



HAYWARD EDUCATION ASSOCIATION

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June 7, 2024 – Friday Follow-up



Enjoy Your Summer – You Deserve It!

Here's to summer!! May the days of unwinding be long days; Filled with family, friends, and overall self-care!

Whatever you do this summer break to unwind and rest, we hope it is filled with laughter, and a sense of self-worth! You deserve it! You have earned it! And if it hasn't been said enough, the union thanks you for all the tireless work you do, directly and indirectly to make our jobs and our union recognized for the good work that we do for our profession, for our students and for our community at large! So, raise a glass of whatever it is you are drinking and give a cheer for a job well done!

Retro-Paycheck Timeline Questions

We have received a lot of questions about the wording on the recent retro-check paystubs and were given clarification again from payroll with the below details:

- **June 5 check:** 2% for July 2022 - April 2024
- **May 31 check:** 2% for May 2024
- **June 6 check:** 10.67% for July 2023 - May 2024 (*When the payroll system calculates, it is saying its 8.5% because it is 8.5% on top of last year's rate of an additional 2% [which is now compounded] totaling 10.67% for this year*)
- **June 20 check:** Retroactive payments for Extra Duty, Summer School, and Appendix A.
- **June 28 check:** 10.67% raise for June 2024 and adjustments to stipends.

See the attached [Payroll Adjustment and Retroactive Payments Communication](#) from HUSD Business Services about the compounded pay from the recently ratified contract, paycheck timeline, and FAQ's.

Summer Differed Pay will be issued on July 8th!

For questions about how this increase might impact those who have retired/are retiring, taxes, how to get answers to specific scenarios, etc., please refer to the district's [Retro Pay and Stipend FAQ](#).

SVEF Summer School

For SVEF Summer Program folks, you do *not* have to sign a contract but should complete the survey. [See the related communication from the Ed Services attached](#).

Grievances

Rest assured that the end of this school year doesn't mean an end to our efforts for current grievances. We will place grievances in abeyance so the timelines are maintained. We will also have a final HR meeting next week and will work to get closure on the urgent matters (assignments and packing, PD and related MOUs that impact the start of the year, etc.) to the extent possible.

HEA Office Summer Schedule

The HEA Office will be closed June 17 - July 5 and will pick back up when Year Round returns on July 9 with a reduced schedule of Tuesday - Thursday from 12:00pm – 4:00pm (including being in the 93 Jackson St. HEA Office on Wednesdays from 12:00pm-4:00pm.)

Please email office@heahayward.org for the HEA Office or president@heahayward.org for Mercedes, if assistance is needed during that time.

2024-2025 Calendars

It's worth repeating that the remaining 2024-2025 calendars have been negotiated! [You can find the Tentative Agreement Calendars here!](#) Again, these calendars are still pending approval from the HUSD School Board but we do not anticipate any change from the dates presented.

Retiring Members

We celebrate all the 2023-2024 retirees and their many contributions to the union, the district, and most importantly, their lasting impact upon our students' academia as well as preparing them to be positive contributors to our world! A heartfelt THANK YOU!

Diana Alvarez

Melody Kirk

Argelia Ramos

Charlene Bigelow

Joanne La Mar

Eric Roudabush

Jo Dana Campbell

Stephanie Magallon

Juliana Rubia

Tiger Craven Neeley

Cecilia Mckenna

Melvin Ruddell

Katherine Day

Sharon Meehan

Paul Skender

Fredy Del Aguila

Paul Mitchell

Kathryn Spyksma

Betty Easterday-Graffe

Christine Montenegro

Michael Stroud

Toni Echaves

Darlene Moore

Paul Thomas

Saranga Gupta

Robin Moyle

John Vail

Lorraine Harrington

Luz Pickerell

Theodore Weller



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.



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

- **HUSD School Board Meeting – Wednesday 6/12/24 @ 6:30pm**