



HAYWARD EDUCATION ASSOCIATION



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June 11, 2021 – Friday Follow-up



Professional Development

While the contract permits the District two additional PD days at the beginning of the year, they have asked for a third. It is not clear what the PDs will cover except that the District has indicated that one of the three days will be Benchmark and because of the publishers' schedule, will have a definitive date in which it will be presented and will not be recorded (apparently Benchmark does not record their presentations.) That said, our understanding is that they can make themselves available to do a makeup PD in person and virtually within the school year. Benchmark PD is mandatory but if folks cannot attend the first date offered, there will be a makeup offered later in the school year as a release day. Recognizing that we need all the days of summer we can get, we have proposed that the District make the PD (other than Benchmark) optional and recorded so that we can see the PD at our discretion. In that way we can control our summer days a bit better by either attending in-person (those that we can or want to) or viewing it virtually at our discretion. We would log in to demonstrate that we had "attended". 8 hours at the per diem rate would be applied to all the PD for time spent in attendance viewing and the time used for planning the use of the PD in our teaching/work. The PD days would be accessible to ALL members and, because it would be recorded, it would not overlap with other schedules - summer plans or HUSD calendared schedules (e.g. counselors who traditionally start the work year earlier than the first workday.) We have also considered year-rounds and have asked that there be two Benchmark PD days and make-up days - one "set" for year-round calendars and one for traditional calendars. We will let folks know what we find out.

Staggered Reading

We have heard from the District that there are not enough minutes to cover the minutes required to do staggered reading (a right we brought back into the contract for grades K-3). The District is proposing that if folks want to use staggered reading time in their classrooms, the site will need to "shave" 5-10 minutes off the beginning or end of recess or lunch times. As we analyze the minutes, it appears that the number of minimum days has increased since the language was negotiated and is impacting the ability to have staggered reading without any consequences to the minutes. The District's document shows there are 20 minimum days planned for next year. This number has increased over the course of years. Members have shared that conference days need to be maintained and minimum days with their attached site-determined PD have been helpful, but 20 minimum days may be excessive and an added burden to parent/guardians' schedules as they return to the workforce. For now, if you are working on a bell schedule, we do not see a need to make any adjustments at this point to accommodate the district's desire to "shave" minutes. We will let you know where things end up in our quest to have our contractual rights upheld and withstanding District-created hurdles.

End of Year

Cumulative Folders/Grades

As a reminder, you do not have to return to the site to place paperwork, report cards, etc. in the cumulative files. Admin can make copies from the electronic documents and place them in the files, if needed. Keys may be returned using a drop-off method rather than having to go into the site to meet, etc.

Summer School Prep

If your room is being used for summer school, you should be given the option to go in (at a mutually agreed upon time between you and the site admin) and lock up any personal belongings and take an inventory of your classroom. In that way, if things are missing, they can be replaced. The District will compensate up to 8 hours (at the contractual hourly rate) for purposes of getting your room inventoried and packing personal items. The District should also provide a secured storage space for belongings.

Summer School Interviews

There have been questions regarding summer school applicants not going through an interview process as in years-past. The reason appears that this is because the interview process led to difficulties - folks felt there was favoritism, that the questions were not the same for each candidate, etc. so this year, positions went to seniority instead (consideration for site seniority for Secondary, district seniority for Elementary, and program experience and seniority for Programs.)

Graduation

While there is no requirement to attend graduations/promotions. If you decide to attend voluntarily, your attendance does not mean that you are expected to do any work for the graduation (you can do work at your discretion.) Your presence, a sign held, or a heartfelt wave/fist-bump of support is all the "expected work" of those in attendance.

Bargaining

At the FRA meeting, there was an update provided about the '21-'22 school year and the District's plan for the Virtual Independent Study plan. Basically, the District would require all teachers to be in-person next year. The students would have a choice to attend a virtual independent study program with admin, teachers (overseeing the work of the online, Edgenuity program), and counselors assigned to the program. We are still talking through the details but students could decide to come back after the first trimester in elementary sites or after the first semester at secondary. It wasn't so much what was included in the description, as it was who was absent from the discussion - there would not be any program for year-round students (they would have to leave the year-round schedule and go to the traditional calendar), nor is it clear how Sp Ed students' needs will be met. According to the District, the student's IEP would have to indicate that they could work in an independent setting and if it wasn't indicated an IEP would need to be set up. Additionally, Edgenuity does not have a bilingual component, leaving our bilingual, dual-language immersion, World House, and unaccompanied minors having no choice but to attend in-person or create a third option - not attend at all. We are meeting again today to try to create a plan that meets the needs of members and students! We will let you know once we have more information.

Also at FRA, there was a much-appreciated thorough discussion regarding the contract reopener negotiations. While it is a given that Article 22 Compensation and Appendix A (which covers stipends) will be at the negotiations table, the survey indicated that class size was among the top interests for the second article to open (for reopener negotiations, the District and HEA can each open one additional article beyond Article 22.) After much discussion, and many thoughts shared including a suggestion to open up Article 9 - Safety and Article 10 - Hours, it was voted that we will open Article 12 - Class Size as our "other article" to open. We will let you know as we progress. Currently, we are placing the re-entry negotiations at the forefront of the table since year-rounds come back in July and we want to try to reach an agreement weeks prior to the start of school to give folks (the bargaining team members included) time to take a breath before school starts.

With regards to Article 22, it was shared that folks wanted an opportunity to explicitly state what changes they wanted to see in Article 22 besides the obvious of a salary increase. Please send your thoughts regarding needs and or changes to Article 22 to office@heahayward.org. With regards to Article 12 - Class size, we will use the surveys to guide our proposals.

Summer

Finally, at Monday's FRA meeting, FRA approved giving the HEA Board autonomy to work on FRA's behalf through the Summer as needed (this is an annual approval before Summer begins) That said, you can expect to receive updates from HEA through personal emails so please make sure that FRA reps have personal emails so you don't miss HEA's updates. Also feel free to email any concerns and questions. We will continue to check and respond to emails.

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 and request additional paid leave.

But there are only a few days left in the Catastrophic Leave General Bank, and it **needs your help!** If you are able to donate, please 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!

Thoughts for the Summer

Take care to enjoy the moments that Summer has to offer. Years ago I received advice that it's not just about the moments, it is about being present in the moment - in that way we create the memories when facing a year such as the one we have just had. I hope all your lasting memories are full of hearty laughter and triumph in facing any challenges!!! HEA takes pride in representing such thoughtful, kind, professional, compassionate members - You make the challenges put forth from the District ever so much more tolerable!

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

 Mark Your Calendar	 Mark Your Calendar	 Mark Your Calendar	 Mark Your Calendar	 Mark Your Calendar	 Mark Your Calendar	 Mark Your Calendar
<ul style="list-style-type: none">• School Board Meeting – Wednesday, 6/23/21 @ 6:30pm						