



## HAYWARD EDUCATION ASSOCIATION

93 Jackson St. Hayward, CA 94544 • Phone: 510-538-1051 • Fax: 510-538-9427

Email: [president@heahayward.org](mailto:president@heahayward.org) or [office@heahayward.org](mailto:office@heahayward.org)

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



### February 3, 2025 – Monday Mop-up

**WE CAN'T WAIT**

**CAMPAIGN  
KICKOFF  
RALLY**

**FEBRUARY 4 AT 4PM**  
OSCAR GRANT PLAZA (OUTSIDE OF OAKLAND CITY HALL)

JOIN OAKLAND, RICHMOND, BERKELEY AND SF EDUCATORS  
WITH STUDENTS, PARENTS AND COMMUNITY ALLIES  
DJ, STUDENT DANCE PERFORMANCE  
SPEAKERS INCLUDE BARBARA LEE

**WE DEMAND**

- FULLY STAFFED SCHOOLS
- SAFE & STABLE SCHOOLS FOR OUR STUDENTS & COMMUNITIES
- CLOSE THE EDUCATOR WAGE GAP
- RACIAL JUSTICE AND EQUITY FOR OUR STUDENTS & COMMUNITIES

### Layoffs May be Imminent, But We Can't Afford Cuts

More clarity is slowly emerging (leaking?) about the budget cuts being planned by HUSD, although we still do not have any specific details about the programs or positions being cut. The District is currently planning to permanently reduce the budget by \$37 million starting next year, in addition to \$17 million in one-time reductions and budget savings. The vast majority of the \$37 million in cuts will be realized through layoffs (since that's the vast majority of a school's expenses). Our current understanding is that cuts will be spread across every bargaining unit, including administration and the District Office staff.

It didn't have to happen like this. HUSD had a structural deficit of \$10 million even before the pandemic, which was ignored while temporary pandemic funds were used to maintain (and actually increase) staffing. Rather than address this deficit over time, the District chose to kick the can down the road year after year. We're now at the end of the road.

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.

We invite everyone to stand together and share with the HUSD board what each potential cut means to your teaching and your student's learning at school. At a time when we are expected to do ever more to improve education and address the needs of each child, we cannot afford to lose the scant resources we have. Make sure the HUSD board understands what cuts could mean for our students, schools and communities!

***Prepare to join us in fighting against cuts, and put the next two HUSD board meetings on your calendar: February 12 and February 26.***

### **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](http://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.

### **Wear Green Tomorrow, February 4, for the "We Can't Wait" Campaign**

With attacks on our students, families, and schools coming from the federal government and attacks on our students, staff, and schools coming from Bay Area school districts in the form of proposed budget cuts and layoffs, WE CAN'T WAIT to stand up for our students and our schools. By working together and bargaining at the same time on common issues, we will have even more power to win for our students. This is the We Can't Wait campaign, and it officially starts across the state on **February 4!**

Please **WEAR GREEN** tomorrow in solidarity with CTA members across the state who demand:

- Fully staffed schools
- Safe & stable schools for our students & communities
- Close the educator wage gap
- Racial justice and equity for our students & communities

Take pictures together in your **green** gear and post your pictures and/or send them to HEA so we can share them to CTA.

For those who are able, please also join CTA members across the Bay Area at a Campaign Kick-Off Rally: tomorrow, February 4th at 4:00 PM at Oscar Grant Plaza/Oakland City Hall. [See the attached flyer for additional information.](#)

### **Provident Credit Union: 2025 All-Star Teacher Nominations**

All-Star Teacher nominations are now open! Win \$30,000 for your School! Provident Credit Union has contributed more than \$400,000 to California schools. This year's winning teacher will receive a **\$30,000 donation for their school** and will be celebrated during an NBC Sports broadcast at a San Francisco Giants game.

Nominations for educators who make a difference in their schools and communities are open until **February 5, 2025**. [See Provident's All Star Teacher Award Webpage for more information.](#)



### **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***