



# HAYWARD EDUCATION ASSOCIATION

93 Jackson St. Hayward, CA 94544 • Phone: 510-538-1051 • Fax: 510-538-9427

Email: [president@heahayward.org](mailto:president@heahayward.org) or [office@heahayward.org](mailto:office@heahayward.org)

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



## August 30, 2024 – Friday Follow-up

**HEA'S SCHOOL BOARD CAMPAIGN KICK-OFF**

Training and lunch provided!

**SATURDAY  
SEPTEMBER 7  
9:00AM - 12:00PM**

Hayward Education Association Office  
93 Jackson Street, Hayward 94544

Lace up your walking shoes and join us for a vital canvassing event to support our three endorsed candidates for the HUSD School Board!

**WE NEED YOUR HELP**

**Meet & Greet  
School Board Candidates:**

- Peter Bufete
- Sara Prada
- Austin Bruckner Carrillo

**Breaking Update: As of today, anti-union extremist candidates have been placed back on the ballot in the November election for the HUSD board! Luis Reynoso and Tom Wong have a long history of antagonizing teachers and denigrating public education. We need your help to ensure that Hayward voters support the educators' choice to protect public education and keep our schools hate-free!**

### **Campaign Kick-off: HEA-Endorsed HUSD School Board Candidates**

**Date: Saturday, September 7**

**Time: 9:00 AM**

**Location: HEA Office, 93 Jackson St, Hayward**

**[RSVP for 9/7 and future precinct walks here!](#)**

We have an opportunity to elect a slate of outstanding candidates to our school board this year, ensuring district leadership that puts the needs of students and educators at the forefront of all decisions.

In addition to supporting incumbents Peter Bufete and Sara Prada, HEA is proud to endorse Austin Bruckner Carrillo, who has been a steadfast supporter of unions and inclusive practices to provide safe and supportive learning for every Hayward student.

We need you to help us get the word out to Hayward residents! Believe it or not, nearly three quarters of voters say they trust the recommendations of local teachers for school board candidates! Our job in the coming weeks is to make sure every Hayward voter hears from us.

This is a critical task for us in the coming weeks. While Trustee Ramos appears to have declined re-election, his fellow anti-union extremists Luis Reynoso and Tom Wong have (somehow) sued the county registrar to have their names placed on the ballot. 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 on 9/7 for our campaign kickoff and some community canvassing to support our three endorsed candidates for the HUSD School Board: Austin Bruckner Carrillo, Peter Bufete, & Sara Prada!

### **Austin Bruckner Carrillo Campaign Fundraiser – Sept. 14<sup>th</sup>**

In addition to HEA's September 7<sup>th</sup> Campaign Kick-off, 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. [See the attached flyer for details.](#)



### **Labor Day**

A day marked on our calendar as a reminder and a nod to our union family that have come before us. Because of their courage and the strength of their unified voices, they were able to establish working hours - including weekends, gain fair salaries, gain rights to bargain, and give a level of dignity for jobs that were too often devalued and under rated. We have carried on with those gains and traditions of challenging adversity, fighting for improved working conditions including: increased salaries, smaller class sizes, and better safety provisions. As a union we push as one hand. Our successes and achievements are by virtue of the resounding volume and number of our members saying, in word and deed, the age-old union adage of "An injury to one is an injury to all!"

So, this weekend, celebrate the fact that we have Labor Day to remind ourselves that we are part of a family that stands up, stands strong, and stands together for the benefit of each other, our jobs, and our students!

### **Enrollment**

Today is the 12th day of instruction. In theory, classes are **supposed** to be balanced today, meaning that the Enrollment Team has placed students, and adhered to the contract agreements, e.g. class size maximums and our new language related to mainstreaming. Typically, we have the option to add an additional teacher to sites. In so doing, we can relieve pressure points at the school and limit the number of combination classes, limit the number of students that need to be redirected and respect the fact that any move of a student impacts the school community (potentially dividing families and displacing a student from their neighborhood family).

That said, on this 12th day we find instead that there is little to no room at sites that are "full" to add a teacher. This is the predictable result of closing schools and utilizing classrooms for other purposes over our objections. There is simply no class room available. As a result, the enrollment team met again yesterday (for the 6th time since school started) to try to "reconcile sites". **We identified schools that did have a room available and, where possible, we added teachers successfully,**

**reconciling a few sites.** In many other schools, teachers took on students over the maximums or took a combo - causing, from the District's perspective, an expense to the district with stipends, etc. Far more importantly, from our perspective, the moves and overages cause disruption to the teaching and learning of our students who were promised improved mainstreaming opportunities and smaller class sizes.

