



## HAYWARD EDUCATION ASSOCIATION



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Website (announcements, forms, contract, etc.): [www.heahayward.org](http://www.heahayward.org)

### April 1, 2022 – Friday Follow-up



#### Year Round Spring Break

Year Round Elementaries, we hope you are able to take it easy and enjoy your well-deserved Spring Break!

#### Community Schools

This week, HEA representatives met with CTA representatives and our union siblings of AEOTE and SEIU to discuss Community Schools. The District is applying for grant monies related to Community Schools. In essence, Community Schools provide resources and work that responds to the "whole child" – e.g., helping the student achieve academic potential and goals by way of mental health resources, guardian education, COST Coordinators, etc. We will be scheduling meetings with the District to give our perspective to be considered within the grant.

#### IDS "Attendance"

At staff meetings, folks have been asked or will be asked to document student Independent Study work/engagement completed during the week of the Virtual Study/Independent Study work in December. This should be done while in attendance at the staff meeting. It is understood that if work is not completed at the staff meeting, no further work on the part of teachers will be necessary and the teacher will be "held harmless" for any work/engagement not recorded. Please let HEA know if you were requested to do work on this documentation outside of the staff meeting.

#### HEA Run-off Election

**The Runoff Election for HEA Elementary Director will be April 18-22.** Voting documents have been sent and materials should be at sites before the 18<sup>th</sup>. FRA Reps, if you receive the envelopes beforehand, please do not begin the voting process until April 18<sup>th</sup>. In-person voting will also be available at the HEA office (93 Jackson St. Hayward) on:

- Tuesday, April 19<sup>th</sup>, from 2pm-4pm
- Friday, April 22<sup>nd</sup> from 2pm-4pm

**Ballots must be returned to the HEA office by 4:00pm on April 22<sup>nd</sup> to be counted** (there is guarantee that ballots will get to the HEA office if sent through District mail.) Attached is the [Runoff Election Timeline](#).

## **Calendar Surveys**

Year Round Calendar Surveys are now closed. Traditional Elementary/Preschool Staff and Secondary Staff Calendar Surveys **will go out on Monday, April 4<sup>th</sup>, and will be available until 4pm on Friday, April 8<sup>th</sup>**. If you have had difficulty receiving surveys in the past, please email [office@heahayward.org](mailto:office@heahayward.org) to confirm that CTA records have the correct email address on file.

## **Safety Committee**

There should be a Safety Committee at each site per contract, per State law. Please make sure that there are: regular meetings held, protocols in place to resolve concerns brought forward, and that HEA is represented. In addition, the District has regular Safety Committee meetings. A few years back HEA pushed for the meetings. There are to be representatives from each site in attendance. HEA has a representative as a co-chair to the committee. Thus far, attendance has not always been at full capacity and we want to make sure that our voice is heard. The next meeting is on May 3<sup>rd</sup> – please plan on attending.

## **School Closure**

In response to compelling arguments from HEA, the District postponed the Involuntary Transfer selection process. They anticipate that folks on the involuntary process will be able to select an assignment on April 18<sup>th</sup>. By then, HEA plans to work through the reasons that the District needed to postpone the process in the first place - incomplete lists, some folks being placed on the lists (e.g., Strobridge and Bowman classroom teachers but not others such as preschool and prep teachers), assignments decided upon by the District rather than adhering to the rights in the contract, assurances that lists reflected up to date information on leaves and retirees, etc. Unfortunately, despite our best efforts at trying to address these issues well in advance of the selection date, the District provided the list only days before the process, giving HEA no time to confirm the information and them no time to respond to concerns. When we asked last Friday for an extension of the timeline, the District rejected our request and sent letters out over the weekend to involuntary transferees at almost \$9 per person with additional costs incurred with overnight mail as well, in some cases. We will work hard to make sure the District follows our contractual rights within the selection process. We thank everyone who kept us abreast of actions taken by the District - some that we knew, others that they chose not to share. Union strong!

**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**

- HEA BoD Meeting – Monday, 4/18/22 @ 4:00pm
- HUSD School Board Meeting – Wednesday, 4/20/22 @ 6:30pm
- HEA FRA Meeting – Monday, 4/25/22 @ 4:00pm