



HAYWARD EDUCATION ASSOCIATION

93 Jackson St. Hayward, CA 94544 • Phone: 510-538-1051 • Fax: 510-538-9427

Email: president@heahayward.org or office@heahayward.org

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



April 19, 2024 – Friday Follow-up



HEA Contract Ratified with Overwhelming Support!

Our new contract was ratified today by an **overwhelming majority of 99.6%**, with over 700 members voting. We appreciate the many supportive messages you have sent us, and our team is proud to represent you through HEA. Thanks to the several hundred members who attended our meeting this afternoon, and to all of those who voted but weren't able to join us.

The final step in finalizing our new contract will be ratification by the HUSD Board of Trustees. **We are asking members to join us at their next meeting on May 8th at 6:30pm to show our unity and encourage the board to approve our contract.** After the contract has been ratified by the HUSD board, we will follow up with the timeline to implement our retroactive salary payments and other important news.

This contract delivers many, many improvements that will improve our working lives as educators, and improve the quality of education we provide to our students. As a reminder, some of the highlights include:

- A 2% retroactive salary increase effective July 1, 2022
- An 8.5% salary increase effective July 1, 2023
- Partial annual contribution (not on salary schedule) towards health benefits
- Defined minutes of preschool minimum days and provided collaboration time
- Eliminated 3/4 combo classes
- Provided extra pay for Combo assignments
- Improvements to prep time and make up preps
- Improved language to mainstream students, including class size adjustments
- Release time for additional department chairs at middle and high schools
- Improved caseloads and ratios for Special Ed, EL Specialists, OTs, Psychologists, and Nurses
- Improved health and safety conditions, including emergency response procedures and repair timelines
- Changes to simplify the "40-hour" language
- Pay at per diem rates for extra work (instead of hourly rates)
- Improvement in Summer School pay
- And more!

[The complete text of the negotiated changes and salary schedules are available here.](#)

Finally, special thanks to our fearless and persistent HEA Bargaining Team: Paulette Albert, Elvia Gauzin, RJ Horstmann, Zev Kvitky, Agustina Noble, Mary Walsh, and Mercedes Faraj.

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.



- **HEA Virtual FRA Meeting – Monday, 4/22/24 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 5/8/24 @ 6:30pm**
- **HEA Board Meeting – Monday, 5/13/24 @ 4:00pm**