



HAYWARD EDUCATION ASSOCIATION



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

February 10, 2023 – Friday Follow-up



We apologize for not sending a Wednesday Wind up. We did not get responses from the district until later in the week. That said, we offer the following as an update...

EL Master Plan

The EL Master Plan Committee has finished meeting and a **draft** has been presented to some of the stakeholders. Nothing in the draft is final and even when we do have a final plan, some areas still need to be bargained if and when the HUSD School Board is presented with the final plan and they adopt it. We anticipate that the final plan should be ready to go to the board in mid-to-late March 2023. We will keep you posted. If you have any questions, you can contact HEA Board members: Francisca Montes, Elvia Gauzin, or Mercedes and Mary.

Community Schools

The Community Schools Steering Committee will have its first meeting tomorrow, Saturday, 2/11 from 9am-2:30pm. The Steering Committee is more of an at-large committee considering the bigger picture throughout the district. As a result of our advocacy, our representation has grown from the initial 2 HEA representatives to 4, to now 6. Currently, we have 4 positions filled and are in the process of filling 2 more positions including considering breaking apart the alternate positions into permanent positions. We have appointed:

Elementary:

- Elvia Gauzin – HEA Board, Park Elementary FRA rep, EL Specialist, and CTA State Council member (with knowledge of the CTA Community perspective)

Middle:

- Colleen Reardon-Jackson – Cesar Chavez FRA rep, World House and EL programs, and member of the SBDM Central team
- (alternate) Lissette Sandoval – Cesar Chavez FRA rep, World House and EL programs

High:

- Taslin Kimball – HEA Board, Mt. Eden FRA rep, and member of the SBDM Central team

Mary Walsh and Mercedes Faraj will also serve as alternate at-large representatives. We will share what we learn and we will use what we learn when we begin the process of bargaining the Community Schools starting next week.

That said, we were pleased to learn that this Steering Committee would not be the only opportunity to have sites' voices shared and heard. **The district is going to have a Community School Team at each site that is identified as a Community School.** We will advocate for a fair selection process. We welcome the opportunity to acknowledge and have the voice of individual schools included on a level playing field!!

Solutions Committee

The Solutions Committee is another district committee addressing the use of our facilities - namely our "surplus schools" (the district's term for the schools that they closed.) We suggested the committee (not the name) by way of expanding the 7/11 Committee (where, thankfully, HEA Board Member and Tennyson High teacher, Charles Jones holds a position.) The 7/11 Committee's task was, in essence, to make recommendations about the future use of the closed facilities after the school closures.

The expanded Solutions Committee is to consider the use of the facilities (leasing, selling, renting, etc.) with consideration of the impact from the school closures. We were given 2 representative slots: one from the general population and one from Bret Harte specifically which is "scheduled" to be relocated. That said, Kim Steffen, HEA Board Member and PE teacher from Cherryland will be on the committee recognizing that Cherryland has become the example of the impact of the school closures (we will all remember when the district said that the 200 students from Strobridge added to Cherryland would not be a problem, only to find out that there is no room for PE indoors on rainy or hot days, music teachers are back to teaching on the stage, programs have been depleted, no preschool could be held there, etc., because of a lack of space.) Bret Harte will be represented by Chantaine Fauntleroy HEA Board Member and Bret Harte PE teacher addressing the other half of the scope of the committee. We will let you know what we learn along the way.

Refresh Language

For schools that are being Modernized or Refreshed (Hayward High, Tennyson High, Mt. Eden High, Chavez, Longwood, Ruus, Southgate, Treeview, and Lorin Eden) we have finalized an agreement. See attached the [Modernization and Refresh Agreement](#). We are in hopes that it will clarify our work involved and how it is impacted by the moves and construction. We also believe it will hold the district accountable for their actions.

Site Allocations.

We learned that sites received teaching allocations for next year. The district shared the allocations with admin and gave the impression that SBDM teams were to discuss the allocations, make recommendations, and act upon the allocations e.g., if a site was said to be losing a teacher, the sites were to have (and in some instances did have) a meeting to choose who would be leaving the school next year!! Because of our advocacy, the district sent out a message to principals that let them know it was premature (very premature) to go through any "selection process" or act upon the allocations. At best, it was an opportunity to look at what the district was projecting for next year and make alternative suggestions e.g., maintaining the current allocations, not creating combination classes, etc. If your site "chose" folks, all is on hold until the union, sites, enrollment team, and the district meet to discuss and weigh in on all the possible scenarios.

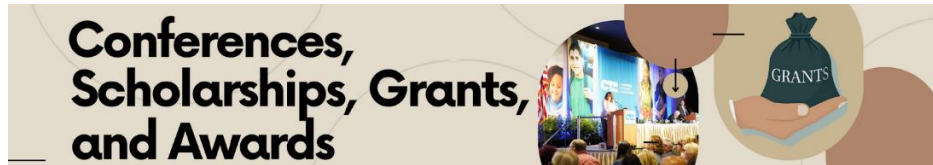
HEA Elections are Starting!

Our local HEA Board Representative and NEA/RA election nominations are now open. [Self-Nomination & Declaration of Candidacy Forms](#) are available on the HEA website and at the HEA office. Attached are the [Election Announcement, with a description of the open positions](#), and the [Election Timeline](#). FRA Reps are also being sent copies of these forms today through district mail and they will be available at sites next week.

This year, we will be using electronic voting. Please make sure HEA has your current, personal email address. If you are unsure how to check this information, email office@heahayward.org and we will confirm for you. More information on casting your ballot will come after the Feb. 28 Declaration of Candidacy deadline.

Grievances

For the 22-23 School year, we have filed 7 level II grievances, with one resolved and others thought to be "resolved" only to find that we needed to follow up and force the issue because the district did not stick to its word regarding the remedy. The majority of the grievances are violations of safety provisions.



Equity and Human Rights Conference

HEA is looking to sponsor 2 Members to attend the CTA Equity & Human Rights Conference on March 17-19, 2023. If interested, email office@heahayward.org before **February 17th**! See the attached [Equity & Human Rights Conference flyer](#) for details.

This conference will capture the essence in CTA's Mission Statement: to ensure that the dignity and civil rights of all children, youth, and adults are protected and to secure a more equitable and democratic society.

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 doesn't 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](#).



Passing of Richard Valle

It is with sadness and our condolences that we inform you of the passing of Alameda Board Supervisor Richard Valle. Richard was a staunch supporter of grassroots efforts in support of public educators, labor and kind hearted to those he came in contact with. In the event you wish to send condolences to his family, [more information can be found here](#).



CTA Virtual Retirement Training - 3 Training Dates Left!

Every year, we have folks asking about and expressing interest in attending a retirement training/workshop. This year, we received word that CTA will be hosting a **free** Virtual Retirement Training that will be available on several dates. If interested, check out the [Virtual Retirement Training flyer](#) and register for your preferred date - **there are only 3 dates remaining for this school year!** Because this is often a largely requested and attended training and spots are limited, be sure to register early to get a spot!

You are never too young or old to learn about your CalSTRS benefits, programs, and services.

**We are stronger when we
Stand Up! Stand Strong! Stand Together!
1,120 Members Strong!**

 Mark Your Calendar  Mark Your Calendar  Mark Your Calendar  Mark Your Calendar  Mark Your Calendar  Mark Your Calendar  Mark Your Calendar

- **HUSD School Board Meeting – Wednesday, 2/15/23 @ 6:30pm**
- **HEA FRA Meeting – Monday, 2/27/23 @ 4pm**
- **HEA BoD Meeting – Monday, 3/6/23 @ 4pm**