort! See the [attached flyer](#) for details.

**We are stronger when we
Stand Up! Stand Strong! Stand Together!**