

January 5, 2024 – Friday Follow-up



Welcome Back from Winter Break

We hope that the rest we have received (and for Year-Round folks, are still receiving) will help make the year prosperous and joyful!

Bargaining

The Bargaining Teams met yesterday and focused on the articles that had been in the queue prior to the District hastily presenting Article 22 Compensation. If you will recall, they presented their compensation proposal of 1% for this year and 2% retroactive to last year. It would appear that the “haste” was in order to present a District budget update to the board in which union negotiations were to blame for a projected deficit. While this position is not surprising - (they usually blame negotiations for any budget woes) - it is always disheartening to see District administration take this tired and misleading position.

That said, we did meet and continue to negotiate language including Article 9 Safety, Article 11 Leaves and continue to discuss Article 12 Class Size.

Peripheral to our bargaining are the agreements made with AEOTE (our CTA sibling union) and SEIU (our AFL-CIO affiliate union). They ratified an agreement that included stipends outside of the salary schedule towards benefits. We are pleased that our siblings made some progress towards District contributions to benefits, and we are considering the impact of these agreements upon the District's budget and our subsequent compensation proposals.

Sp Ed Assessments MOU (Memorandums of Understanding)

The District is finally following through on paying Sp Ed folks who worked on completing assessments. It has taken months to finalize language that would permit Sp Ed folks (RSP, OT, Psychs, and SLPs) to take on and get paid for extra assessment work to support the District to stay in compliance. Please see the [attached Overdue Special Education Eligibility Assessments MOU language](#) for details.

Recognizing Our Own - Davida Scott

Please take the time to read this month's issue of The Educator. It includes an [article about our own Davida Scott](#). Davida is receiving the 2024 NEA Foundation Award for Teaching Excellence for her work in creating and advancing the Raising Leaders Program in HUSD. Davida and Raising Leaders have:

- Raised a total of \$5.6 million — and counting;
- Established a \$1 million annual youth payroll so students, after taking her eight-week workshop that counts as credit recovery, can interview for and work at internships in city and county departments as well as CSU East Bay paying up to \$24 per hour;
- Started serving 8th graders in both continuation and traditional high schools, meaning the program now serves youth as young as 14 and up to 25;
- Started serving youth in juvenile custody, who after they take the workshop can earn \$20 per hour in paid internships, gaining work experience — the first such model in the nation.
- Adopted 66 blocks in Hayward that students regularly keep clean as community service and opened a store on campus where Pre-K–12 students can get free, brand-new clothes and supplies; and more!

Thank you, Davida, for being a strong union voice and advocate to change the trajectory of hundreds of young lives in our community!



Equity and Human Rights Conference

HEA is looking to sponsor 2 Members to attend the CTA Equity & Human Rights Conference on March 1-3, 2024. If interested, email office@heahayward.org before 4pm on January 24th! See the attached [Equity & Human Rights Conference flier](#) 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. CTA members will have access to dynamic speakers and interactive workshops that will provide them with a greater understanding of the issues of diversity, equity and social justice.

2024 CTA Special Education Conference - Call for Presenters

CTA is seeking engaging presentations for the 2024 Special Education Conference. The conference planning committee will review all applications and select the presenters based on the following criteria: relevancy to the conference program and attendees; inclusion of hot topics outlined below: evidence of knowledge of the subject matter; and prior presentation success.

[Find out more about how to apply to be a presenter here!](#)

CTA Conference Incentive Grants

Did you know that CTA also offers incentive grants to attend CTA conferences? These CTA statewide grants are a great opportunity offered by our CTA Board of Directors. [Please follow the CTA guidelines and apply if you are interested.](#)

Also, keep any eye out for our local HEA sponsorship opportunities in the Friday Follow-ups!

New Educators: CTA Classroom Setup Grants

The CTA Classroom Setup Grant is a special program for brand new educators to provide financial assistance of **\$300** towards the purchase of materials, resources, supplies, tools, and other educational instruments used by the educator to create and promote a positive learning environment in a classroom(s)/designated learning space(s). **The program is effective for Employment Start Date starting June 1, 2023.** See the attached [Classroom Grant Flier](#) for more information.



