



# HAYWARD EDUCATION ASSOCIATION

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



## October 18, 2024 – Friday Follow-up



### THE TEACHERS' CHOICE *for Hayward schools*

*Peter* **BUFETE**  
FOR HAYWARD UNIFIED SCHOOL BOARD

*Austin* **BRUCKNER-CARRILLO**  
FOR HAYWARD UNIFIED SCHOOL BOARD

*Sara* **PRADA**  
FOR HAYWARD UNIFIED SCHOOL BOARD

## ONLY 18 DAYS LEFT TO ELECTION DAY!

### [Sign Up Today to Help Elect the Teachers' Choice for HUSD Board](#)

#### HEA Community Canvassing Events:

Saturdays from 10am-1pm at the HEA Office  
93 Jackson St., Hayward 94544

- Sat. October 26, 2024
- Sat. November 2, 2024

#### HEA After School Site Canvassing:

- Tue. October 22 - Glassbrook (Room 2)

#### Phone Banks for Austin Bruckner Carrillo:

- Held remotely (via zoom) every Thursday in October from 5:30-7:30pm
- Sign up and get more information at [www.tinyurl.com/ABCPHONEBANK](http://www.tinyurl.com/ABCPHONEBANK)



**We need your help this month to protect our schools!** We are asking every HEA member to volunteer a few hours this Fall to help us elect a school board that will faithfully serve the interests of HUSD staff and students.

Polls show that voters trust educators **more than any other group** when it comes to electing school board members, and that direct voter outreach is the best way to generate votes for our endorsed candidates. We can win this election big if each of us does our part to help Hayward voters make the educated choice in this election.

Sign up today for an upcoming canvassing event to make sure Hayward voters elect **Austin Bruckner Carrillo, Peter Bufete, & Sara Prada!**



## FRA REPS

WE LOOK FORWARD TO SEEING YOU AT THE  
**MONDAY, OCT. 21<sup>ST</sup>, FRA MEETING (ON ZOOM)**

Come to hear HUSD, CTA and HEA, updates as well as opportunities to ask site and member-specific questions and get clarifications.

### **Tuesday, Nov 5, Voter Guide**

Make your voice heard Tuesday, Nov. 5 – VOTE! HEA/CTA is endorsing:

- Austin Bruckner Carrillo – HUSD School Board
- Peter Bufete – HUSD School Board
- Sara Prada – HUSD School Board
- See attached [CTA Chapter Endorsements](#) for local candidates and measures in your voting district

### **Are You a New Educator?**

New educators, be sure to check out the upcoming conference sponsorship and various grant opportunities in the “Conferences, Scholarships, Grants, & Awards” section below!



### **Class Size Overages**

Many elementary teachers have experienced classes over the contractual class size maximums, in large part due to a lack of physical classroom space.

Due to an emergency in the District, HUSD did not have time to send a finalized document for review. We expect a document by the next FFU.

### **BP Racial Epithet Update**

We received an email from the District that they wanted to form a committee for the recently adopted Board Policy related to Racial Epithets and have the first meeting on October 8<sup>th</sup>. We pointed out that we would need to know:

- The composition of the committee (we suggested that they consider how many HEA members, and what programs and grade levels would need to be included)
- The scope and goal of the committee so folks knew what they were joining, and
- Post-committee actions planned (e.g., Would this group be the folks that would take the message to sites, implement the AR, etc.?)

We also pointed out that year-round schools are on break until October 11., so they would not receive interest forms and could not be part of the committee/meeting. We are waiting for a response from the District.

**Update:** Ed Services is looking at a date to send out “interest applications” so that everyone interested can have an opportunity to apply. HEA has recommended that the District send a second notice seeking interest so folks who are on the fence of joining can have more information about the scope of the work. HEA also requested that the policy be attached. We also ensured that HEA will hold the largest number of representatives with 10 HEA committee members (8 self-selected members plus 2 HEA-appointed members) The 2 appointed members would have the added responsibility of protecting the rights within the contract and/or ensure that our rights will be upheld and negotiated).

## **ELD/ALD**

**Discussions continue with the District** about ELD/ALD class size maximums. HEA’s position is still that ELD/ALD “class sizes” should be within the class size maximums stated in the contract. Also, we have heard that some ELD/ALD classes have 3 grade levels. We are looking into this since, nowhere in the contract does it say that elementary combination classes are more than 2 grade levels (except for Sp Ed classes). We will let you know the outcome of the discussion.

**Discussions continue with the District.**

## **District Budget**

The District shared a preliminary discussion about their budget. The adopted budget was submitted to the County in June, and after the county’s review, it has come back as a conditional budget, which means that the District will need to reconcile the budget. We let the District know that we stand by our position that any cuts and reconciliations need to be as far away from the classrooms and those who provide DIRECT SERVICES to students as possible. That mantra has served us well in the past, and perhaps more importantly, it has served our students even better.

**Update:** The District has shared a draft of a plan to educate the District community (employees included) regarding its anticipated shortfall and gain input. It is at its infancy state and we will continue to provide our perspective regarding processes used in the past.



## **COVID Tests Available**

As of late September, residential households are eligible for another order of 4 free at-home tests from [USPS.com](https://www.usps.com). Each order includes 4 individual rapid antigen COVID-19 tests. [COVIDTests.gov](https://www.covidtests.gov) has more details about at-home tests, including extended shelf life and updated expiration dates.

## **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](mailto:president@heahayward.org) & Mary - [vicepresident@heahayward.org](mailto:vicepresident@heahayward.org).

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# Conferences, Scholarships, Grants, & Awards



## **New Educator Weekend**

HEA is looking to sponsor **3** Members (**who are in the first 3 years of their profession**) to attend the CTA New Educator Weekend Conference on December 6-8, 2024. If interested in being considered, email [office@heahayward.org](mailto:office@heahayward.org) before **5pm on October 30th!** See the [attached New Educator Weekend Conference flyer](#) for details.

The conference has everything that educators need to be successful in their first years of teaching, including sessions about classroom management, creating engaging classrooms, lesson plans and ideas, connecting with your union, student loan forgiveness information, member benefits, project grants and more. You'll learn new skills and find solutions to real-life challenges. You'll leave the conference feeling inspired, motivated and with a knowledge of what you need to do to be even more successful on Monday morning in your classroom.

## **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!](#)

## **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!

## **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.](#)

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

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### **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.*



- **Virtual HEA FRA Meeting** ..... **Monday 10/21/24 @ 4:00pm**
- **HUSD School Board Meeting** ..... **Wednesday 10/23/24 @ 6:30pm**
- **HEA Board Meeting** ..... **Monday 11/04/24 @ 4:00pm**