



## HAYWARD EDUCATION ASSOCIATION

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



## July 11, 2024 – Thursday Thought

### Welcome Back!



### Welcome Back!

We hope everyone had a restful break and rejuvenation is in place (at least until the next break!)

We sent the below messages on Tuesday evening to year-round FRA. So, in case you missed the messages or need to reference them again ...

### Mandated Trainings/Public Works

Most, if not all of us received notice regarding Trainings that are to be completed this Fall. Within that notice, we were given access to completing the training. We notified the District immediately because we had received word from the District prior to the notification that the Mandated Trainings are to be completed during one of the PD days in August and at subsequent staff meetings during the year, including the first staff meeting on the workday. In response to our call, the District sent out an email to say that folks should not do any trainings on their break nor on their own time during their work day. In other words, **you should not use your own time outside of the workday to do this work (e.g. not during your prep time, collaboration time, or lunchtime.)**

### Balancing Period

(A change in contract language) The balance period for class adjustments is now **12 days** not 15 days.

With regards to the new class size language, we have included the new [2022-2025 Contract Language](#) herein.

### 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](#)).

### Staff Meetings

(A change in contract language) A site staff meeting called on the workday prior to the first day of the student calendar **shall not exceed 75 minutes** (if the staff meeting went over 75 minutes, let us know!

### Kinder Lunch

It is **allowable** for kinders to have lunch at the end of the day. If Kinder teachers decide to have lunch at the end of the day - let SBDM teams know so they are aware (it is not a matter of permission - it is simply providing information to SBDM so that the site can support the schedule with noon supervisors, etc.) Please let HEA know if you need assistance.

## Year Round Contacts

In addition to your site FRA reps, your Year-round HEA Board Liaison is Elvia Gauzin @ Park. ([ecgauzin@gmail.com](mailto:ecgauzin@gmail.com) cell: 510-731-7126) and/or feel free to contact Mercedes (510 828-1899 or [president@heahayward.org](mailto:president@heahayward.org)). Please feel free to reach out if you have any concerns and/or questions.

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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!](#)



## **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 Shout-out**

We would like to thank Elvia Gauzin for the advocacy that resulted in Park getting their materials in time for the start of school. As a result of a District purchasing misstep (they did not let the site know until the day before school was to start that materials - pencil, crayons, and composition books - could not be ordered using Office Depot because they no longer had a contract with ODP), materials were not provided on the Teacher Workday for distribution, as expected. In the end, and after several lengthy conversations with the District (including the Superintendent), materials were delivered to the site, by a team of District folks, after the teacher workday.

While we are appreciative of the work and scramble of the District, we are in hopes that clearer and more timely communications are made to avoid a repeat of this type of situation and we will no longer be subject to the unfortunate expectation that teachers will fill the void for the missteps of others.

We are stronger when....

## ***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**