



HAYWARD EDUCATION ASSOCIATION

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December 20, 2024 – Friday Follow-up



Happy Holidays!

Happy Holidays! - Not just words, but a sincere wish for each of us and our families - including our union family!

Upon our return, having been rejuvenated by our break, we will embark on the new year and all its challenges with our HEA members' force and strength that we have become accustomed to over the years with a resounding voice of unity - a voice that declares that the contributions that each of us make to our students every day is, not only recognized, but a valued contribution. Without any one of us, the District is diminished in its capacity to do the work of educating and supporting our students in the manner they deserve - as teachers, nurses, psychs, counselors, Behavior Analysts, TOSAs, SLPs, and occupational therapists - no matter the title, we are all impactful to the students future! So, raise a glass to yourself and to the Union as we embark on a new year with new challenges and take comfort that the challenges are not faced alone! Remember that we are stronger when Stand Up, Stand Strong, and Stand Together.



HUSD Budget Update: Prepare to Defend Our Schools!

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.

Cash-in-Lieu

The District has reconsidered their timeline for accepting Cash in lieu forms (with our subtle encouragement). If your benefits are covered outside of the District e.g. you have health coverage through your spouse/partner, you must turn in the form in order to receive the cash in lieu recently negotiated. If you have not done so already, please turn in a form and evidence of coverage as soon as you can. [The Cash-in-Lieu Form can be found here.](#)

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*



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.](#)



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/>

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 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 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**
- In-person HEA FRA Meeting** **Monday, 1/27/25 @ 4:00pm**