



HAYWARD EDUCATION ASSOCIATION

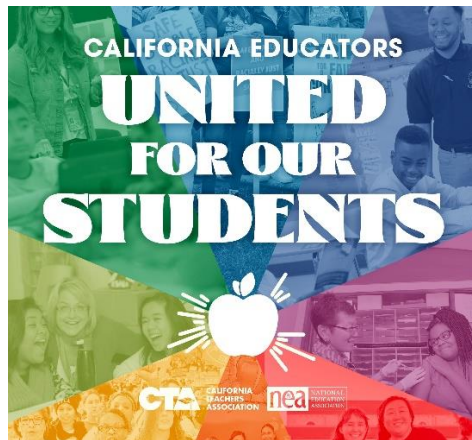
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Website (announcements, forms, contract, etc.): www.heahayward.org



May 10, 2024 – Friday Follow-up



Teacher Appreciation Week

This week, we celebrated educators and nurses with Teacher Appreciation Week, Day of the Teacher, and National School Nurse Day. Thank you for choosing a profession that deserves an Appreciation YEAR rather than week or day.

While our jobs do not always come with immediate gratification, the reward surpasses the wait when we see a student grow in academics, social skills, problem-solving, and the ability to gain strengths and become a little more resilient because of something we have said, taught, read, or provided in an activity. Thank you for your tireless efforts, your unwavering belief in our students, and your relentless pursuit of excellence. Your impact ripples through generations, leaving an indelible mark on the world. Here's to celebrating you and the profound difference you make every single day!

Urgent Action Needed!

Hayward Collegiate, a small K-6 charter school in Hayward that enrolls about 200 students, is seeking approval to expand into middle school and double the size of their K-6 enrollment. Their projected enrollment increase of 340 students over the next several years will end up draining more than \$5 million from HUSD. The Alameda County Board of education is holding a hearing on their expansion this **Tuesday, May 14th at 6:30pm**. We need everyone to help us oppose this expansion. There are three actions that we can take between now and Tuesday, and we strongly encourage all HEA members and supporters to take at least ONE action below:

1. **If possible, please join us at the hearing on Tuesday 5/14 at 6:30pm.** It will be held at the San Lorenzo Unified School District Boardroom located at 15510 Usher St. in San Lorenzo. Wear your Hayward or HEA gear, so you can show support even if you are unable to speak (speaker time will be very limited).
2. **Please send personal emails to the Board of Education Trustees expressing your opposition to Hayward Collegiate's expansion.** Review the suggested talking points below, but the more personal, the better. Please send messages to all trustees below **before Tuesday 5/14**:
 - Joaquin Rivera jrivera@acoe.org
 - Angela Normand anormand@acoe.org
 - Ken Berrick kberrick@acoe.org
 - Aisha Knowles aknowles@acoe.org
 - Janevette Cole jcole@acoe.org
 - Eileen McDonald emcdonald@acoe.org
 - Cheryl Cook-Kallio ccook-kallio@acoe.org
3. **Submit written public comments to the Board of education via their website.** You will be commenting on agenda item #9A: Determination - Material Revision - Hayward Collegiate, and recommending a NO vote on this agenda item.

Based on many conversations we have had with trustees and others, we are strongly recommending the following talking points to use in your messages. Feel free to choose one or more topics below and use the notes as a guide to create your own message. We are always strongest when we talk about our personal experience, and the experiences of our students.

SUGGESTED TALKING POINTS:

1. HUSD (like most Bay Area school districts) is facing the twin pressures of declining enrollment and a poor state budget outlook, and carries a very low reserve. The equivalent of 50 FTE classroom positions have already been cut for next year in anticipation of insufficient funding

from the state, and the district closed two elementary schools in the 2022-2023 school year. We are very concerned that Hayward Collegiate's expansion would force additional cuts that will eliminate classes and services our students depend on.

If your elementary or middle school had to cut sections/positions this year, describe those cuts and the impacts on students. Members from Bowman or Strobridge might also talk about the impact of those closures, and the disruption caused to students, staff, and the surrounding community.

2. Hayward Collegiate does not provide any programs and services that are new to Hayward schools. In fact, HUSD's programs and services are more extensive than any offered by Hayward Collegiate.

Promote HUSD middle and elementary programs you are familiar with, and student success stories that counter Hayward Collegiate's claim that Hayward schools fail students. Especially Middle College, VAPA, and language programs/supports.

3. We understand that the parents of Hayward Collegiate students love their small school and feel it serves their students well. We want all parents to feel that way about their kids school. But the cost of their expansion will be harmful to surrounding schools and are likely to result in cuts to programs and services that serve thousands of kids. We can't support a decision that benefits a handful of families at the expense of thousands of other kids in Hayward.

Avoid attacking Hayward Collegiate and their families. Focus on the harm caused to HUSD if additional students and revenue are lost, and advance the idea that the cost of this expansion far outweighs the benefit.

Wednesday's School Board Voting Results

At Wednesday's School Board meeting, the Hayward Board of Education unanimously voted to approve the Tentative 2022-2025 Collective Bargaining Agreement, including the 2% retroactive salary increase effective July 1, 2022 and the 8.5% salary increase effective July 1, 2023.

Once we receive confirmation from the District, we will follow up with folks about the timeline to implement our retroactive salary payments and other important updates.

[The complete text of the negotiated changes and salary schedules are available here.](#)



CTA Summer Institute - For FRA and FRA Alternates

This year, CTA's Summer Institute takes place from July 24-July 28 at the Westin Bonaventure, Downtown Los Angeles. Offering sessions in a variety of areas that assist FRA in the day-to-day representation of their members, this five-day event will feature hands-on activities to hone the skills needed to meet the challenges of the coming year.

HEA is sponsoring 2 FRA Reps or FRA Alternates to attend the CTA Summer Institute, including housing and transportation costs. Sign up by emailing office@heahayward.org before **May 24, 2024**. See the [attached flyer](#) for more details.

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!](#)

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 starting June 1, 2023.** See the attached [Classroom Grant Flier](#) for more information.



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.

 *Mark Your Calendar*  *Mark Your Calendar*  *Mark Your Calendar*  *Mark Your Calendar*  *Mark Your Calendar*  *Mark Your Calendar*

- **HEA Board Meeting – Monday 5/13/24 @ 4:00pm**
- **Alameda County School Board Meeting – Tuesday 5/14/24 @ 6:30pm**
- **HEA Virtual FRA Meeting – Monday 5/20/24 @ 4:00pm**
- **HUSD School Board Meeting – Wednesday 5/22/24 @ 6:30pm**