



HAYWARD EDUCATION ASSOCIATION

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September 27, 2024 – Friday Follow-up



THE TEACHERS' CHOICE *for Hayward schools*

<p><i>Peter</i> BUFETE FOR HAYWARD UNIFIED SCHOOL BOARD</p>	<p><i>Austin</i> BRUCKNER-CARRILLO FOR HAYWARD UNIFIED SCHOOL BOARD</p>	<p><i>Sara</i> PRADA FOR HAYWARD UNIFIED SCHOOL BOARD</p>
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Sign Up Today to Help Elect the Teachers' Choice for HUSD Board

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. The “culture war” has arrived in the East Bay, as school board candidates Luis Reynoso and Tom Wong made clear in a candidate forum on September 17th:

“The very first thing I would do is... put a stop to child grooming. We’re talking about a complete collapse of the Western culture. As soon as I get in there, I’m going to go through all the books... let’s protect them from all this grooming and all this brainwashing.”
- Luis Reynoso, HUSD School Board candidate

“One of the things I would eliminate is DEI. That’s basically cheating. DEI robs kids of their future.”
- Tom Wong, HUSD School Board candidate

Let’s be clear: HUSD has real problems that need serious attention, from campus safety to overcrowding, from inadequate staffing to broken support systems. We need candidates that understand the real challenges we face, not weird culture-war fictions that demonize our members and schools. There is a clear path to victory against bigotry and hate in this election, and it requires that all of us pitch in.

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!**

[Sign up for future HEA canvassing events:](#)

- Saturday, October 5, 2024
- Saturday, October 12, 2024
- Saturday, October 19, 2024
- Saturday, November 2, 2024



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. We are still working on an agreement regarding supporting these teachers. We will let you know the outcome of the discussions.

Sept 23rd and 24th Minimum Days: Past Practice or Not?

Questions came up this week about the use of the recent minimum days (September 23rd & 24th) at elementary sites. In the past, these minimum days have been used for purposes of Fastbridge-related activities: assessment of students after dismissal, gathering/receiving data to inform instruction, etc. This year, teachers received an email on the 23rd that included an agenda and a link to a 30-minute video. Again, the email was sent on the first day that was expected to be dedicated to Fast Bridge and past practices of assessing students etc. The email stated that the time together would be considered collaboration time and bring a laptop to the meeting in order to fill out forms attached. The forms appeared to replicate information in other familiar forms that were used in prior years and were time consuming. At the end of the day, after HEA stepped in, teachers were told that the forms could be used and if there were student assessments scheduled, those schedules should go forward. We will have a conversation with Ed Services to resolve the confusion caused by this unfortunate email. We will let you know the outcome.

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 12:30pm - 4:30pm 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 and Mary - vicepresident@heahayward.org.

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 8th. We pointed out that we would need to know:

- The composition of the committee (we suggested that they consider how many HEA members, 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 11th, 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.

Hats Off to MEP Speech & Debate Tournament Champions!

A group of middle school students and participants of the Migrant Education Program in HUSD excelled at the Region 1 Speech and Debate Tournament held last April, securing the top three places: First, Second, and Third! Their outstanding performance led to an invitation to compete in the California State Migrant Education Program Speech and Debate Tournament, where they achieved remarkable results, earning Second Place in Speech in Spanish and Third Place in English. This success is a testament to the hard work and dedication of the students, who received invaluable guidance from HEA members: **Rafael Velazquez-Cardenas and Francisca Montes!**



HUSD Open Enrollment: September 16th - October 11th

Mark your calendars! **Open Enrollment begins Monday, September 16th and ends Friday, October 11th, 2024 at 5:00pm.** It is important to review your benefits prior to open enrollment, as this is your opportunity to make changes, *if desired*.

Cash-in-Lieu Action Required: Employees who are eligible to receive Cash-in-Lieu for their benefits **MUST complete the Cash-in-Lieu Benefits Form** to continue receiving the benefit. If the form is not completed by the end of Open Enrollment on October 11, 2024 at 5:00pm, the benefit will end on December 31, 2024 and you will not be able to enroll/receive the benefit until the next Open Enrollment in 2025.

[See the attached HUSD email for more information.](#)

HUSD Communication: Social Media Threats

The district issued a communication to staff a few weeks ago regarding posts circulating on social media referencing the possibility of a school shooting. These have not been directed at a specific school or district but districts throughout the area, including HUSD, have contacted their local authorities and have been told that the FBI has declared the social media posts a hoax. We have been advised that although these hoaxes are more and more common, site leaders should always contact their directors when they become aware of a suspicious threat so that we can share and investigate with HPD, peers, and others. See attached for the referenced [HUSD Communication](#).

ELD/ALD - Discussions Continue

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 (with the exception of Sp Ed classes). We will let you know the outcome of the discussion.

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.



LGBTQ+ Issues Conference - HEA Sponsorship Deadline Extended!

HEA is looking to sponsor up to 2 Members to attend the CTA LGBTQ+ Issues Conference on November 15-17, 2024. If interested in being considered, email office@heahayward.org before **4pm on Thursday, October 3rd!** See the [attached LGBTQ+ Issues Conference flyer](#) for details.

Conference sessions will focus on Awareness, Capacity & Skill Building, Taking Action & Organizing.



2024 LGBTQ+ Issues Conference

📅 November 15-17, 2024 📍 Burlingame, CA

CTA is proud to present the 16th annual CTA conference addressing LGBTQ+ issues involving educators, students and the community.

[Contact](#) [Add To Calendar](#)

[Register Now!](#)

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.](#)

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



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.



- HUSD School Board Meeting Wednesday 10/9/24 @ 6:30pm
- HEA Board Meeting Monday 10/14/24 @ 4:00pm
- Virtual HEA FRA Meeting Monday 10/21/24 @ 4:00pm