



HAYWARD EDUCATION ASSOCIATION

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May 1, 2024 – Wednesday Wind-up



May 8th School Board Meeting

Thank you again to the several hundred members who attended and/or voted during the Tentative Agreement Ratification meeting.

As a reminder, 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.

Calendar Bargaining Update

Calendar surveys and voting went out to all members' personal email addresses this afternoon. If you did not receive it (and after checking your spam folder to confirm that you did not receive it), please email office@heahayward.org.

For Year Round and Traditional Calendars, if you take the surveys/votes you will have a strong sense as to what the calendars will be. For **Preschool** (both traditional and year round calendars), all of the holidays and start/end dates are in place but we are still in bargaining on preschool changes and will complete calendars once bargaining is completed. We are also waiting for completion of negotiations on extended year preschool to create the extended year calendar. We are working on Adult school calendars and will be using staff input to complete negotiations as quickly as possible.

Please complete this survey as soon as possible as this Calendar Survey will close on **Monday, May 6, at 4:00pm.**

Ed Service News

Per the newly adopted Multilingual Learner Master Plan, HUSD is offering the Be GLAD Asynchronous Professional Learning Series. Teachers will be compensated at their per diem for up to 15 hours to complete the asynchronous training. The [informational memo](#) and [interest flier](#) are attached.

We have also asked questions about any make up opportunities, how people are selected, and clarification about what "in-person zoom" looks like. We will let you know what we learn.

Hayward Collegiate

We need your help to identify and recruit colleagues and parents from your sites to oppose the charter expansion and lobby the Alameda Board of Education to oppose their request.

Hayward Collegiate is a K-6 charter school in Hayward owned by Navigator Schools, which operates several charter schools in the Bay Area. Hayward Collegiate currently enrolls 240 students. Under their proposed expansion, future enrollment would grow to 580 students and add grades 7-8 to their school.

Hayward Unified is already facing declining enrollment and other budget pressures that have resulted in two schools closing in 2022 (Bowman and Strobridge) and the loss of 50 FTE teaching positions for the 2024-2025 school year. The loss of additional students to Hayward Collegiate would deprive HUSD of more than \$5 million, resulting in additional cuts and closures that would adversely impact all HUSD students and staff.

Please spread the word and encourage people to attend the Alameda County Board of Education meeting on **Tuesday, May 14th at 6:30pm.** We want lots of public comments in opposition to this charter expansion in Hayward!

Mary Walsh and Mercedes Faraj met with the superintendent about attending the meeting and giving a strong message in opposition to the expansion of Hayward Collegiate. The Superintendent is on board. If you are available to help and are willing to help us lobby against this charter school expansion, please contact HEA Executive Director Zev Kvitky at zkvitky@cta.org.

West Ed - SIR

Last call for input to West Ed Systemic Instructional Review (SIR). [Additional information and sign-up found here.](#)

All-Star Teacher Award Finalist - Chris Scharfenkamp

HEA member, Chris Scharfenkamp is an All-Star Teacher Award Finalist that's sponsored by NBC Sports East Bay and is up for a \$30,000 Grand Prize grant to her site, Lorin Eden, if she wins the popular vote. The winning teacher is chosen through voting from April 1 to May 31, 2024. Anyone can [cast their votes for Chris Scharfenkamp here](#). Vote every day, once a day.

Learn more about the All-Star Teacher Award and enjoy a video about why Chris loves teaching and why her students love her on the [All-Star Teacher website](#).

Pending Items

- We are finalizing the MOU for the Preschool full-day program.
 - We are scheduling negotiations related to the expansion of TK programs throughout the district. We are still concerned about whether or not the district's facilities have the proper space and can meet the compliance guidance but continue to negotiate the district's proposal in good faith.
 - The HEA Enrollment Team members (Kim Steffen - Cherryland, Julie Rubia & Lisa McClaine - Eldridge, Mary Walsh - HHS, and Mercedes Faraj) are ensuring that the district re-evaluates their allocations and the impact of our new class size language upon those allocations. We are also making sure the district re-examines all the new contract language upon allocations - EL Specialists, Psychs, etc.
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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!](#)

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.



CTA Disaster Relief Fund

As a CTA member, you have access to The CTA Disaster Relief Fund, a special fund that provides grants to CTA members who suffer significant losses (including to homes and/or classrooms) due to natural and other disasters in California. To get more information about available grants & qualification details or to apply, [see the attached CTA update.](#)

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 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 wellbeing, and help students reach their fullest potential.

Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar Mark Your Calendar

- **HUSD School Board Meeting – Wednesday, 5/8/24 @ 6:30pm**
- **HEA Board Meeting – Monday, 5/13/24 @ 4:00pm**
- **HEA Virtual FRA Meeting – Monday, 5/20/24 @ 4:00pm**