CalSTRS and Your Retirement Benefits Planning Session

Would you like to explore your CalSTRS benefits and services with the help of a benefits specialist in a confidential, yet interactive, small group setting with fellow educators?

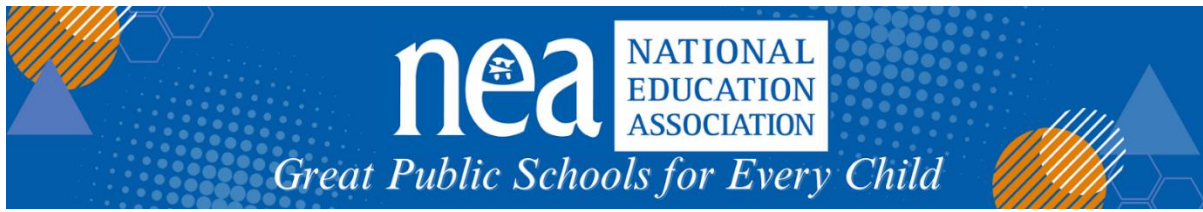
The CalSTRS and Your Retirement benefits planning session covers:

- Your personalized CalSTRS benefit estimates.
- Beneficiary options and how to leave a lifetime benefit to your loved ones.
- How to purchase service credit and what happens to your unused sick leave.
- Considerations pertaining to health benefits, Medicare and Social Security.

CTA has returned to offering in-person planning sessions in their San Leandro office with the **January 17 session open for enrollment!** [Click here to learn more about how to reserve a slot and find additional locations.](#) You're never too young or too old to make plans for your retirement.

CTA Member Benefits

CTA offers so many member benefits including university credit options, savings in shopping and travel, premium subscriptions, and more! They also have short virtual meetings once a month to further explain how to maximize these benefits. [Find out more about these benefits and trainings here!](#)



NEA/RA State Delegate Elections - Self-Nominations Open Now

The NEA/RA State Delegate Elections are coming in February. Register your candidacy at cta.org/racandidacy between January 5 to January 31, 2024 by 4 PM. Please note that this election is to represent at the state-level. We will have our **local** NEA/RA elections taking place in a couple of months.

Late submissions will not be accepted. Register to represent California on the National Level. The 2024 NEA Representative Assembly will be held in Philadelphia between July 3-7. More details to follow as they are made available by NEA.

NEA Press Releases

[Click here to see the latest NEA Press Releases](#), including NEA calls to action, position statements, event announcements, and more.

NEA Member Benefits

Did you know that NEA offers all kinds of member benefits including retirement options, no-cost life insurance, and discounts for travel, shopping, and more! [Click here to learn more about your NEA Member Benefits!](#)

In Memoriam

It is with a sad heart that we started the year with news that Dee Grubbs had passed on Dec. 14, 2023 - a long standing member and friend to many. She was a longtime member of the Early Learning programs including her advocacy and kindness to students through the Latchkey Program at John Muir School in the 80's, Helen Turner, YEP, and the Tennyson High School Teen Parent Program. She retired several years back and will be remembered by those of us who had the pleasure to have shared time with her, as a strong advocate for HUSD students and the community at large as well as for her warmth and humor. Her family has shared the following service information (If you cannot make it, please consider raising a glass on the day in Dee's honor.) She will be missed.

Helen "Dee" Grubbs Celebration of Life

- *Wake/Viewing:* Wed 1/10/24 Time TBA
- *Funeral:* Thurs. 1/11/24 11:00am
- *Location:* Both Services will be held at the Mission Funeral Home 22297 Mission Blvd., Hayward

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 Board Meeting – Monday, 1/8/24 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday, 1/10/24 @ 6:30pm**
- **HEA Virtual FRA Meeting – Monday, 1/22/24 @ 4:00pm**