



HAYWARD EDUCATION ASSOCIATION



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August 6, 2021 – Friday Follow-up



COVID News

With the growing numbers of cases of COVID and related questions, HEA has asked that the District develop a flowchart (with embedded documents) and refine the letters sent to staff and community (including a summary section with highlighted next steps.) To that end, we will work with the District to develop the flowchart and hope to have it out in a Wednesday Word (It was the estimated time from the District to develop the document.)

- ❖ The flowchart would reflect and respond to the need for clarity, uniformity and standardized responses to questions such as:
 - What happens when students/siblings are exposed to COVID, and/or test positive?
 - What happens when teachers/staff are exposed to COVID, and/or test positive, if vaccinated or if not vaccinated?
 - Can there be a "mask off break" for students? For staff?
 - Do we have to follow past ELD/ALD protocols?
 - E.g., switching and leveling students for designated ELD
 - Can we keep our students with the teacher of record to integrate ELD throughout the day within their homeroom settings?
- ❖ What will be the District's position on vaccinations?
- ❖ Will we have to submit evidence or agree to test biweekly as is the case in some Districts?
- ❖ What do we tell parents if they ask about cases of COVID? **(At this time, we should direct any questions to the site admin. We want to make sure we do not inadvertently violate HIPAA privacy laws)**
- ❖ HEA has also requested that the District set up site (zoom) meetings, and recordings on the HUSD website regarding next steps, protocols, etc.
- ❖ We have also requested that hard copies of information go home with students.
- ❖ The District has also suggested a COVID Hotline and town hall meetings (zoom) to disseminate the information coming from the State, District, etc. and to be able to communicate in a more efficient matter as things change.
 - We hope that with these resources in place, we can alleviate confusion regarding next steps. We wish that we could alleviate more than just confusion. It is a trying time and we recognize that confusion created by unanswered or varying answers to the same questions impedes our attempts to return to school in some semblance of normalcy.
- ❖ Finally, HEA and HUSD are talking about next steps and long-term responses if the pandemic continues to worsen.

In Other News...

- ❖ The Middle School minutes, per the contract, appear to be close to being worked out. When concluded:
 - Middle Schools can have 15 minutes before and after school to use for purposes of addressing their teaching needs (opening up classes, reviewing any emails, etc.) as well as student needs (calling guardians, helping a student with work, etc.)
 - Minutes would be a mini-prep of sorts.
 - A memo explaining the impact of the new language (minutes - scheduling etc.) will be coming to the sites' SBDM teams (or where there is not an SBDM, the LCC) early next week.
- ❖ We are planning a meeting (on zoom) with Year-Round FRA reps to share concerns, responses, and suggestions. Be on the lookout for the date and time.
 - Year-Round folks, you have been the warriors in setting the stage for our traditional folks, because of you we are able to streamline the District's miscommunications to our HEA members and our Year-Round families.

It has been a week and you folks have done an outstanding job standing strong and focused amid the dust and storm that we call the school year! The union is proud to represent such a dedicated group of folks. The union, students, and community are fortunate to have such professional, passionate, caring individuals!!!



**We are stronger when we
Stand Up! Stand Strong! Stand Together!**