



HAYWARD EDUCATION ASSOCIATION

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February 2, 2024 – Friday Follow-up



HEA Taking Action

At the January 24th School Board Meeting, after the LCAP presentation made by Sandra Escobedo, Trustee Ramos said:

"Some of the things you said today were alarming. Some of the parents here, they should take a rope and string you up."

-Trustee Ramos to Sandra Escobedo during 1/24/2024 HUSD board meeting

In response to this egregious comment, HEA wrote the letter below to the Supt and School Board. We reached out to SEIU and AEOTE and they have joined us as well. The district is investigating the incident and we are hopeful they will respond with the proper credence and action due such an intolerable statement.

Dear Superintendent Reimann and HUSD Trustees,

On behalf of all classified and certificated employees in Hayward Unified, we are writing to demand the immediate censure of Trustee Ramos, and his removal from all HUSD committees in which our members participate. This follows remarks made by Trustee Ramos at the January 24th board meeting which included the following:

"Some of the things you said today were alarming. Some of the parents here, they should take a rope and string you up."

-Trustee Ramos to Sandra Escobedo during 1/24/2024 HUSD board meeting

This is not the first time Trustee Ramos has espoused hateful views, which members and allies have repeatedly denounced as incitements towards violence which put our students at risk. At last Wednesday's board meeting, Trustee Ramos crossed the line and directly incited parents to execute an HUSD employee with whom he disagreed. This is unacceptable, and there must be severe consequences. His threatening conduct puts at risk any HUSD employee who disagree with his bigoted and misinformed viewpoints. We are accustomed to robust debates over school policies, but there must be zero tolerance for incitements to violence. This is particularly egregious in a school setting, where our top priority every day is the safety and well-being of children.

We will not participate in any committee meetings with Trustee Ramos, lest our members become the next target of his incitements to violence. We demand that HUSD take any and all actions necessary to ensure the safety of our employees and students, including formal censure and removal of Trustee Ramos from all HUSD committees.

Intent to Return Forms

The Intent to Return form, that indicates if you are returning to the district next year or you plan to resign/retire, is being sent out by HR. Remember, it is not binding and you can change your mind along the way. Retirements should be announced by the end of June at the latest (we recommend earlier so there is no delay in receiving your first retirement check)!

Laptop Chargers

We still have not heard about the district's position on replacement chargers; namely that we (students and teachers alike) are supposed to purchase them! We let the district know that we had a teacher who was not going to purchase the replacement charger (in part on principle, in part on the fact that the laptop was so old the charger was not found at the usual reputable locations.) Eventually, the teacher received a new old laptop and charger. It is a shame (in the truest sense of the word) that folks have to take such means into their own hands. We will continue to push for a change from the district on their position and provide better responses to our needs.

Bargaining

We met for contract negotiations on Feb 1st. The overwhelming response from the district to our proposals was that nothing needs to change because "we (the district) think things are going well." We hope that when we meet again on February 8th, the district takes your voices into account, which have been raised for too long in search of solutions to the problems that we face every day. We may be asking for your help very soon to make sure they hear our voices loud and clear.

Reminder: LCAP Survey

Reminder about filling out the LCAP survey. The survey helps determine the budget priorities within the LCAP funding and serves to remind us that our working conditions are our students' learning conditions. In other words, when we benefit, our students benefit. We encourage everyone to fill out the [LCAP Survey](#) keeping this truism in mind to include improvements such as smaller class sizes, more SEL counselors, more Sp Ed resources, competitive salaries that attract and retain HEA members, and any other ideas to improve teaching and learning in Hayward. Hayward students and HEA educators deserve no less! The survey deadline is February 16th.



Lupe Angulo Campaign Kick-off – Saturday Feb. 3rd

Our endorsed candidate for the Alameda County Board of Education, Guadalupe "Lupe" Angulo, is hosting a campaign kick-off at the HEA Office on Saturday, February 3, at 10 am. **Why is this election crucial for all of us?** Lupe stands firmly against charter schools, believes in maintaining an open-door policy with teachers, and is committed to working cooperatively with our union, prioritizing the needs of our students. Lupe was introduced to our FRA reps at the last Monday meeting. This is your chance to **meet Lupe in person**, learn more about her campaign, and join the movement to secure a victory this March. Let's come together to support a candidate who shares our values and will champion the interests of educators and students alike. [Attached is the Campaign Kick-off Flier](#). See you at the campaign kick-off!



CalRTA Teacher Grants

CalRTA is in their third round of offering \$100 Teacher Grants to 35 teachers in California. No strings attached - use the money for your classroom however you'd like. The **deadline to register is February 14th** then 35 teachers will be randomly selected and notified via email. This is the final program during this school year. See the [attached CalRTA Newsletter](#) for more information.

Last Call: Equity & Human Rights Conference

Last call to secure your spot to attend the Equity & Human Rights Conference on March 1-3. [See the attached flier for details](#). PLEASE NOTE: All HEA Sponsorships for this conference have been awarded to members selected from those who applied within the sign-up window. No additional reimbursement sponsorships will be awarded for attending this year's Equity & Human Rights Conference.

New Educators: CTA Classroom Setup Grants

The CTA Classroom Setup Grant is a special program for brand new educators to provide financial assistance of **\$300** towards the purchase of materials, resources, supplies, tools, and other educational instruments used by the educator to create and promote a positive learning environment in a classroom(s)/designated learning space(s). **The program is effective for Employment Start Date starting June 1, 2023.** See the attached [Classroom Grant Flier](#) for more information.

CTA Grants for Members and Their Dependents

Did you know that CTA offers financial support to CTA members and their dependents throughout the academic year? One of the benefits of being an active CTA member is having scholarships, grants, and awards available to you and your dependent children. Some of the deadlines are quickly approaching. [See the attached list of opportunities and apply now!](#)



Cadre Trainer Info Session

Are you passionate about racial and social justice? Do you like to support and train other educators to advance student learning and educator leadership?

CTA is looking for applicants for the Human Rights Cadre Training Program. As a Cadre Trainer, you are part of a team of educators who train sessions at CTA statewide and regional conferences, as well as local chapter and Service Center Council events. [See attached for more information.](#)

CTA Member Benefits

CTA offers so many member benefits including university credit options, savings in shopping and travel, premium subscriptions, and more! They also have short virtual meetings once a month to further explain how to maximize these benefits. [Find out more about these benefits and trainings here!](#)



NEA Press Releases

[Click here to see the latest NEA Press Releases](#), including NEA calls to action, position statements, event announcements, and more.

NEA Member Benefits

Did you know that NEA offers all kinds of member benefits including retirement options, no-cost life insurance, and discounts for travel, shopping, and more! [Click here to learn more about your NEA Member Benefits!](#)

HEA Stands Up, Stands Strong, and Stands Together!

We support each and every student to the best of our ability, no matter their background or identity. We work every day to provide quality public education, support our students' mental and physical wellbeing, and help students reach their fullest potential.

 [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)

- **HEA Board Meeting – Monday, 2/5/24 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 2/14/24 @ 6:30pm**
- **HEA Virtual FRA Meeting – Monday, 2/26/24 @ 4:00pm**