



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 4, 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

[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.

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 who understand these real challenges we face every day. Our opponents choose instead to demonize educators and spread disinformation about public 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





Invitation to Celebrate and Honor the Ohlone Peoples

Please join ALCOSTA (Educators from locals in Alameda & Contra Costa counties) as we learn about the rich history and celebrate with the Ohlone Peoples! [See the attached invitation for more information!](#)

Feel free to wear an educator shirt, your union shirt, or a CTA shirt. This is also a time to meet colleagues from surrounding locals!

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.

HUSD's Teacher of the Year - Carrie King!

Congratulations to Carrie King, [Hayward Unified School District's 2024 Teacher of the Year!](#) Carrie was recognized and celebrated at last night's [Alameda County Teacher of the Year Awards](#) as one of the 2024 Honorees and as an amazing Art teacher who has enhanced the lives and education of so many of our students. Well deserved!



Hot Weather

A HUGE shout out for bearing the heat magnified only when working in HUSD spaces without AC, broken AC systems, windows that didn't open, lack of provided shade, etc.!!!! HEA had requested covered or inside locations for PE teachers. We received a response from the high schools with a list from one site of rooms PE teachers and students could go to but no schedule as to when the rooms would be free. The overarching District response was to stay hydrated and find shade. They must do better! We have encouraged them to develop a general plan that the sites (through SBDM) can then expand, tweak, and make their own. We hope that they follow through with this suggestion and will continue to advocate for better responses. **Thank you again for your commitment to our students in the face of the heat and poor responses.**



Discussions Continue

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. As we write this FFU, we are finalizing language and hope to have an agreement by next week. We will share this by next Friday's Follow-up.

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 that I should bring a laptop to the meeting to fill out the attached forms. 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 that 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.

Discussion with Ed Services continues to get clarity for future requests from the District.

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, 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 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.

Discussion with Ed Services continues.

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.

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.

Discussions continue with the District.



HUSD Open Enrollment: 8 Days Left!

We are more than halfway through the 2024 Open Enrollment Season. Open Enrollment began Monday, September 16th and ends Friday, October 11th, 2024 at close of business day at 5:00pm. **No appointment is necessary to make any changes. Contact your Benefits Specialist directly via email or phone if you have any questions** (Please Note: Appointments made after the Open Enrollment deadline will not allow for an extension to the benefits enrollment.)

ACTION REQUIRED FOR THOSE WHO HAVE OUTSIDE MEDICAL COVERAGE - Employees who have outside medical coverage and currently receive the Cash-in-Lieu benefit MUST complete the [Cash-in-Lieu Benefits Form](#) for their Employee Benefits file and provide proof of outside coverage to continue receiving the benefit in 2025. 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. Proof of coverage examples are a copy of your medical card or letter verification from your medical provider with your legal name that is used when you file taxes. Please note that we require proof of outside coverage to verify against ACA and for the IRS filing from the district.

[Click here for enrollment information.](#)

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.



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