



## HAYWARD EDUCATION ASSOCIATION

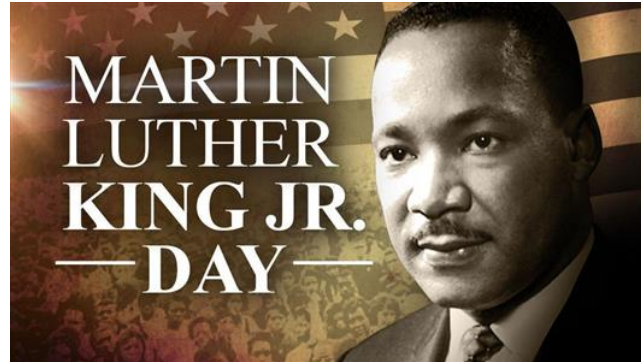
93 Jackson St. Hayward, CA 94544 • Phone: 510-538-1051 • Fax: 510-538-9427

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)



## January 17, 2025 – Friday Follow-up



### **Martin Luther King Jr. Day**

As we observe Martin Luther King Jr. Day, let us reflect on the profound impact Dr. King had not only on the fight for civil rights but also on the labor movement. Dr. King understood that economic justice and workers' rights were essential to achieving true equality. His support for labor unions and his advocacy for fair wages, safe working conditions, and the dignity of all workers continues to inspire us today. Over this long weekend for Martin Luther King Jr. Day, let us honor his legacy by reaffirming our commitment to solidarity, justice, and equality for all, both in our workplaces and our communities. Wishing all HEA members a weekend of reflection, unity, and continued progress toward Dr. King's vision.

### **HUSD's Budget Deficit Roller Coaster: Fact or Fiction?**

Despite a flurry of meetings, town halls, and "input vehicles" about the budget, we still find ourselves lacking critical information about the budget deficit and the contemplated cuts we expect administration to propose in the coming weeks.

When we ended last year, the anticipated budget deficit was roughly \$20 million. By the time we began this year, it had ballooned to \$31 million. As of the 1st Interim Report this year, it is more than \$50 million. Amidst these ever-expanding numbers, the truth remains elusive. Here's what we do know:

Hayward Unified had a \$10 million structural deficit before the pandemic. The pandemic funding made available by the state and federal governments allowed HUSD to avoid budget cuts during (and after) the pandemic, while hiring additional staff to expand learning opportunities and provide additional support. Now that the funding has been exhausted, the District needs to make difficult cuts to account for both of these situations. We believe that layoffs/cuts are likely for next year and will impact every bargaining unit.

What we don't know is how large the budget deficit is, and how much actually needs to be cut. HEA representatives have been in multiple meetings with district staff asking questions, but still lack clear answers. 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. We further demand that any necessary cuts are made as far away from the classroom and our students as possible.

This week, we'll be taking a deeper dive into the budget with the help of CTA and will report back any news of note. In the meantime, prepare to fight against cuts and put the next HUSD board meetings on your calendar. 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!

**Upcoming HUSD Board Meetings: January 29, February 12, and February 26.**



### **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.](#)



### **Minimum Days And Their Use**

As a reminder, for those of us who have minimum days next week for assessments, please do not do any additional requested work from the administration. In a few instances, prior days set aside for assessment purposes, were filled with other additional tasks requested by admin. These days should be dedicated to assessments first and foremost for the benefits of informing our instruction and strengthening the learning opportunities for our students.

## **Social Security Fairness Is Now a Law!**

It's official! On Sunday, union leaders across the country celebrated as President Biden signed the Social Security Fairness Act (H.R. 82) into law, giving over 280,000 Californians and 2 million Americans the full retirement they earned. H.R. 82 finally repealed the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), the unfair penalties that denied retired educators and other public service workers their full Social Security benefits. This was a 40-year fight led by union members across the country, including many CTA members. And when we fight, we win! See the latest [CTA Bulletin](#) for more information!

