



HAYWARD EDUCATION ASSOCIATION

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February 7, 2025 – Friday Follow-up



Budget & This Week's HUSD Board Meeting

As a reminder, **this Wednesday, February 12, 6:30 PM in the District Office is a critical HUSD Board of Education meeting.** It is our understanding that the list of the district-proposed budget cuts will be included in today's publication of the February 12th, Board of Education agenda. We encourage everyone to attend this Board Meeting, **wear green**, and show support for one another. In anticipation for any speaking, we would suggest that speakers prepare to answer the question (within 1 or 2 minutes) ***"What happens (or doesn't happen) if my position is gone?"*** It bears repeating that at a time when we are expected to do ever more to improve education and address the needs of each of our students, **we cannot afford to lose the resources and the tremendous value our work has to offer to our students! Make sure the HUSD board understands what cuts could mean for our students, schools and communities!**

While HEA's own analysis shows the need for substantial budget cuts, we are not in agreement with the total size, and are likely to disagree with the details. HEA representatives have been in multiple meetings with district staff asking questions and discussing possible solutions. We have consistently maintained a clear and principled position to our administration, and ask that you join us in amplifying our message:

- Every position lost eliminates a service that helps make our school community function.
- Our students cannot afford to lose their teachers or the staff that make our schools safe places to teach and learn.
- HEA opposes all cuts to our faculty, staff, and programs, and demands that any necessary cuts are made as far away from the classroom and our students as possible.

Join us in fighting against cuts, and put the next two HUSD board meetings on your calendar: February 12 and February 26. Remember we are stronger when we stand up, stand strong, and stand together!

HEA Elections – Nominations are Open!

HEA Elections Are Starting! Our local HEA Board, CTA State Council, and NEA/RA election nominations are now open. This year, Self-Nomination Forms are a Google Form available here: [Self Nomination and Declaration of Candidacy](#) and on the HEA website. They are due no later than Tuesday, February 25 at 4:00 PM. Attached is the [Election Announcement with a description of the open positions](#) along with an [Election Timeline](#). FRA reps have also been sent this information and it should be posted at your sites later next week.

This year, we will again be using electronic voting. Please make sure that your [CTA Profile](#) has your current non-HUSD email address. If you are unsure, please contact the HEA office (office@heahayward.org). More information on casting your ballot will come after the nomination deadline has closed.

Communication From EIT: Password Reset Options to Secure Your Account

Members should have received the below communication from EIT in the recent staff newsletter:

As many of you are aware there has been an increase in phishing attacks in the district. If your account is compromised, EIT will reset your password to protect you and any district data you have access to.

If your password is changed, you will need to reset your password to resume access to your work online. We have a [Password Portal](#) where you can update your password or reset it any time. However, if you don't know your current password, you will have to answer either a few predetermined challenge questions or choose to receive a text message to your cell phone.

We strongly encourage all staff to log into the [Password Portal](#) now and go to the Enroll tab to ensure that they either have provided answers to their challenge questions or have provided a cell phone number to receive a PIN number via text.

NOTE: The cell phone is completely optional and is provided merely as an option staff may choose to use.

Please see the following PDF for step-by-step instructions or this [video](#) to watch how to enroll in the password portal.



When Immigrants Are Under Attack, What Can We Do?

There have been a lot of questions this week about Trump's executive orders on immigration, and the likelihood of ICE or immigration actions at or around our schools.

To ensure that extensive resources are readily available to members and the public about immigrants' rights, CTA has updated our website on this important topic. The website page is www.cta.org/homeishere and is intended to function as a resource hub. It contains information on issues such as legal rights; DACA; and schools as safe zones. It also contains numerous links to an extensive array of resources from entities and organizations that work on immigration issues, and will be updated as new information is created.

Useful documents include:

- [2025 School Guidance from CA Attorney General](#) (great for sharing with admin)
- [Immigration quick Reference for School Officials](#) (for members)
- [Immigration Quick Reference for Students and Families](#) (for students and families)

Please feel free to share these resources with all of your members, and make sure your administrators are familiar with their roles. Principals are typically the frontline defense in these situations, but only if they understand their roles and know what to do (and actually do it). If you learn of any ICE activity (including the presence of ICE agents or raids) at your schools or directly impacting your school community, please contact HEA immediately.



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. Submit your project proposal by **March 31, 2025**, or before funds run out! 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, 2025 – Learn more and apply at [cta.org/ift-institute-for-teaching!](https://cta.org/ift-institute-for-teaching)

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! 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 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.



HUSD School Board Meeting Wednesday, 2/12/25 @ 6:30pm
Virtual HEA FRA Meeting Monday, 2/24/25 @ 4:00pm
HEA Board Meeting Monday, 3/3/25 @ 4:00pm