



HAYWARD EDUCATION ASSOCIATION

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



March 3, 2023 – Friday Follow-up



Superintendent Search Update

During the March 1, 2023 closed session, it was anticipated that the board, among the other confidential responsibilities, would select which candidates from the candidate pool will move forward to the interviewing process occurring later in the month between March 24 and March 25, 2023.

There will not be reportable actions for that closed session, apart from announcing a draft interview schedule for those dates. Based on the timeline, the soonest the public would know about a superintendent candidate would be at the April 19, 2023 board meeting. Stay tuned.

Tentative Assignments

Unfortunately, the district is starting the process of giving out tentative assignments. Though we tried to push the date back so more realistic enrollment numbers could be considered and so we could have a better feel for vacancies created when colleagues indicate that they may or may not be returning to the district next year, the district is going forward with their timelines - premature or not. That said, remember that assignments are tentative and we will advocate accordingly, in all venues, including HR meetings and enrollment meetings.

There is an Enrollment Meeting on March 10th so we hope to gain a better understanding of numbers - we will also continue to push on the district.

Addressing Ongoing Investigations

Many of us were shocked to see recent headlines alleging the use of antisemitic materials in class at one of our high schools.

HEA does not condone hate speech of any kind, and has long advocated for equitable and inclusive schools. We appreciate the students and teachers who have brought forward these serious concerns in seeking to make our schools safe for all students and staff.

We are alarmed that these allegations were not addressed immediately by administrators. The District is entrusted with a duty to investigate any complaint made about materials used in class. Their failure to act, allowed tensions to escalate at school until media attention forced a response. There is no excuse for their lack of action and the impact their inaction had on all involved parties.

HEA is obligated to uphold the rights of all of our members. These include the rights of teachers to a safe and healthy workplace. They also include a right to due process and a fair hearing for any teacher accused of misconduct. Now that an investigation has begun, we encourage HUSD to make sure it is fair and thorough, and that appropriate action is taken.

During the investigation, the District typically advises those being interviewed not to discuss the matter in order to "maintain the integrity" of the investigation. This is done to ensure the investigation is fair, and hasn't been improperly influenced by anyone. This is often desirable, ensuring that the investigation is seen by all parties as objective and fair. While this is a common request, members also have free speech rights which include the right to discuss and organize around legitimate workplace issues. HEA remains neutral in disputes between members (often resulting in calling in CTA representation), which we do in order to ensure we can provide (legally required) representation to all parties. In this (as in every) situation, HEA has worked hard to make sure we are upholding the rights of everyone involved.

HEA Elections Voting Starts Today!

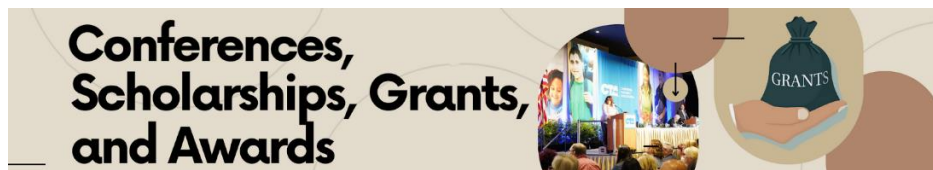
Voting for HEA Board Member Elections begins today, March 3rd and ends on March 10th. Be on the lookout for your electronic ballot sent to your email! If you did not receive an email to your personal email address, contact office@heayaward.org. Voting will also be available at the HEA office on Wednesday, 3/8, from 9am-12pm and 12:30pm-4:30pm or on Thursday, 3/9, from 4pm-6pm.

Open positions are:

- One Secondary Director (two-year term)
- One Elementary Director (two-year term)

Additionally, we are holding an election for the National Education Association Representative Assembly (NEA/RA) with seven(7) delegate seats, four(4) of which are funded by HEA.

See the attached [Candidacy Statements](#) for all who are running in these elections. Also attached are the [Election Announcement, with a description of the open positions](#), and the [Election Timeline](#).



CTA IFT Grant

CTA offers Educator Grants up to \$5,000 for educators and Impact Grants up to \$20,000 for teams of educators every year to members across the state through their IFT (Institute for Teaching) program. In fact, HEA has had members receive these grants every year for the past several years! Interested in being the next educator to receive a grant to help your students succeed? Check out the [grant requirements and application information](#)! The deadline to complete the grant application is Friday, March 31, 2023!

HEF Grants and Others

Hayward Education Foundation will be giving awards up to \$1000 for Hayward teachers to use for enhancing their ability to reach their students in better ways or more creative ways using materials that the district does not provide. The due date for all applications is April 1. They are funding the requests as they come to them. Please spread the word! The application can be found at <https://www.haywarded.org/>.

Mike Beazley of HUSD has put together a [google sheet of more grants available to teachers nationwide](#).



Florida Educators Need Support!

NEA affiliate and members in Florida have an ask of all NEA members and allies – and they want us to spread widely! **On Tuesday, March 7, 2023, FEA is requesting that we join them for the “3-7 Challenge.”** 3/7 starts the legislative session and they want to storm the Capital with calls and emails from in AND out of state. [More information on how to support the 3-7 Challenge is attached](#).



Reminder: “Lifting Every Voice - Testimonials” Event

Calling on all educators to participate! Do you have a story to tell? If you are an educator or a student that has and/or is dealing with human rights related issues such as experience with racism, white supremacy, anti-LGBTQ+ actions, women’s rights issues, and/or disability rights issues in the workplace, ALCOSTA SCC is holding an event in May to showcase your testimonials and let your voices be heard. The deadline to submit testimonials is Friday, March 10, 2023. [More information about this event is attached.](#)

Reminder: CTA Special Education Conference - A Call for Presenters

CTA is seeking engaging presentations for the 2023 Special Education Conference. The conference planning committee will review all applications and select the presenters based on the following criteria: relevancy to the conference program and attendees; inclusion of the listed “hot topics”; evidence of knowledge of the subject matter; and prior presentation success.

We hope you will consider applying and share your knowledge and experience with other educators. [Attached you will find, how to apply, conference details, session topics and themes.](#) The conference planning committee will review each application. CTA will compensate you for your standard travel expenses to present at the Special Education Conference. Presenter Application deadline is Monday, March 6, 2023.

Alameda Labor Council – AFL-CIO

The Alameda Labor Council Executive Committee has voted to contribute to help First African Methodist Episcopal Church following its tragic fire.

Keith Brown, Executive Secretary-Treasurer pointed to the church’s history in the East Bay, “This church is our community’s history. It began in the same year that Abraham Lincoln challenged the existence of slavery in the United States: ‘A house divided against itself cannot stand. I believe this government cannot permanently endure half slave and half free.’”

“Burnt until rebuilt, FAME embodies the best in all of us... no matter how many difficulties we must overcome.” The Alameda Labor Council encourages affiliates to contribute to the [REBUILD: FAME Oakland Church Fire](#) fund.

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



- **HEA BoD Meeting – Monday, 3/6/23 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 3/8/23 @ 6:30pm**
- **HEA FRA Meeting – Monday, 3/20/23 @ 4pm**