



# HAYWARD EDUCATION ASSOCIATION

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## September 20, 2024 – Friday Follow-up



### HEA School Board Campaign: Keep Hayward Schools, Safe, and Sane!

**Elect Peter Bufete, Austin Bruckner Carrillo, and Sara Prada on 11/5!**

**[Sign Up Here for a HEA Canvassing Event!](#)**

We are asking every HEA member to volunteer a few hours this Fall to help us elect a school board that will faithfully serve the interests of HUSD staff and students. The “culture war” has arrived in the East Bay, as school board candidates Luis Reynoso and Tom Wong made clear in a candidate forum on September 17th:

“The very first thing I would do is... put a stop to child grooming. We’re talking about a complete collapse of the Western culture. As soon as I get in there, I’m going to go through all the books... let’s protect them from all this grooming and all this brainwashing.”  
-Luis Reynoso, HUSD School Board candidate

“One of the things I would eliminate is DEI. That’s basically cheating. DEI robs kids of their future.”

-Tom Wong, HUSD School Board candidate

We need a school board that understands the real challenges faced by us and our students, instead of creating imaginary fictions that demonize our members and schools. There is a clear path to victory against bigotry and hate in this election, and it requires that all of us pitch in. We need to talk to Hayward voters directly!

Polls show that voters trust educators **more than any other group** when it comes to electing school board members, and that direct voter outreach is the best way to generate votes for our endorsed candidates. We can win this election big if each of you does your part to help Hayward voters make “the educated choice.”



We have an opportunity to elect a slate of outstanding candidates to our school board this year, candidates who put the needs of students and educators at the forefront of all decisions. We remember the kind of “leadership” Reynoso brought to our schools before. As the mantra went at the recent Democratic National Convention, “WE’RE NOT GOING BACK!”

So, lace up your walking shoes and join us at a future campaign & community canvassing event to support our three endorsed candidates for the HUSD School Board: **Austin Bruckner Carrillo, Peter Bufete, & Sara Prada!**

**[Sign up for future HEA canvassing events:](#)**

- Saturday, October 5, 2024
- Saturday, October 12, 2024
- Saturday, October 19, 2024
- Saturday, November 2, 2024



**ELD/ALD**

We are checking in with the District about ELD/ALD class size maximums. HEA’s position is 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 (with the exception of Sp Ed classes). We will let you know the outcome of the discussion.

**Board Policy: Racial Epithet**

Recently, the District adopted a Board Policy related to Racial Epithets. Some members and community members expressed surprise that the District acted upon a first reading of the Board Policy. They felt they had “momentum” and wanted to seize the moment. As a “first read,” the expectation is that there would be a “second read” to allow for necessary clarifications and changes. In a subsequent meeting with the District, they shared their intent to form a committee to

create Administrative Regulations and set up an implementation plan. We will provide updates related to the formation of the committee for interested members and the committee's outcomes.

## **District Budget**

The District shared a preliminary discussion about their budget. The adopted budget was submitted to the County in June and, after the County's review, it has come back as a conditional budget which means that the District will need to reconcile the budget. We let the District know that we stand by our position that any cuts and reconciliations need to be as far away from the classrooms and those who provide DIRECT SERVICES to students as possible. That mantra has served us well in the past and perhaps more importantly it has served our students even better.

## **Political Activities**

Recently, we received a message from the Superintendent titled: [Political Activity by Employees](#). To be clear, while there are parameters by which we can take part in politics at schools as referenced in Dr Reimann's message, we **can** post our endorsements and bulletins containing CTA endorsements and political news on our HEA bulletin Boards in the Staff rooms. (Each site should have a lunch room and an HEA bulletin Board.)



## **HUSD Open Enrollment: September 16<sup>th</sup> - October 11<sup>th</sup>**

Mark your calendars! **Open Enrollment begins Monday, September 16th and ends Friday, October 11th, 2024 at 5:00pm.** It is important to review your benefits prior to open enrollment, as this is your opportunity to make changes, *if desired*. Please Note: Enrollment forms will go live on Monday, September 16, 2024.

**Cash-in-Lieu Action Required:** Employees who are eligible to receive Cash-in-Lieu for their benefits **MUST complete the Cash-in-Lieu Benefits Form** to continue receiving the benefit. If the form is not completed by the end of Open Enrollment on October 11, 2024 at 5:00pm, the benefit will end on December 31, 2024 and you will not be able to enroll/receive the benefit until the next Open Enrollment in 2025.

[See the attached HUSD email for more information.](#)

## **HUSD Communication: Social Media Threats**

The district issued a communication to staff last week regarding posts circulating on social media referencing the possibility of a school shooting. These have not been directed at a specific school or district but districts throughout the area, including HUSD, have contacted their local authorities and have been told that the FBI has declared the social media posts a hoax.

We have been advised that although these hoaxes are more and more common, site leaders should always contact their directors when they become aware of a suspicious threat so that we can share and investigate with HPD, peers, and others. See attached for the referenced [HUSD Communication](#).

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## **LGBTQ+ Issues Conference**

HEA is looking to sponsor up to 2 Members to attend the CTA LGBTQ+ Issues Conference on November 15-17, 2024. If interested in being considered, email [office@heahayward.org](mailto:office@heahayward.org) before 5pm on September 25<sup>th</sup>! See the [attached LGBTQ+ Issues Conference](#) flyer for details.

This year the theme of the conference is “We Have Always Been Here: Resilience, Resistance, and the Road Ahead.” Sessions will focus on Awareness, Capacity & Skill Building, Taking Action & Organizing.

## **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.](#)

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 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 identify federal funding opportunities. [More information about NEA's grant and funding opportunities 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.***



- **HUSD School Board Meeting** ..... **Wednesday 9/25/24 @ 6:30pm**
- **HEA Board Meeting** ..... **Monday 10/14/24 @ 4:00pm**
- **Virtual HEA FRA Meeting** ..... **Monday 10/21/24 @ 4:00pm**