



HAYWARD EDUCATION ASSOCIATION

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



November 15, 2024 – Friday Follow-up



FRA Meeting this Monday!

FRA Reps, as a reminder, there is a FRA meeting this Monday, November 18, from 4:00pm – 6:00pm. The link has been sent to FRA reps in a separate email - if you did not receive the email, reach out to the HEA office (office@heahayward.org). Please plan to attend to hear about:

Agenda topics include:

- Cash in lieu update
- Board of Education election updates
- District Budget
- and more...

If you are unable to attend, please plan to have a FRA alternate there so information can get back to your site for your 10-minute HEA meeting. See you then!

Budget Solutions Townhall Opportunities

In case you missed the townhalls that the District is holding related to the District Budget, here are a few future opportunities to hear what they have to say. There are opportunities to ask questions during the townhall. There are also surveys available to provide input.

Staff

~~Tuesday, November 12 at 3:30 p.m.
(Zoom Webinar)~~

Community Meeting #1

~~Thursday, November 14 at 5:30-7:30 p.m.
Location: In-person at the Cherryland School site~~

Community Meeting #2

Saturday, November 16 at 10:30 a.m.
Location: In-person at the East Ave. School site

Community Meeting #3

Thursday, December 2 at 5:30 p.m.
Location: In-person at the Tennyson High School site

Community Meeting #4

Saturday, December 7 at 10:30 a.m.
Location: In-person at the King Middle School site



TK MOU Update

[Please refer to last week's Friday Follow-up for previous TK MOU updates.](#)

Update: We are scheduled to meet this Monday. We hope to bring news to the FRA meeting.

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.



Mandated Trainings / PUBLIC WORKS

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 or PD 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.**

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.

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.



CTA Issues Conference Sign-up

HEA is looking to sponsor **2** Members to attend the CTA Issues Conference on January 17th - 19th in Las Vegas. If interested, email the HEA office **before 4pm, November 20th!**

The CTA Issues Conference brings together local leaders and activists to learn, discuss, and strategize so that we can organize and increase our collective voice on the state and local issues that matter most in education. This year's sessions will include hot topics and skill- building sessions that can be put to use immediately! [See the attached Issues Conference flyer for details.](#)



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!

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 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!](#)

CTA and NEA Positions Open

PLEASE NOTE: The Below positions are not HEA Representative Positions. HEA Rep positions will be shared later in the school year with our other HEA Board Elections.

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.



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.



Virtual HEA FRA Meeting	Monday 11/18/24 @ 4:00pm
HEA Board Meeting	Monday 12/2/24 @ 4:00pm
HUSD School Board Meeting	Monday 12/16/24 @ 6:30pm