



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

August 17, 2021 – Tuesday Tidbit



COVID Update

On Friday, the District received updated information regarding the guidance on quarantining unvaccinated staff/students from the county. [CLICK HERE](#) for the guidance from the county.

Additionally, the District sent the following communication to HEA regarding the new COVID testing/Vaccination requirements from the State:

"As you are aware, the Governor released new requirements on [COVID-19 vaccination and mandatory testing for unvaccinated employees throughout the state](#), effective today, August 12, 2021. We have a window of time to implement these measures through October 15, 2021. At this time, the District is working to expand our testing accessibility for our staff and students. We plan to continue our partnership with LaFamilia and other agencies to provide free accessible frequent testing. Once we have confirmed our testing options, we will schedule to meet with each labor partner group to discuss/negotiate any impacts to employee working conditions.

At this time, we do have an entry portal for all employees to submit vaccination verification on the [HR Department](#) website. Any support in encouraging employees to begin submitting this information is helpful. We will be sharing this information with all staff in our upcoming Staff Update."

Staggered Reading (Year-Round)

It would appear that clarification is needed regarding Staggered Reading. At the conclusion of the meeting with the District this past Friday, we concluded that a revised memo would be forthcoming from the District. It would include parameters for the hours to allow for staggered reading.

In calculating the schedule/student/teacher day, the parameters would include:

- Maintaining the time before and after school without students. Most schools have 15 minutes before and after school to use at their discretion e.g., calling parents, turning lights and computers on, checking mailboxes, talking to students, etc. This time should not be impacted by staggered reading.
- Teachers have a 7-hour day (I know it is longer, but your pay is based on a 7-hour day)
- Students in grades 1-3 should have 295 minutes of instruction.
- The minimum time for lunch is 30 minutes.
- There should be at least one recess (it is agreed that a second "physical break" time could be provided based on student and teacher need)

The start time for staggered reading is still being discussed. The consideration for the date chosen will need to include: notification to the transportation department to provide services to students

as needed, notification to parents in a timely manner, and of course timeliness to allow for teachers to adjust instruction to meet the needs of the program as well as the students.

Once completed and reflecting common understandings, the District will send out the memo and we will make sure folks have an opportunity to see it as well.

Professional Development Pay

Despite having signed an agreement which included PD and pay, HEA has found itself discussing and clarifying what we agreed to at the bargaining table versus the District's "next steps". When we agreed to the PD day, it was with the understanding that the offerings would be the same for year-round and traditional calendared folks and the day would be structured in the same way PDs have typically been structured, namely, that there is a training in the morning (for about half the day), time for a lunch, and the remainder of the day is used for planning and implementation. Instead, offerings are different and the PD day consisted of 3 trainings in one day and, in some instances, no time for lunch and/or no time for planning/implementation. In a meeting on Friday with the District, we agreed to the following concept regarding hours and PD pay (the District will look into the offerings being the same for year-round and traditional):

- If you attend (attended) one training, the time spent will be equivalent to one full day (e.g., 7 hours for an elementary teacher) of pay since, in theory, you should have lunch and time to plan/implement.
- If you choose to attend more than 1 session during the day, you would receive additional compensation. The pay for each of the other two sessions (if attended) would be per diem hourly for the length of the session plus one hour of pay for "prep" for each of the two sessions.

Please note there appear to be some sessions that were four hours long. Those sessions would be considered 2 sessions and pay would be broken down accordingly. For example, the first 2 hours would be applied to the full day of training and the other half would be considered a "second session", meaning you would be paid for 2 hours of training and one hour of prep for a total of 3 hours at your per diem hourly rate.

In addition, we would break Benchmark into 3 segments as well.

So, if yours is a 7-hour day, at the end of the three days of PD, if you attended all three days of PD/9 sessions (including benchmark), and sessions were 2 hours in length, you would be paid for a total of 39 hours at your per diem hourly rate: 3 days of PD compensation for a 7-hour day (21 hours), and the 12 hours for 6 additional sessions (paid at your per diem hourly rate for the length of the session e.g., 2 hours), plus 6 hours for prep (1 hour per extra session attended).

We also understood from folks that the District was so late in posting training recordings, that they did not provide enough time for members to view the recordings of training at their discretion. The result was that folks were either working through the last minutes of their summer break or did not have an opportunity to see the recording at all. We have requested that the District provide time for year-round folks to have the opportunity to go back and view the trainings by a date certain. We anticipate that the District will respond to our request soon.

Middle School Schedules

In the same way that elementary sites have time before and after school to be used at their discretion, Middle Schools will have that same opportunity. SBDM (or where there is not an SBDM, the site's LLC) teams will meet to restructure the minutes to reflect and incorporate this new opportunity. If you have any questions about the parameters, please feel free to let us know.

ILT

Also, in the meeting on Friday, HEA and HUSD discussed Year-Round ILT meetings. Because some ILT teachers' classes were impacted by quarantining and teachers preferred to stay with their students rather than forsake the students for another meeting and, for consistency's sake, Year-Round teachers asked for flexibility regarding attending ILT meetings...

HEA and HUSD agreed that Year-Round teachers will be compensated at \$300/day (a day is defined as 6 hours/day) to meet with ILT colleagues and view, at the teacher's discretion, the recorded ILT session videos. Viewing completion will take place by August 31st.

Names of these participants will need to be provided to Ed Services, so that their stipend sheets can be completed in early September to ensure payment by the end of the month takes place.

Please let HEA know if this impacts you so we can follow up with HR regarding payment.

ELD/ALD

The practice of switching students for purposes of ELD/ALD remains on hold until HEA and the District come to a common understanding such that health and safety concerns related to this practice are addressed. Until there is agreement, classroom teachers should provide daily ELD/ALD to their students as a blocked-out time or scaffolded within the day.

Flowchart

We are still waiting on the approved flowchart to inform us of what we can expect if a student/teacher is positive or exposed. The county is putting together its own flowchart and requested we wait until theirs is concluded before the District shares theirs. These protocols have been relaxed with the availability of vaccines and new masking requirements, so we expect quarantines and class closures to be less likely than in the past.

On this same topic, the union and the District are discussing what is to be done with regards to class work for siblings if they are out because of exposure in the home. At this point, if you develop packets for siblings keep track of the hours taken to develop lessons. Also, if a parent voluntarily keeps their student home, the District's position, after discussing this issue with the union, is that we should not be held responsible for sending home work. Please let your site admin know of such cases and the District said that the site admin should contact the parent to quell fears, etc.

We are still advocating for a recording or site admin to hold community meetings about expectations, reassurances, and next steps if there are covid cases (positive or exposure).

Town Hall Meeting

There is a "Welcome Back" Town Hall meeting this Wednesday, August 18th, starting at 3:30pm. Links can be found on the [District website](#).

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