



## HAYWARD EDUCATION ASSOCIATION

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Website (announcements, forms, contract, etc.): [www.heahayward.org](http://www.heahayward.org)



### July 18, 2024 – Thursday Thought

THE DUTIES OF A TEACHER ARE  
NEITHER FEW NOR SMALL, BUT  
THEY ELEVATE THE MIND AND  
GIVE ENERGY TO THE CHARACTER.

– DOROTHEA DIX

#### Enrollment Team

A shout out to Julie Rubia (still contributing after retirement), Lisa McClaine (Eldridge), and Kim Steffen (Cherryland). They are the HEA representatives on the Enrollment Team. During the past 2 weeks, they have advocated tirelessly on behalf of the teachers and students at the Year-Rounds, making sure that arguments are made to defend and advocate for proper student/teacher ratios to the benefit of both learning and teaching, arguing for increased teacher allocations so that classes are not stuffed to the maximum, and advocating for less combos being formed rather than more formed. Their voices are strong, eloquent, and passionate. We thank them for their tenacity and their advocacy. Without them, it would appear that the District would make very different decisions - to the detriment of our teaching and learning environment.

#### Payroll Issues

We received a call from the District saying that we now have a new CBO to replace Allan Garde (he went to the County) and that the person was welcomed with a payroll issue that does not appear to involve HEA members. It seems that the retro pay was not calculated correctly for some classified (e.g. SEIU or AEOTE members) summer retro work and that the payroll department would be focusing on reconciling the difference for a while. That said, calculations for HEA membership appear to be correct and we were receiving the call as a courtesy. We asked that we get any updates (particularly if there are any that may include our folks) as early as possible.

Please note that if any monies ever need to be paid back, the practice has been that folks:

- Are given the formula by which the amount was determined
- Have a year from the time of notice to pay back the amount
- Can meet with the payroll clerk, HEA, and HR to determine the accuracy of the overage and create a payment plan that works for the individual within the one-year timeframe.

If you ever receive notice that you were overpaid, please let HEA know right away so that we can make sure you get support to the fullest extent possible.

#### (It Bears Repeating) Evaluation Timeline

The admin can review the evaluation process and timelines with the staff at the first staff meeting. HEA has reviewed the timelines and [included the Evaluation Timeline here](#).

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## 2024 CTA LGBTQ+ Issues Conference - Call for Presenters

CTA is seeking engaging presenters for the 2024 CTA LGBTQ+ Issues Conference.

The Conference Planning Committee will review all applications and select the presenters based on the following criteria:

- Relevancy to the conference program and attendees
- Inclusion of topics outlined below
- Evidence of knowledge of the subject matter
- Positive prior presentation experience

[Find out more about how to apply to be a presenter here!](#)

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## HEA-Endorsed HUSD School Board Candidates

On Monday, May 20, our FRA voted to solely endorse **Peter Bufete, Sara Prada, and Austin Bruckner-Carrillo** for the HUSD School Board election taking place in November. There are several key issues in the coming election, such as charter school expansion and striving to replace censured school board member Joe Ramos. We will need teachers to volunteer this Fall if we are to win in November! If you are interested in volunteering, reach out to HEA PAC Treasurer Jesse Gunn at [jessegunn03@gmail.com](mailto:jessegunn03@gmail.com).

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## 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!](#)

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## **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 7/24/24 @ 6:30pm**