



HAYWARD EDUCATION ASSOCIATION

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January 10, 2025 – Friday Follow-up



What is the NEA/RA?

The NEA/RA (National Education Association Representative Assembly) is an opportunity to be a part of the group and process that sets policy for NEA/CTA and HEA at a national level. HEA needs to have strong representatives advocating for our local needs, state needs, and our students' needs. Be a part of the advocacy for the rights of our union and our students!

This year, the 2025 NEA Representative Assembly will be held in **Portland, Oregon from July 2-5, 2025**. Representatives can be elected in either CTA's state-level election (nominations open now and details are below) or HEA's local-level election (nominations open in February).

For those interested in the prospect of attending:

- The NEA/RA **State** Delegate Elections are coming in February and candidacy nominations are being accepted now!. Register your candidacy online at cta.org/neara-declaration (login is required) **between January 6 through January 31, 2025 at 4 PM**. No late submissions will be accepted. Register to represent California on the National Level! More details to follow as they are made available by NEA.

We hope you will consider throwing your name in the hat to be a NEA/RA delegate - along with the work, it is a lot of fun.

Elections Committee - We Need Folks!

With elections for the NEA/RA and our upcoming HEA Board elections upon us, we are in need of election committee members. Any committee work would be after school to help organize the timelines, help make the announcements, and count the ballots. If you are interested in being part of the committee, please contact Rachel Stockwell (Election Chairperson) at readdleman@gmail.com or Mercedes at president@heahayward.org.

Minimum Days And Their Use

As a reminder, for those of us who have minimum days next week for assessments, please do not do any additional requested work from the administration. In a few instances, prior days set aside for assessment purposes, were filled with other additional tasks requested by admin. These days should be dedicated to assessments first and foremost for the benefits of informing our instruction and strengthening the learning opportunities for our students.

Social Security Fairness Is Now a Law!

It's official! On Sunday, union leaders across the country celebrated as President Biden signed the Social Security Fairness Act (H.R. 82) into law, giving over 280,000 Californians and 2 million Americans the full retirement they earned. H.R. 82 finally repealed the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), the unfair penalties that denied retired educators and other public service workers their full Social Security benefits. This was a 40-year fight led by union members across the country, including many CTA members. And when we fight, we win! See the latest [CTA Bulletin](#) for more information!

Corrective Repairs at 24411 Amador St. "District Office"

On Tuesday, January 7th, the School Board held an emergency meeting regarding "corrective actions" needed to remedy the sewage and mold problems at the Elmhurst and District Office.

It was a short and concise meeting.

Here are the highlights;

- The Board unanimously (5-0) approved the resolution to seek repairs for the district office
- Trustees Prada, Bruckner-Carrillo, and Oquenda requested regular updates on the repairs and work progress
- Bruckner-Carrillo emphasized the importance of prioritizing union-affiliated companies for the repairs
- The Superintendent mentioned the possibility of relocating district office staff to the HUB or the Adult School ("LOL")
- The Board questioned why Maintenance Operations (MO) had not addressed staff concerns regarding the persistent smell, carpet, and sewage issues. No response was provided
- A follow-up Board meeting is scheduled for January 15th to review updates. They advised against involving more items in the January 29th meeting
- Both the public and Board members requested continuous air quality testing, with results made publicly accessible

For now, both buildings are closed, folks are working from elsewhere, and the print shop is closed. We will continue to advocate for the safety and rights of our members in the Elmhurst and District office. We have suggested that, before returning to either building, the District M and O hold a meeting with folks so that any questions and/or assurances can be asked/made prior to a return.

