

HAYWARD EDUCATION ASSOCIATION

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November 8, 2024 – Friday Follow-up



Enjoy the holiday with a pause for honoring Veterans near and far.

Election Results

Thank you to all of you who helped with the local School Board election. Our PAC team, led by Francisca Montes and aided by our CTA field rep Zev Kvitky put together one of the strongest campaigns we have seen in a long time. Members knocked on 2,000 doors and were also able to reach most Hayward voters through our partners at the Alameda Labor Council and Hayward Democratic Party.

While we are frustrated with the slow pace of vote counting in Alameda County, we cannot accept results from this close contest with fewer than a third of votes counted. We hope that in the coming days, the pace picks up and winners can be confidently announced for the HUSD board.

As for national election news, no matter the challenges we may face in the coming years, HEA, CTA and NEA will continue to be the strong advocates for public education and our students that we so proudly serve! We are grateful to have a union that can defend our members and students.

HEA leadership extends its appreciation to all of the members who volunteered to help us elect an HUSD board that respects educators and students:

Dolly Adams	Khushwinder Grewal	Colleen Reardon-Jackson
Martin Canizales	Jesse Gunn	Hidie Reed
Mila Caruz	Janett Hernandez	Gina Rubino
Nancy Chacon	Kristina Huskins	Kim Salazar
Carmen Davis	Pam Illes	Hiaf Saleh
Austin de Rubira	Charles Jones	Janet Solbakken
Andrea Ennis	Monique Leary	Josh Summit
Mercedes Faraj	Francisca Montes	Alice Wagner
Chantaine Fauntleroy	Adam Perry	Mary Walsh
Ruby Goodall	Blair Phelan	Leslie Watson

Budget Solutions Townhall

In response to budget shortfalls, the District is holding several Budget Solution Townhall meetings.

Their first is on Tuesday, November 12th, from 3:30 PM to 5:00 PM, on Zoom (webinar format) and will be for employees only. We expressed our concern about the November 12th date e.g. Curriculum Council meetings held that day etc, and are hopeful that there will be a second day of an employee-only townhall. The November 12th meeting is to be followed by Community townhall meetings in person as indicated below. It is our understanding the the townhalls will be followed with opportunities to share responses to the presentation/information in real time and/or through a survey:

Staff

Tuesday, November 12 at 3:30 p.m.
(Zoom Webinar)

Community Meeting #1

Thursday, November 14 at 5:30-7:30 p.m.
Location: In-person at the Cherryland School site

Community Meeting #2

Saturday, November 16 at 10:30 a.m.
Location: In-person at the East Ave. School site

Community Meeting #3

Thursday, December 2 at 5:30 p.m.
Location: In-person at the Tennyson High School site

Community Meeting #4

Saturday, December 7 at 10:30 a.m.
Location: In-person at the King Middle School site

Community Schools

We have heard that newly named Community Schools received notice from the District that as a Community School, their first step is to form site teams. In essence, HEA FRA reps should run the HEA elections for members of the site committee in the same way as SBDM teams and co chairs. Within the election process, the ballots should indicate that one of the folks elected will be the co-chair for the site team e.g. highest vote getter, the one person interested etc. [This is the tentative language regarding Community Schools](#). We don't anticipate any changes and are scheduled to submit final signatures Tuesday of next week. Please do not hesitate to reach out if you need clarification.

SBDM MAA Allocations

[The District recently sent MAA allocations to SBDM team co chairs](#). It is the one pot of money that SBDM is responsible for. Please note that any monies not spent in prior years rolls over. If you did not receive the allocations for your site, please let HEA know and we will make sure to get them to folks.



TK MOU Update

[Please refer to last week's Friday Follow-up for previous TK MOU updates.](#)

Update: While Ed Services honored the annual TK classroom allocation of \$1,000 to meet and support the foundational requirements (PTKLF), and the purchase of consumable materials, they put limitations on where purchases could be made e.g. no purchases from Lakeshore. They also restricted spending related to the supplemental materials. We have asked about these restrictions in spending opportunities. We have also heard that there are no TK EL classifications because the assessment tools are not developmentally appropriate. We will ask what the response related to this is as well. The District has said that we can send questions and they will create an FAQ.



