



## HAYWARD EDUCATION ASSOCIATION

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Website (announcements, forms, contract, etc.): [www.heahayward.org](http://www.heahayward.org)



### August 16, 2024 – Friday Follow-up



*Or, for Year-Round: Weeks 1, 2, 3, 4, & 5 Done ✓*

#### **FRA Reps - First FRA Meeting September 16th**

We will have our first official FRA meeting on **Monday, September 16th** via Zoom. Stay tuned for the rest of the 24-25 FRA meeting calendar as well as further discussion regarding future meetings being in-person or through Zoom. Please do not hesitate to contact HEA with any questions between now and September 16th and thanks in advance for all the work you do for the betterment of HUSD!

#### **HEA Board Meeting – Monday, August 26th**

As a reminder to HEA Board members, we will have our first Board meeting on **Monday, August 26th**, in person at the HEA office. We will be discussing (amongst other topics) conference sponsorships for members, site visits, site and community organizing, the upcoming school board election, and more - all in looking towards membership improvements!

#### **Minimum Day Clarification**

It seems there is some confusion surrounding minimum days. To clarify, Wednesdays are ***not*** counted toward the number of minimum days in the school year. Additionally, the TK/Kinder minimum days are **180 instructional minutes**. See the previously shared [Minimum Day Guidance Memo](#) from the district for additional information. Please let us know if you have any questions.

#### **First Week's Site Readiness**

Some sites report they were not ready for the first week of school - classrooms with mold, TV boxes in rooms, dirt, flooding bathrooms, no intercoms, no access, etc. Because we are who we are, we made it work. If site problems required you to work extra hours because of the impact on your room, please let us know and/or refer to the [Safety Chart found in Article 9 Employee Safety in the 2022-2025 Contract](#). We can assist you in resolving ongoing problems and filing grievances if appropriate. If materials are missing (District provided materials/equipment and or personal items used for instruction), please fill out a reimbursement of replacement form.

#### **Enrollment and Balancing Period**

We are still working on enrollment. Remember, they have 12 days, not 15 days, for class-size balancing. We are advocating for better/more allocation and sometimes finding out there is no room at the site - we are sharing this with the Superintendent and will be sharing this with the school board as well. Please make sure you familiarize yourselves with the new class size agreements in our [2022-2025 Contract Language](#) herein.

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## School Board Election - Winning for ALL Teachers and Students

This Fall, HEA members have an opportunity to elect a school board that we can count on to stand with ALL educators and students to make the best decisions for Hayward schools. It's our job to make sure that all Hayward voters support the slate supported by educators:

### ***Austin Bruckner Carrillo, Peter Bufete, & Sara Prada***

Please mark your calendars and plan to join us on Saturday, September 7th as HEA kicks off our school board campaign (details coming soon). We also invite all HEA members to a campaign fundraiser for Austin Bruckner Carrillo at 6pm on Saturday, September 14. The fundraising event is FREE for HUSD staff and students, and you can register at [www.brucknecarrillo.com/history](http://www.brucknecarrillo.com/history).

Teachers Support  
**AUSTIN BRUCKNER CARRILLO**  
 for Hayward School Board

**LET'S MAKE HISTORY  
 AT THE HISTORIC LINEKIN**

**SUPPORTING THE  
 TEACHERS' CHOICE**

**SATURDAY, SEPTEMBER 14, 2024  
 6:00 PM - 7:30 PM**

**THE HISTORIC LINEKIN BUILDING  
 22248 MAIN STREET, HAYWARD, CA**

**REGISTER AT:  
[BRUCKNERCARRILLO.COM/HISTORY](http://BRUCKNERCARRILLO.COM/HISTORY)**

**SUGGESTED TICKET PRICE: \$50. FREE FOR HUSD STUDENTS AND STAFF**

hea HAYWARD EDUCATION ASSOCIATION  
 EAST BAY STONEWALL  
 NOR CAL CARPENTERS UNION  
 GEN-Z  
 ACYD  
 CTA CALIFORNIA TEACHERS ASSOCIATION  
 NATIONAL UNION OF HEALTHCARE WORKERS  
 Planned Parenthood  
 EQUALITY CALIFORNIA  
 RENT  
 LGBTQ+ VICTORY FUND

PAID FOR BY AUSTIN BRUCKNER CARRILLO FOR HAYWARD UNIFIED SCHOOL DISTRICT 2024. FPPC #1463359

Our endorsed candidates have all pledged open communications with HEA as Trustees, oppose the expansion of charter schools in Hayward, support safe and inclusive schools for all students, and desire more engagement with educators, students, and families. Our direct involvement to talk to voters will be critical to winning this board race. Polls have shown that nearly three quarters of voters support candidates preferred by teachers, but it's our job to make sure everyone knows who we support!

