



## HAYWARD EDUCATION ASSOCIATION

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



### May 24, 2024 – Friday Follow-up



#### Memorial Day

It is our hope that you have a quiet holiday of reflecting and remembering those in your journey (both by blood and extended family) who are a lasting presence in your life.

#### 2024-2025 Calendars

The remaining 2024-2025 calendars have been negotiated! [You can find the Tentative Agreement Calendars here!](#) Again, these calendars are still pending approval from the HUSD School Board but we do not anticipate any change from the dates presented.

#### Pay Adjustment and Retro-Paycheck Timeline

This week, we received communication from HUSD Business Services about the pay adjustment from the recently ratified contract and timeline. See their [Pay Adjustment Announcement and FAQ here!](#)

It is important to note that the district's communication about the "10.5% raises" is incorrect. Because, while 2% + 8.5% might sound like it's going to equal 10.5%, it's actually going to be a **total increase of 10.67%** because the 2% is compounded in the 23-24 school year. That said, we've received confirmation from the district that they are compounding the 2% to get the correct calculations and only communicated 10.5% in an attempt to mitigate confusion (which, in turn, caused additional confusion for many.)

We also received confirmation that the **Summer Differed Pay will be issued on July 8<sup>th</sup>!**

For questions about how this increase might impact those who have retired/are retiring, taxes, how to get answers to specific scenarios, etc., please refer to the above-mentioned FAQ.



#### LAST CALL DEADLINE EXTENSION: CTA Summer Institute - For FRA and FRA Alternates

This year, CTA's Summer Institute takes place from July 24-July 28 at the Westin Bonaventure, Downtown Los Angeles. Offering sessions in a variety of areas that assist FRA in the day-to-day representation of their members, this five-day event will feature hands-on activities to hone the skills needed to meet the challenges of the coming year.

HEA has already selected 1 of the 2 sponsored FRA for the CTA Summer Institute but is **extending the deadline for a 2<sup>nd</sup> FRA Rep or FRA Alternate to be sponsored** to attend the CTA Summer Institute, including housing and transportation costs. Sign up by emailing [office@heahayward.org](mailto:office@heahayward.org) **before Friday, May 31, 2024**. See the [attached flier](#) for more details.

#### 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!](#)



### **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.***

 [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)  [Mark Your Calendar](#)

- **HEA FRA & Board Meeting – Monday 6/3/24 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday 6/12/24 @ 6:30pm**