



HAYWARD EDUCATION ASSOCIATION



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

November 12, 2021 – Friday Follow-up

S.O.S.
SAVE OUR SCHOOLS



RALLY! RALLY!
RALLY!

WEDNESDAY, NOVEMBER 17TH

MARCH BEGINS - 4:00PM
BIRCHFIELD PARK, SANTA CLARA ST., HAYWARD

RALLY - 4:30PM - 5:30PM
24411 AMADOR ST., HAYWARD
HAYWARD UNIFIED SCHOOL DISTRICT OFFICE

PLEASE WEAR "RED FOR ED"









School Closures Update - Rally and Petition!

Unions spoke to Board Members about “hitting the pause button”, the community spoke to the Board and Matt about “hitting the pause button” - we need to come together and let our request be heard as a united loud voice --- Save our schools, save our district, get us in the room to develop a plan together!

RALLY TO SAVE OUR SCHOOLS!

Wed. 11/17 4:00pm

Meet at Birchfield Park, Santa Clara St. and Winton

March to HUSD District Office; Rally at 4:30pm

Join us to send a loud and clear message to the Hayward Unified School District Board of Trustees to pause any plans to close schools! Our members and our students deserve a real long-term plan for Hayward schools that meets the needs of students, educators, staff and our communities!

The District's rush to close schools to address next year's budget shortfall has caused an uproar in our communities. Lacking any meaningful participation by critical stakeholders in education, it adds further disruption at a time when we are struggling to recover from the disruption of the past two years. HUSD's "plan" fails to account for new opportunities to increase enrollment and secure new funding, squandering opportunities to make Hayward schools better for our students.

The bottom line in any plan for our schools should be providing the best opportunities for our students to learn and grow. Join us Wednesday to help HUSD get their priorities straight!

We are also asking all members to take the following actions to Save Our Schools:

1. Post the [attached graphics](#) to your social media accounts and share widely!
2. Sign an [online petition](#) to support our demands and show HUSD that we have the support of our members and the families we serve.
3. Share this message with members and parents! Wear **RED** and arrange carpools on 11/17 and bring a group with you. [A rally flyer, support placards, and social media graphics are all attached.](#)
4. Mark your calendar for the next HEA Organizing Team (HOT) meeting on Monday, November 29th at 4pm. All leaders and activists willing to take action are welcome! [Click here for more details!](#)

Subbing

[See the attached District message regarding subbing.](#) If you have done subbing and have not been paid, let us know the days and how long you subbed. We have successfully advocated for folks who subbed for more than a prep period or an entire day to be compensated for time subbing! (Per the contract, subbing should not be longer than a prep period but we understand folks have gone beyond.) However, the District should never have made the ask of folks in the first place! To that end, from this point forward, folks should not be subbing for more than a prep period, if you decide to sub at all. It is up to the individual whether or not they decide to sub - no undue pressure should be placed on folks to sub. Please let HEA know if you feel there is pressure applied for you to sub.

VISP Grades

HEA put in a cease and desist regarding VISP grades until there is a common understanding. If folks have already done work related to grades, then they should keep track of the time spent and let HEA know. We will advocate for folks to be paid for work given and, if there is agreement, pay for time spent for PD regarding grades and the time used to enter grades - no guarantees, but this is work that is outside of the MOU.

Issues Conference

HEA is looking to **sponsor 3 Members** to attend the CTA Issues Conference. If interested, contact the HEA office (office@heahayward.org) before December 6th! See the attached [Issues Conference flyer](#) for details.

DKG Grants for Hayward Educators

Every year, the local chapter of Delta Kappa Gamma offers grants to Hayward Educators for various classroom projects. Last year, [five HEA members received over \\$2,200 in total](#) for various projects. [Click here to learn more and apply for a grant.](#) The application deadline is December 14, 2021.

CTA Weekly Mailer

Attached is this week's CTA Mailer that includes details about the Chapter-in-Politics and Member-in-Politics Award Programs!

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 FRA Meeting – Monday, 11/15/21 @ 4:00pm
- Save Our Schools Rally – Wednesday, 11/17/21 @ 4:00pm
- School Board Meeting – Wednesday, 11/17/21 @ 6:30pm
- HEA Board of Directors Meeting – Monday, 12/6/21 @ 4:00pm