CTA Issues Conference Sign-up

HEA is looking to sponsor **2** Members to attend the CTA Issues Conference on January 17th- 19th in Las Vegas. If interested, email the HEA office **before 4pm, November 20th!**

The CTA Issues Conference brings together local leaders and activists to learn, discuss, and strategize so that we can organize and increase our collective voice on the state and local issues that matter most in education. This year's sessions will include hot topics and skill- building sessions that can be put to use immediately! [See the attached Issues Conference flyer for details.](#)



ELD/ALD

Discussions continue with the District about ELD/ALD class size maximums. HEA's position is still that ELD/ALD "class sizes" should be within the class size maximums stated in the contract. Also, we have heard that some ELD/ALD classes have 3 grade levels. We are looking into this since, nowhere in the contract does it say that elementary combination classes are more than 2 grade levels (except for Sp Ed classes). We will let you know the outcome of the discussion.



Mandated Trainings / PUBLIC WORKS

We have heard that some folks at sites have not yet completed the Public Works/Mandated training. The District has repeatedly stated that they have this matter under control and administration at the site is supposed to provide release time for folks who did not yet complete it

and/or provide time at staff meetings or PD to complete the training. **They have asked that we not do anything on our own to meet the timeline and they will remind the administration.**

COVID Tests Available

As of late September, residential households are eligible for another order of 4 free at-home tests from [USPS.com](https://www.usps.com). Each order includes 4 individual rapid antigen COVID-19 tests. [COVIDTests.gov](https://www.covidtests.gov) has more details about at-home tests, including extended shelf life and updated expiration dates.

Revised HEA Office Hours

The HEA Office (i.e. Amber) will be available on a reduced schedule for the next several weeks. During this time, the HEA Office will be closed on Tuesdays and open from 12:30 pm - 4:30 pm on all other weekdays.

Mercedes' and Mary's hours remain unchanged during this time with the best way to contact them still being: Mercedes - president@heahayward.org & Mary - vicepresident@heahayward.org.



2024-2025 HEA-sponsored CTA Conferences

Interested in attending one of the many CTA Conferences this year? See the [attached 24-25 HEA Sponsored Conference Overview](#) to learn for which CTA conferences HEA has sponsorships!

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.](#)

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 beginning June 1, 2023.** See the attached [Classroom Grant Flyer](#) for more information.

CTA University Credit Program

Did you know that CTA has a program where they provide the opportunity to accumulate the professional growth hours needed to qualify for university credit units and then **they pay for your university credits**? Union members can watch virtual CTA conference sessions and receive up to 9 credits a year (6 of which would be paid by CTA). [More information about this program can be found here!](#)

NEA Grant Opportunities

NEA Centers have awarded millions of dollars to members and state and local affiliates for innovative projects, and created a grant finder to allow educators to identify federal funding opportunities. [More information about NEA's grant and funding opportunities here!](#)



CTA Bulletin

See attached for the most recent [CTA Bulletin](#) with strike updates for various locals, Last Call Election details, and Human Rights Awards nominations, and more!

CTA Offers a Supplemental 403(b) Retirement Plan for You

Did you know that your CalSTRS pension will only cover, on average, 50% to 60% of the income you will need in retirement (according to the CalSTRS Member Handbook 2023)? This is why CTA has created a retirement savings plan to help make up the difference.

You spend your career helping students prepare for their future so CTA wants to help you prepare for your future by providing what many consider is the best 403(b) savings plan in California. The CTA Retirement Savings Plan helps make sure you are on a great path to a wonderful retirement! [Learn More about CTA 403\(b\) Enrollment Here!](#)

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!](#)

CTA and NEA Positions Open

PLEASE NOTE: THE BELOW POSITIONS ARE NOT HEA REPRESENTATIVE POSITIONS. THOSE POSITIONS WILL BE SHARED LATER IN THE SCHOOL YEAR.

The following positions were opened during the October 2024 State Council:

- **NEA Board of Director**
 - Districts 4, 5, 6 and 13
- **CTA/ABC Committee**
 - Districts I, P, and At-Large (2 open seats)

If you are interested in serving, we encourage you to file a Declaration of Candidacy, and review both the requirements and the term limits for these positions per the 2024-25 CTA Elections Manual.

You can submit your candidacy and find additional details by visiting the following link. Please note, the deadline to file is **January 13, 2025 by 4pm.**

[Declaration of Candidacy & Position Terms](#)

Please share this opportunity with your members, and feel free to email CTA at ctaelections@cta.org if you have any questions.



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!](#)

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 well-being, and help students reach their fullest potential.



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| <i>HUSD School Board Meeting</i> | <i>Wednesday 11/13/24 @ 6:30pm</i> |
| <i>Virtual HEA FRA Meeting</i> | <i>Monday 11/18/24 @ 4:00pm</i> |
| <i>HEA Board Meeting</i> | <i>Monday 12/2/24 @ 4:00pm</i> |