



HAYWARD EDUCATION ASSOCIATION

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



October 11, 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 25 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 12, 2024
- Sat. October 19, 2024
- Sat. November 2, 2024

HEA After School Site Canvassing:

- Mon. October 14 - Tennyson (STEAM 206)
- Wed. October 16 - Mt. Eden (A-14)
- Tue. October 22 - Glassbrook (Room 2)



Phone Banks for Austin Bruckner Carrillo & HEA Slate:

- 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!**



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.

Update: Due to an emergency in the District, HUSD did not have time to send a finalized document for review. We expect a document by the next FFU.

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

Questions came up 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 Fastbridge 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 had conversations with Ed Services to resolve the confusion caused by this unfortunate email.

Update: As a result of the conversations, Ed Services will make sure to provide HEA and members notifications about any changes to the past practices or expectations well in advance of the PL Day such that the members can have any clarifications made in a timely fashion and plan accordingly.

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.

Update: As the discussion continues, Ed Services is looking at a date to send out "interest applications" so that everyone interested can have an opportunity to apply. At this time, they are still looking at the composition of the committee, the scope of the committee's work, the number of meetings, the length of the meetings, how decisions will be made, who will make decisions, etc. We will continue to provide updates as we work through the issues with Ed Services.

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.

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.



COVID Tests Available

As of late September, residential households are eligible for another order of 4 free at-home tests from [USPS.com](https://www.usps.com). Each order includes 4 individual rapid antigen COVID-19 tests. [COVIDTests.gov](https://www.covidtests.gov) has more details about at-home tests, including extended shelf life and updated expiration dates.

HUSD Open Enrollment: Today is the Day!

We are almost through the 2024 Open Enrollment Season. Open Enrollment begins Monday, September 16th, and ends Friday, October 11th, 2024, at the close of the business day at 5:00 pm. **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 5:00 pm, 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.

As an update, folks should have received a confirmation of receipt at the email address indicated on the form. If you do not have it, check your spam file. In addition, we were told that your pay stubs should indicate the cash in lieu. If it does not, please reach out to the Benefits/Risk Management Department.

[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.



New Educator Weekend

HEA is looking to sponsor **3** Members (**who are in the first 3 years of their profession**) to attend the CTA New Educator Weekend Conference on December 6-8, 2024. If interested in being considered, email office@heahayward.org before **5pm on October 30th!** See the [attached New Educator Weekend Conference flyer](#) for details.

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.

Your experience at the New Educator Weekend is equal parts educational and transformational. You'll learn new skills and find solutions to real-life challenges. You'll leave the conference feeling inspired, motivated and with a knowledge of what you need to do to be even more successful on Monday morning in your classroom.

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.



- **HEA Board Meeting** **Monday 10/14/24 @ 4:00pm**
- **Virtual HEA FRA Meeting** **Monday 10/21/24 @ 4:00pm**
- **HUSD School Board Meeting** **Wednesday 10/23/24 @ 6:30pm**