



HAYWARD EDUCATION ASSOCIATION

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January 24, 2025 – Friday Follow-up



FRA Meeting this Monday!

FRA Reps, as a reminder, there is a FRA meeting this **Monday, January 27, from 4:00pm – 6:00pm**. The Zoom link has been sent to FRA reps in a separate email - if you did not receive the email, reach out to the HEA office.

Please plan to attend to hear updates about:

- The District Budget
- ICE (including a Raptor update)
- NEA/RA & HEA Board Elections
- The “We Can’t Wait” campaign
- And more!

If you are unable to attend, please plan to have a FRA alternate there so information can get back to your site for your 10-minute HEA meeting.

Provident Credit Union: 2025 All-Star Teacher & \$30,000 School Donation

All-Star Teacher nominations are now open! Win \$30,000 for your School! Provident Credit Union has contributed more than \$400,000 to California schools. This year's winning teacher will receive a \$30,000 donation for their school and will be celebrated during an NBC Sports broadcast at a San Francisco Giants game.

Nominations for educators who make a difference in their schools and communities are open until **February 5, 2025**. [See Provident's All Star Teacher Award Webpage for more information.](#)



HUSD's Budget Deficit Roller Coaster: Fact or Fiction?

Despite a flurry of meetings, town halls, and “input vehicles” about the budget, we still find ourselves lacking critical information about the budget deficit and the contemplated cuts we expect administration to propose in the coming weeks.

When we ended last year, the anticipated budget deficit was roughly \$20 million. By the time we began this year, it had ballooned to \$31 million. As of the 1st Interim Report this year, it is more than \$50 million. Amidst these ever-expanding numbers, the truth remains elusive. Here's what we do know:

Hayward Unified had a \$10 million structural deficit before the pandemic. The pandemic funding made available by the state and federal governments allowed HUSD to avoid budget cuts during (and after) the pandemic, while hiring additional staff to expand learning opportunities and provide additional support. Now that the funding has been exhausted, the District needs to make

difficult cuts to account for both of these situations. We believe that layoffs/cuts are likely for next year and will impact every bargaining unit.

What we don't know is how large the budget deficit is, and how much actually needs to be cut. HEA representatives have been in multiple meetings with district staff asking questions, but still lack clear answers. We have consistently maintained a clear and principled position to our administration, and ask that you join us in amplifying our message:

Every position lost eliminates a service that helps make our school community function. Our students cannot afford to lose their teachers or the staff that make our schools safe places to teach and learn. HEA opposes all cuts to our faculty, staff, and programs. We further demand that any necessary cuts are made as far away from the classroom and our students as possible.

This week, we'll be taking a deeper dive into the budget with the help of CTA and will report back any news of note. In the meantime, prepare to fight against cuts and put the next HUSD board meetings on your calendar. At a time when we are expected to do ever more to improve education and address the needs of each child, we cannot afford to lose the scant resources we have. Make sure the HUSD board understands what cuts could mean for our students, schools and communities!

Upcoming HUSD Board Meetings: January 29, February 12, and February 26.

What is the NEA/RA?

The NEA/RA (National Education Association Representative Assembly) is an opportunity to be a part of the group and process that sets policy for NEA/CTA and HEA at a national level. HEA needs to have strong representatives advocating for our local needs, state needs, and our students' needs. Be a part of the advocacy for the rights of our union and our students!

This year, the 2025 NEA Representative Assembly will be held in **Portland, Oregon from July 2-5, 2025**. Representatives can be elected in either CTA's state-level election (nominations open now and details are below) or HEA's local-level election (nominations open in February).

For those interested in the prospect of attending:

- The NEA/RA **State** Delegate Elections are coming in February and candidacy nominations are being accepted now!. Register your candidacy online at cta.org/neara-declaration (login is required) **between January 6 through January 31, 2025 at 4 PM**. No late submissions will be accepted. Register to represent California on the National Level! More details to follow as they are made available by NEA.

We hope you will consider throwing your name in the hat to be a NEA/RA delegate - along with the work, it is a lot of fun.



TK MOU Update

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

Update: *pending*

ELD/ALD

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

Update: *pending*



Hayward Education Foundation \$1,000 Grants

Apply for Hayward Education Foundation Grants. Exciting news for all Hayward teachers! HEF is now accepting applications for the 2024-25 Classroom Project Program. Don't miss this opportunity to secure up to \$1,000 for innovative projects that enhance your students' learning experience. Submit your project proposal by **March 31, 2025**, or before funds run out! Find out more at: <https://www.haywarded.org/>

IFT Grant Applications Are Open!

Apply now for the Institute for Teaching (IFT) Grant Program and bring your innovative ideas to life for the 2025-2026 school year!

IFT helps all students and schools by awarding grants directly to CTA members and local chapters. To date, CTA members have funded 643 grant projects totaling more than \$7.6 million (**over \$75k of this has funded HEA members' grant projects**). All CTA members are eligible to apply for grants - don't miss this opportunity!

Grants available for the 2025-2026 school year include:

- Environmental Education Cohort (NEW!): Up to **\$5,000** (Environmental Educator Grant) or **\$20,000** (Environmental Impact Grant) for projects focused on environmental education, plus networking opportunities and an in-person convening!
- Educator Grant: Up to **\$5,000** for individual educators to impact a classroom or group of students.
- Impact Grant: Up to **\$20,000** for teams of 2 or more educators (3 recommended) to make an impact across multiple classrooms or school sites.

Applications close March 31—learn more and apply at cta.org/ift-institute-for-teaching/

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 Member Benefits

CTA offers so many member benefits including university credit options, savings in shopping and travel, premium subscriptions, and more! Attend one of CTA's monthly short virtual trainings to learn how to maximize these benefits. [Find out more about these benefits and trainings here!](#)



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.



Virtual HEA FRA Meeting Monday, 1/27/25 @ 4:00pm
HUSD School Board Meeting Wednesday, 1/29/25 @ 6:30pm
HEA Board Meeting Monday, 2/3/25 @ 4:00pm