## **What is the NEA/RA?**

The NEA/RA (National Education Association Representative Assembly) is an opportunity to be a part of the group and process that sets policy for NEA/CTA and HEA at a national level. HEA needs to have strong representatives advocating for our local needs, state needs, and our students' needs. Be a part of the advocacy for the rights of our union and our students!

This year, the 2025 NEA Representative Assembly will be held in **Portland, Oregon from July 2-5, 2025**. Representatives can be elected in either CTA's state-level election (nominations open now and details are below) or HEA's local-level election (nominations open in February).

For those interested in the prospect of attending:

- The NEA/RA **State** Delegate Elections are coming in February and candidacy nominations are being accepted now!. Register your candidacy online at [cta.org/neara-declaration](https://cta.org/neara-declaration) (login is required) **between January 6 through January 31, 2025 at 4 PM**. No late submissions will be accepted. Register to represent California on the National Level! More details to follow as they are made available by NEA.

*We hope you will consider throwing your name in the hat to be a NEA/RA delegate - along with the work, it is a lot of fun.*

## **Corrective Repairs at 24411 Amador St. "District Office"**

On Tuesday, January 7th, the School Board held an emergency meeting regarding "corrective actions" needed to remedy the sewage and mold problems at the Elmhurst and District Office.

It was a short and concise meeting.

Here are the highlights;

- The Board unanimously (5-0) approved the resolution to seek repairs for the district office
- Trustees Prada, Bruckner-Carrillo, and Oquenda requested regular updates on the repairs and work progress
- Bruckner-Carrillo emphasized the importance of prioritizing union-affiliated companies for the repairs
- The Superintendent mentioned the possibility of relocating district office staff to the HUB or the Adult School ("LOL")
- The Board questioned why Maintenance Operations (MO) had not addressed staff concerns regarding the persistent smell, carpet, and sewage issues. No response was provided
- A follow-up Board meeting is scheduled for January 15th to review updates. They advised

against involving more items in the January 29th meeting

- Both the public and Board members requested continuous air quality testing, with results made publicly accessible

**For now, both buildings are closed, folks are working from elsewhere, and the print shop is closed. We will continue to advocate for the safety and rights of our members in the Elmhurst and District office. We have suggested that, before returning to either building, the District M and O hold a meeting with folks so that any questions and/or assurances can be asked/made prior to a return.**

### **HHS Theater production: A Midsummer Night's Dream**

Please join Hayward High Theater in their production of A Midsummer Night's Dream. The performance will take place January 23rd - 25th, 6:00 pm in the Hayward High Cafe Theater. [See the flyer attached.](#)

### **Dr Martin Luther King Birthday Celebration**

Please join the Hayward community, including HUSD students, pay tribute to the life and legacy of Dr. Martin Luther King Jr. on **Monday, Jan. 20**. This year's program for this annual event includes music and song, a community-award recognition for the late Palma Ceia Baptist Church Pastor Rev. Tommy E. Smith Jr. and a keynote address by civil rights activist and NAACP leader Rev. Amos C. Brown, pastor of Third Baptist Church in San Francisco since 1976.

The annual celebratory event is sponsored by HUSD, the Hayward South Alameda County NAACP, and the City of Hayward. Held each January on the Dr. Martin Luther King Jr. national holiday, the event is free and open to the public.

**There will be performances by the Chabot College Choir, the Hayward High School Jazz Band and HUSD student choirs.**

HUSD Performing Arts Center  
2390 Panama St., Hayward  
Monday, January 20, 4:30 p.m.



### **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. 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—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.***



***Virtual HEA FRA Meeting . . . . . Monday, 1/27/25 @ 4:00pm***  
***HUSD School Board Meeting . . . . . Wednesday, 1/29/25 @ 6:30pm***  
***HEA Board Meeting . . . . . Monday, 2/3/25 @ 4:00pm***