



HAYWARD EDUCATION ASSOCIATION

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November 22, 2024 – Friday Follow-up



Grateful for You

As we reflect on our upcoming Thanksgiving week break and in these times of questioning our futures; be it budget, political, state departments, etc., we are forever grateful and appreciative of being surrounded by our HEA/CTA/NEA family to face the storms that are ahead together. Together, we hold the resolve and experience to speak in a united, powerful voice to the benefit of our profession and our students. So within our giving thanks, let us remember to give each other a thank you for the strength, support and guidance that we can, as a union, give to each other for the benefit of the greater good. Thank you and have a great break - you deserve it, we deserve it!

The Catastrophic Leave Bank Needs Your Help!

The Catastrophic Leave Bank needs your help! Currently, **0 days remain in the General Bank** which means that, unfortunately, we are unable to honor catastrophic leave requests at the present time unless accompanied by specific contributions. If you are able, please consider donating to the Catastrophic Leave General Bank. To donate, download and complete a [Catastrophic Leave Contribution Form](#) and send it to office@heahayward.org.

Nobody plans for an unexpected crisis to happen, but when it does, it is comforting to know that you can turn to the Catastrophic Leave Bank (which is 100% made up of contributions from HEA members) and request additional paid leave. This Catastrophic Leave is, as outlined in the HUSD/HEA Collective Bargaining Agreement, "to provide leave to unit members who have suffered from a personal catastrophe (such as destruction of their home or prolonged illness) when the unit member's sick leave is exhausted." See the [Catastrophic Leave Request Form](#) for more information.

Thank you, in advance, on behalf of the many members who have needed in the past (or may need in the future) these donated days for various catastrophic emergencies!

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



November HUSD School Board Election Results

We are excited to finally announce that **all three** of HEA's endorsed school board candidates, **Peter Bufete**, **Sara Prada**, and **Austin Bruckner-Carrillo**, have been elected to the HUSD Board of Education by voters in Hayward. [See the Alameda County Election Results Here.](#)

Thank you again to everyone who made this possible! There were hundreds of hours put in by HEA members who volunteered their time to do canvassing, phone-banking, passing out flyers & holding up large campaign signs outside of sites before or after school, having conversations with community members, and voting in the election. Every effort was significant and, based on the narrow margin of the 3rd seat's victory, is what made this big win possible! This victory belongs to all of us, and we look forward to working with the newly elected board members on behalf of our students and teachers. We have shown that when we stand united, there's no limit to what we can achieve.

Here's to the future of our Hayward schools and HEA — together, we are stronger!



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.



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

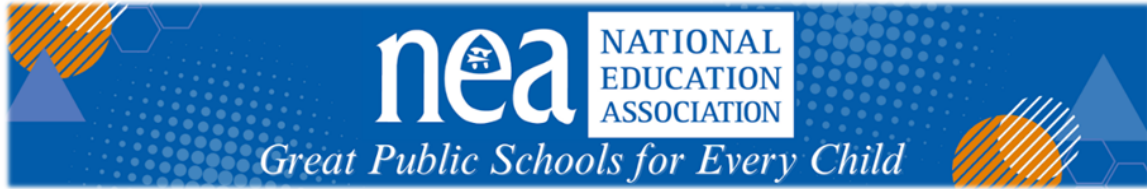
Did you know that your CalSTRS pension will only cover, on average, 50% to 60% of the income you will need in retirement (according to the CalSTRS Member Handbook 2023)? This is why CTA has created a retirement savings plan to help make up the difference.

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!](#)



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.



- HEA Board Meeting** **Monday, 12/2/24 @ 4:00pm**
- HEA FRA Meeting** **Monday, 12/9/24 @ 4:00pm**
- HUSD School Board Meeting** **Wednesday, 12/11/24 @ 6:30pm**