



HAYWARD EDUCATION ASSOCIATION

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

Email: president@heahayward.org or office@heahayward.org

Website (announcements, forms, contract, etc.): www.heahayward.org



October 25, 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 11 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



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!**

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 New Educator Conference sponsorship and various grant opportunities in the below “Conferences, Scholarships, Grants, & Awards” section!

Mandated Trainings

We have heard that some folks at sites have not yet completed the Public Works/Mandated training. The District has repeatedly stated that they have this matter under control and administration at the site is supposed to provide release time for folks who did not yet complete it and/or provide time at staff meetings to complete the training. They have asked that we not do anything on our own to meet the timeline and they will remind the administration.

TK MOU

While much of the TK MOU is complete, the District does not have a proposal yet regarding TK Special Education - specifically, there is no clarity on what assessment tools are to be used and where to place students once assessed (currently, we do not have TK SDC classes). As a “solution” to student placement, the District placed a TK student in a K-2 SDC class. The student was removed when it was pointed out that, with that placement, they had violated the contract when they expanded the number of grade levels in the K-2 SDC class without checking with the union. It appears that they have since placed students in preschool SDC classes, reclassifying the students as preschool for the assignment-sake. We are hoping that forcing the District to include a Sp Ed component and response in the TK MOU will help with the proper placement of students based on the students' needs rather than at the whim and convenience of the District.

Paras and CDAs

It has come to our attention that teachers are being asked to provide information for evaluation purposes related to their paras or CDAs. While we supervise and direct the work of the para and CDA while in our classrooms, we DO NOT evaluate or contribute to the evaluation of their work. If asked, let the administration know that it is not our work.

Per diem vs C-9 vs A-1

We have been asked to clarify when we receive per diem pay, C-9 pay, and A-1 pay.

For Clarification:

Article 17 Summer School

All Intervention and summer school unit members (including substituting unit members) will be compensated at the C-9 per diem 186 day teacher seven (7) hour rate.

Unit members participating in district provided summer trainings shall be compensated at the C-9 per diem 186 day teacher seven (7) hour rate. A full day staff development is six (6) paid hours and one non paid hour for lunch.

Unit members serving as coaches during summer session shall be compensated at the C-9 per diem 186 day teacher seven (7) hour rate. Unit members serving as coaches will also receive one hour of prep for every hour of presentation.

Article 22 Compensation

The hourly rate shall correspond to A-1 of the 186-day teacher salary schedule based on a seven hour day. This hourly rate will apply only to moving and packing/unpacking.

Much of the rest of our work is paid at the per diem rate.

Las Lomitas (LLEA) on Strike

Las Lomitas EA went on strike on 10/23 after their admin left them in the middle of the night on 10/22, supposedly to caucus, but never returned.

Spirits on the line are reported to be high. As of now, there is no agreement and they resumed talks yesterday. It appears there is still no agreement and the strike continues. In the true spirit of Union Solidarity, we will continue to monitor and help where and when we can.

CTA and NEA Positions Open

The following positions were opened during the October 2024 State Council:

- **NEA Board of Director**
 - Districts 4, 5, 6 and 13
- **CTA/ABC Committee**
 - Districts I, P, and At-Large (2 open seats)

If you are interested in serving, we encourage you to file a Declaration of Candidacy, and review both the requirements and the term limits for these positions per the 2024-25 CTA Elections Manual.

You can submit your candidacy and find additional details by visiting the following link. Please note, the deadline to file is **January 13, 2025 by 4pm**.

[Declaration of Candidacy & Position Terms](#)

Please share this opportunity with your members, and feel free to email CTA at ctaelections@cta.org if you have any questions.



Class Size Enrollment Overages

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

UPDATE: We have finalized an agreement with the District. In essence, the language includes compensation, safeguards so the class size does not go over again if it returns to a contractual class size and (one time) extra prep hours. The District should be reaching out to those

impacted/benefiting from the agreement. [The actual Side Letter Agreement language is included here.](#)

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.



COVID Tests Available

As of late September, residential households are eligible for another order of 4 free at-home tests from [USPS.com](#). Each order includes 4 individual rapid antigen COVID-19 tests. [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 & Mary - vicepresident@heahayward.org.



New Educator Weekend - Deadline Extended!

HEA is looking to sponsor **3** Members to attend CTA's New Educator Weekend Conference on December 6-8, 2024. If interested in being considered, email office@heahayward.org **before 4pm on November 6th!**

CTA's New Educator Weekend (NEW) - North is a conference **for educators in their first three years in the profession**. 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.

See the [attached New Educator Weekend Conference flyer](#) for details.

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



CTA Bulletin

See attached for the most recent [CTA Bulletin](#) with strike updates for various locals, Last Call Election details, and Human Rights Awards nominations, and more!

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 Today: Helping Students Spot Misinformation Online

See attached for the most recent [NEA Today Newsletter](#) with more information about Helping students spot misinformation online, AI in education, and countdown to the election efforts.

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 11/04/24 @ 4:00pm
HUSD School Board Meeting	Wednesday 11/13/24 @ 6:30pm
Virtual HEA FRA Meeting	Monday 11/18/24 @ 4:00pm