Details are being finalized for precinct walking and other activities starting in September, so please stay tuned.



## **Staff Meetings**

(A reminder of a change in contract language) Site staff meetings called on the workday prior to the first day of the student calendar shall not exceed 75 minutes. If the staff meeting went over 75 minutes, let us know!

## **Kinder Lunch**

It is allowable for kinders to have lunch at the end of the day. If Kinder teachers decide to have lunch at the end of the day - let SBDM teams know so they are aware (it is not a matter of permission - it is simply providing information to SBDM so that the site can support the schedule with noon supervisors, etc.) Please let HEA know if you need assistance.

## **Evaluation Timeline**

Included is the [Evaluation Timeline](#) in all its detail. On the Teacher Workday during the Staff meeting, the site admin should have:

- Covered the evaluation process
- Let you know whether you will or will not be evaluated this year
- Distributed forms and discussed next steps, including the scheduling of meetings

Please remember that if you are a prob or a temp, they must evaluate you. If you are a veteran, and your last evaluation was in good standing, then you may be eligible and want to consider a peer evaluation or portfolio (neither of which includes a formal evaluation from site admin.) You may also request a 5-year skip option. Please see Article 13 Evaluation in [the contract](#) for details. ***If you have any questions anywhere along the way about the process or feel that something is not right, please contact your site rep (and they will share it with HEA leadership) or HEA leadership directly.***

## **TK News**

We are excited that TKs have an opportunity to have their own PD specifically designed for their explicit needs. Not only did our advocacy achieve the gain of having a specific PD, but our members' voice is in the creation of the PD itself and much of the PD will be teacher-led. We are still finalizing the TK language that will provide guidance and clarifications regarding the work within the TK program. A shout out to Johanna Normart for her leadership and advocacy of TK teachers.

## **Mandated Trainings/Public Works**

Most, if not all of us received notice over the Summer regarding Trainings that are to be completed this Fall. Within that notice, we were given access to completing the training. We notified the District immediately because we had received word from the District prior to the notification that the Mandated Trainings are to be completed during one of the PD days in August and at subsequent staff meetings during the year, including the first staff meeting on the workday. In response to our call, the District sent out an email to say that folks should not do any trainings on their break nor on their own time during their work day. In other words, you should not use your own time outside of the workday to do this work (e.g. not during your prep time, collaboration time, or lunchtime.)

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## **Special Education Conference - HEA Sponsorship Deadline Extended!**

HEA is looking to **sponsor 2 Members** to attend the **2024 CTA Special Education Conference** at the Hyatt Regency in Orange County on September 27-29, 2024. If interested, email the HEA office ([office@heahayward.org](mailto:office@heahayward.org)) before August 23rd! **See the attached flyer for more information.**

This conference covers a wide variety of topics of interest to the classroom educator and resource professional. Sessions are peer-led to ensure you are learning from experienced educators while exchanging perspectives and networking with colleagues.

## **Region 1 Leadership Conference**

Join us for the Region I Leadership Conference on September 13-15, 2024. Sessions are centered on "Empowering Leaders: Fighting for Our Members, Students, and Public Education".

Our students and communities need empowered educators to lead our unions in the fight for the schools we all need and deserve. This conference will provide critical skill building sessions on organizing, racial equity & social justice unionism, political organizing, and many other topics all focused on building union power to ensure student success and strong public schools.

HEA is looking to **sponsor 2 Members** to attend the CTA Region 1 Leadership Conference. If interested, email the HEA office ([office@heahayward.org](mailto:office@heahayward.org)) before August 23rd! **See the attached flyer for more information.**

## **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 beginning June 1, 2023.** See the attached **Classroom Grant Flier** 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!**

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### **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!](#)



### **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.***



- HEA Board Meeting ..... Monday 8/26/24 @ 4:00pm
- HUSD School Board Meeting ..... Wednesday 8/28/24 @ 6:30pm
- HEA School Board Campaign Kickoff ..... Saturday 9/7/24 @ TBD
- Virtual HEA FRA Meeting ..... Monday 9/16/24 @ 4:00pm