



HAYWARD EDUCATION ASSOCIATION

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August 1, 2024 – Thursday Thoughts



Enrollment Update

The District amended their extension request to Aug 1st (which reflects 5 business days past the 12 days rather than 5 calendar days. HEA accepted the request.

Currently, there are a few class sizes where class size overages remain in the 3 Year-Rounds sites. There are a few classes of 24 (and in one case, the teacher requested a class size remain at 25) in grades K-3 and 2 classes at 30 in grades 4-6. The District, based upon our advocacy, visited/checked-in with the teachers impacted along with FRA representation. The teachers impacted have agreed to the overages with the understanding that an agreement will be finalized with HEA. We anticipate the agreement to include a provision such that if a class goes back down to 23 or 29 (for mainstreaming of the SDC students from the site's Sp Ed programs) it cannot go back up to 24 or 30 for the remainder of the year. We would also anticipate an understanding that the number over impacts the number of students that may be mainstreamed at any one time. We will also advocate for extra compensation and make sure that these numbers are not precedent setting. That said, it is disheartening that the district is already violating the contract on the backs of our teachers and students. Those of us on the enrollment team will make sure we keep defending the contract language and ensuring that teachers are involved in the decisions being made to the fullest extent possible.

Transitional Kinder

We are still working on some outstanding TK issues related to the MOU- we hope to bring forward an agreement soon! We have asked for additional dates to meet. It appears that we have come to an agreement for PD related to TK-needs and the District should be sending out details regarding the offerings soon, if they have not already. Thanks to Johanna Normart (TK at Eden Gardens) for her hard work on advocating for the TK program - teachers and students alike. Her expertise is much appreciated!



School Board Election Update - 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. The stakes for us are high this November - censured Trustee Joe Ramos is running for re-election, and it's our job to make sure that all Hayward voters support the slate supported by educators:

Austin Bruckner-Carrillo, Peter Bufete, & Sara Prada

These 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.

We have learned that our school board race may attract significant attention and funding from outside organizations looking to advance a radical agenda through local school boards ([See this recent campaign communication from Austin Brockner-Carrillo for more information](#)). 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. We need everyone to help out to win the school board our community needs this Fall.



2024 CTA LGBTQ+ Issues Conference - Call for Presenters

CTA is seeking engaging presenters for the 2024 CTA LGBTQ+ Issues Conference.

The Conference Planning Committee will review all applications and select the presenters based on the following criteria:

- Relevancy to the conference program and attendees
- Inclusion of topics outlined below
- Evidence of knowledge of the subject matter
- Positive prior presentation experience

[Find out more about how to apply to be a presenter here!](#)

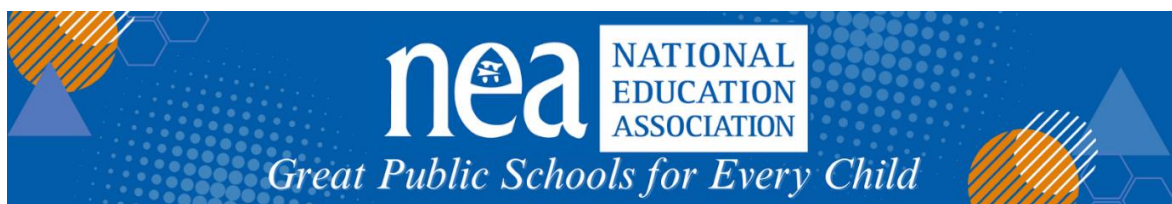


2024 Application for the BIPOC Cohort

CTA received a grant to recruit Black, Indigenous, People of Color (BIPOC) teachers to seek National Board certification. Through an application process, teachers of color from high needs schools will be chosen to participate in the project and receive additional support from the UCLA National Board Project or the Stanford National Board Resource Center. [See the attached flyer for more information](#). The deadline for applicants is August 9, 2024.

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.



- **HUSD School Board Meeting – Wednesday 8/28/24 @ 6:30pm**