**As next steps, some sites will get notified today that balancing is complete and that students will be reassigned to another classroom by Tuesday next week if they haven't already been moved. The District plans to request an extension of the 12 days to reconcile the more challenging schools, which may require changes to bus routes and additional classroom preparation for teachers.** No doubt, we will honor their request to minimize trauma for students and allow teachers to gather materials and prepare for their new assignment. In all too many cases, it is the teacher who suffers the brunt of balancing classes - taking on extra students, moving classes, and re-establishing a classroom community. The District must do better. We will be carrying that message loud and clear to the Superintendent, School Board, and families as we go forward in future discussions with the District related to site space, program placement, and enrollment. The core purpose of any School District is to educate students and ensure the mental and physical health of the student to do so. In essence - we have a job to do - and it shouldn't be in a cramped space as an afterthought!

### **Board of Education**

At the most recent Board of Education Meeting, the District accepted and submitted HEA's Reopener proposal. As a next step, the District and the union will schedule a date to begin bargaining. This time, by definition, a reopener means that Article 22 Compensation (including Appendix A stipends) will be reopened as a topic of negotiations and each of the Parties (the District and the Union) can, if they choose, open one additional article each. The negotiation team will begin the process of determining if we would open an additional article and if so which article. Rest assured, the process for that determination will be inclusive to the membership at large. Stay tuned for more information!

### **Reminder: FRA Reps - First FRA Meeting September 16<sup>th</sup>**

We will have our first official FRA meeting on **Monday, September 16<sup>th</sup>** 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 16<sup>th</sup>** and thanks in advance for all the work you do for the betterment of HUSD!

### **HEA Supporting the "Backpack Giveaway"**

Prior to the start of school for many of our students, the District held their annual Backpack Giveaway. At the event, the community comes together to not only giveaway backpacks but provide free food (over 1,700 free tacos were enjoyed!), give free haircuts to our students, and provide free bike repairs (hats off to Elise Jackson - HUSD nurse, HEA member and avid bike rider, for her help in organizing this station.) Having heard about this event last year, HEA let it be known that this year we would like to be a part of the event (we didn't wait for the Hallmark invite! lol!) To that end, we sent a donation towards the purchase of backpacks and volunteered time. The event was said to have had 3,445 attendees and gave away 3,000 backpacks.

They are considering having a mid-year event next year as well to replace and provide backpacks. We would encourage folks to attend in the future and look forward to offering our assistance in any way we can next year.

### **Sp Ed Issues**

We are still working on Sp Ed issues and will provide an update as soon as we are able.

## **TK News**

We are also still working on TK issues and are still finalizing the TK language that will provide guidance and clarifications regarding the work within the TK program. We will provide an update as things progress.

## **HUSD Arts Integration Work Group**

Are you interested in arts integration? Be a part of the HUSD Arts Integration Work Group! The HUSD VAPA team is excited to embark on an Arts Integration journey with you! The goal is for two classroom teachers from each elementary site, one K-3 and one 4-6, to join a three-year arts integration learning cohort. To express interest in participating, please complete [this form](#) no later than 9/13/2024.

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

## **Promote the Million Father March**

On Friday, **September 20, 2024**, HUSD is hosting the annual Million Fathers March and are asking district staff to help promote the event by inviting fathers and father figures in Hayward to take their children to school on this special day. For more information about the event and how to support fathers and father figures please visit [husd.us/MFM](https://husd.us/MFM).



## **New Educator Weekend**

Registration is NOW OPEN for the CTA New Educator Weekend (North & South) Conferences! [See the attached flyer for details](#). For those interested, stay tuned for sponsorship opportunities from HEA for the New Educator Weekend North!

## **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!](#)

---



### **Limited Time: CTA Pop-up Shop**

CTA has a Pop-Up Shop for cool new swag! Gear will be offered for a **limited time** so be sure to place your order **before 9/3**. All items are made to order and we expect to begin shipping the week of 9/16.

### **Summer 2024 ALCOSTA SCC State Council Election**

A challenge was filed in response to the ALCOSTA At-Large State Council seats. As a result, the CTA Board of Directors approved for the CTA Elections and Credentials Committee to re-run the election. The ballot will consist of the eligible declared candidates who have verified they wish to remain in this election process.

Please [CLICK HERE](#) to view/download the Announcement and Timeline. If you have questions, please email [ctaelections@cta.org](mailto:ctaelections@cta.org).

### **CTA Member Benefits: Provident Credit Union's \$4,000 Educator Giveaway**

Provident Credit Union is hosting a giveaway with a chance to win up to \$4,000 in prizes. Founded by the California Teachers Association in 1950, Provident Credit Union continues to serve the needs of the educational community and we would like to celebrate you! [More information about this opportunity and other CTA Member Benefits can be found here!](#)

### **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 School Board Campaign Kickoff ..... **Saturday 9/7/24 @ 9:00am**
- HUSD School Board Meeting ..... **Wednesday 9/11/24 @ 6:30pm**
- HEA Board Meeting ..... **Monday 9/16/24 @ 4:00pm**
- Virtual HEA FRA Meeting ..... **Monday 9/16/24 @ 4:00pm**