HHS Theater production: A Midsummer Night's Dream

Please join Hayward High Theater in their production of A Midsummer Night's Dream. The performance will take place January 23rd - 25th, 6:00 pm in the Hayward High Cafe Theater. [See the flyer attached.](#)

Dr Martin Luther King Birthday Celebration

Please join the Hayward community, including HUSD students, pay tribute to the life and legacy of Dr. Martin Luther King Jr. on **Monday, Jan. 20**. This year's program for this annual event includes music and song, a community-award recognition for the late Palma Ceia Baptist Church Pastor Rev. Tommy E. Smith Jr. and a keynote address by civil rights activist and NAACP leader Rev.

Amos C. Brown, pastor of Third Baptist Church in San Francisco since 1976.

The annual celebratory event is sponsored by HUSD, the Hayward South Alameda County NAACP, and the City of Hayward. Held each January on the Dr. Martin Luther King Jr. national holiday, the event is free and open to the public.

There will be performances by the Chabot College Choir, the Hayward High School Jazz Band and HUSD student choirs.

HUSD Performing Arts Center
2390 Panama St., Hayward
Monday, January 20, 4:30 p.m.



Equity & Human Rights Conference Sign-up

HEA is looking to sponsor **3** Members to attend the CTA Equity and Human Rights Conference on March 7-9, 2025. If interested, complete the digital form: <https://forms.gle/oMncV49jBtJroaBn8> **before 4pm January 22nd!**

This conference will capture the essence in CTA's Mission Statement: to ensure that the dignity and civil rights of all children, youth, and adults are protected and to secure a more equitable and democratic society. CTA members will have access to dynamic speakers and interactive workshops that will provide them with a greater understanding of the issues of diversity, equity and social justice. [See the attached Equity & Human Rights Conference Flyer for details.](#)



HUSD Budget Update: Prepare to Defend Our Schools!

Background: Hayward Unified's First Interim Financial Report was presented on December 16, 2024, with a Negative Certification recommendation, meaning the District cannot meet its current financial obligations for the next three years. This is a change in the status from the District's prior "conditional" status because the budget deficit has increased from \$31 to \$55 million dollars. The District estimates that cuts of \$10 to \$12 million must be approved by Spring to avoid possible County actions against the District.

HEA has recommended cost-saving measures to address budget cuts in the past, and has suggested they be implemented again to reduce expenditures: hiring freezes, cap/freeze funds for conferences, consultants, and contracts for services, freeze discretionary funds, and more. To

date, the District has only implemented a hiring 'frost'. It appears that the District is waiting to complete the Townhalls and Community surveys prior to taking action. The survey is appreciated, but there's no need to wait to start acting responsibly. We know further steps can and should be taken immediately.

As of our last Budget Forum meeting, the District did not believe an early retirement incentive would be beneficial. At HEA's urging, the District is reconsidering the possibility of a Golden Handshake. They are planning to meet with HEA and Keenan and Associates (the company that provides the analysis related to Golden Handshakes). We will let members know as soon as possible if any incentives will become available for retirement in 2025.

HEA will continue to advocate on behalf of all of its members for the sake of our students and quality public education. HEA has always maintained the position that any cuts should be as far away as possible from our students, classrooms, sites, those who provide direct instruction as well as TOSAs who provide the backbone of our educational programs. In other words, we all matter - we all make a difference and without any one of us in HEA, our students will be negatively impacted.

Our work has never been more important – or challenging – than it is today. We can't afford any reductions to our membership when the needs of our students and communities continue to grow. Let us remember now, more than ever — to STAND UP, STAND STRONG and STAND TOGETHER and to continue to provide the education that all of our students and families deserve.

UPDATE: The **District** (the Superintendent and Amy Nichols CFO) has called for a "Budget Solutions" meeting with us later today. We will share what we learn at this meeting.

In addition, AEOTE and HEA's **CTA** representatives Chaz Garcia and Zev Kvitky have enlisted the assistance of the CTA Bargaining Specialist Daryl Hemenway to analyze HUSD budget & finance documents to identify potential strategies to reduce budget cuts we expect to be announced soon. They have scheduled a 1-hour meeting for HEA and AEOTE to hear of the findings of the analysis and discuss some suggestions from CTA to minimize the scope and impact of any layoffs and or cuts.

Bond Construction Project Trouble Ticket Submission Form

A message from the District:

The FMOT Department is excited to announce the implementation of a **Bond Construction Project Trouble Ticket Submission Form** ([Click Here](#)). This new system is designed to streamline communication and efficiently address any concerns or inquiries related to current bond construction projects across the district that district staff may have.

Key Benefits:

- **Efficiency:** Issues or inquiries can be reported directly and routed to the appropriate team for prompt resolution.
- **Accountability:** Centralized tracking ensures that all issues are documented and addressed systematically.
- **Improved Collaboration:** The form facilitates clear communication between staff and the project management team, ensuring everyone's voice is heard.

Your feedback and active participation in utilizing the trouble ticket system will be invaluable.

You can access this submission form through various platforms that include the QR code below, by visiting the [HUSD bond main webpage](#), or through the weekly project updates. If you have questions or require further support, feel free to contact Jenn McGriff, Office Specialist with FMOT at (510) 784-2600 x 72844.



Revised HEA Office Hours

The HEA Office (i.e. Amber) will be available on a reduced schedule for the next several weeks. During this time, the HEA Office will be closed on Tuesdays and open from 12:30 pm - 4:30 pm on all other weekdays.

Mercedes' and Mary's hours remain unchanged during this time with the best way to contact them still being: Mercedes - president@heahayward.org & Mary - vicepresident@heahayward.org.



TK MOU Update

[Please refer to last week's Friday Follow-up for previous TK MOU updates.](#)

Update: *pending*

ELD/ALD

[Please refer to last week's Friday Follow-up for previous ELD/ALD updates.](#)

Update: *pending*



Hayward Education Foundation \$1,000 Grants

Apply for Hayward Education Foundation Grants. Exciting news for all Hayward teachers! HEF is now accepting applications for the 2024-25 Classroom Project Program. Don't miss this

opportunity to secure up to \$1,000 for innovative projects that enhance your students' learning experience. Find out more at: <https://www.haywarded.org/>

IFT Grant Applications Are Open!

Apply now for the Institute for Teaching (IFT) Grant Program and bring your innovative ideas to life for the 2025-2026 school year!

IFT helps all students and schools by awarding grants directly to CTA members and local chapters. To date, CTA members have funded 643 grant projects totaling more than \$7.6 million (**over \$75k of this has funded HEA members' grant projects**). All CTA members are eligible to apply for grants - don't miss this opportunity!

Grants available for the 2025-2026 school year include:

- Environmental Education Cohort (NEW!): Up to **\$5,000** (Environmental Educator Grant) or **\$20,000** (Environmental Impact Grant) for projects focused on environmental education, plus networking opportunities and an in-person convening!
- Educator Grant: Up to **\$5,000** for individual educators to impact a classroom or group of students.
- Impact Grant: Up to **\$20,000** for teams of 2 or more educators (3 recommended) to make an impact across multiple classrooms or school sites.

Applications close March 31—learn more and apply at cta.org/ift-institute-for-teaching!

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!

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 to identify federal funding opportunities. [More information about NEA's grant and funding opportunities here!](#)



CTA Bulletin

See attached for the most recent [CTA Bulletin](#) with updates about the Social Security Fairness Act, recent State of CA Schools survey results, Disaster Relief Fund details, conferences, and more!

CTA Member Benefits

CTA offers so many member benefits including university credit options, savings in shopping and travel, premium subscriptions, and more! Attend one of CTA's monthly short virtual trainings to learn 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 well-being, and help students reach their fullest potential.



HEA Board Meeting **Monday, 1/13/25 @ 4:00pm**
HUSD School Board Meeting **Wednesday, 1/15/25 @ 6:30pm**
Virtual HEA FRA Meeting **Monday, 1/27/25 @ 4:00pm**