



## HAYWARD EDUCATION ASSOCIATION

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



### August 9, 2024 – Friday Follow-up



#### **Welcome Back!**

Welcome back to Traditional calendar folks! We hope you had a restful break and that preparations are in place for another school year!

#### **It Bears Repeating**

Much of this was sent to Year-rounds in their welcome back message in July, but we thought Traditional calendars could use much of the same pieces of information as we begin a new year....

#### **Balancing Period**

(A reminder of the 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.

#### **Staff Meetings**

(A reminder of 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.

#### **Evaluation Timeline**

Included is the [Evaluation Timeline](#) in all its detail. As a starting place, on the Teacher Workday, during the Staff meeting (yes, the contract allows for a **75-minute** *[correction from last week's Friday Follow-up]* staff meeting), the site admin should:

- Cover the evaluation process
- Let you know whether you will or will not be evaluated this year
- Distribute forms and discuss next steps, including the scheduling of meetings

Please remember that if you are a prob or a temp, they must evaluate you. If you are a veteran, and your last evaluation was in good standing, then you may eligible and want to consider a peer evaluation or portfolio (neither of which includes a formal evaluation from site admin.) You may also request a 5-year skip option. Please see Article 13 Evaluation in [the contract](#) for details. **If you have any questions anywhere along the way about the process or feel that something is not right, please contact your site rep (and they will share it with HEA leadership) or HEA leadership directly.**

#### **August 13 PD Day Sessions**

[Attached are the learning sessions for the district PD #2.](#) There is handicap parking and carts available for those of us who need assistance at CSUEB. We have requested that they include this information in their documents. They let us know that they plan to send the documents to the site admin. The site admin is expected to share the info with staffs on Monday.

#### **TK News**

We are excited that TKs have an opportunity to have their own PD specifically designed for their explicit needs. Not only did our advocacy achieve the gain of having a specific PD, but our members' voice is in the creation of the PD itself and much of the PD will be teacher-led. We are

still finalizing the TK language that will provide guidance and clarifications regarding the work within the TK program. A shout out to Johanna Normart for her leadership and advocacy of TK teachers.

### **Mandated Trainings/Public Works**

Most, if not all of us received notice over the Summer 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.)

### **Enrollment Team Info**

We will meet next week and review numbers and class sizes, aligning them with the new contract language. The HEA team members on the Enrollment Team (Julie Rubia, Kim Steffen, Lisa McClaine, Mary Walsh, and Mercedes Faraj) found satisfactory resolutions to class size issues for Year-Rounds and we will continue the fight to adhere to the gains in the class size language.

### **Minimum Day Guidance**

Attached is the updated [Final Minimum Day Guidance Memo 24-25](#) that we received from the District. Please make sure we pay attention to the update which now reflects a total of **29 minimum days for TK/Kinder**. This is a change from the end of last year so we have requested that the District send the document to the co-chairs of SBDM and share with the entire staff.

If you have not already done so, please update your [24/25 Minimum Day Request Form](#) and send it to Ms. Marisol Cothorn ([mc197@husd.us](mailto:mc197@husd.us)). Please let us know if you have any questions.

### **Cleaned Classrooms**

We have learned that some classrooms are not completely cleaned as of today. We have made many calls to make sure that classes are ready for the return of the teachers prior to the workday Wednesday. The District appears to be scrambling to make that happen. Please remember, you can ask for assistance related to the classroom preparation and clean up. Also, if anything is missing (District provided materials/equipment and or personal items used for instruction), please fill out a reimbursement of replacement form.

### **New Hire Orientation**

Yesterday, nearly 50 educators attended a new hire orientation at the HUSD Performing Arts Center. It was a time for the HEA Board members and the Membership Committee members to shine, brag about the union's offerings and accomplishments and welcome/recruit new certificated staff into the union! Thus far, the New Hire Orientations and the recruitment efforts have resulted in maintaining a strong union membership both in number and voice! If you are a new hire in the district and were not able to attend yesterday's orientation, reach out to your HR Credential Technician for more information about the next orientation.



### **School Board Election Update - Winning for ALL Teachers and Students**

This Fall, HEA members have an opportunity to elect a school board that we can count on to stand with ALL educators and students to make the best decisions for Hayward schools. The stakes for us are high this November - censured Trustee Joe Ramos is running for re-election, and it's our job to make sure that all Hayward voters support the slate supported by educators:

***Austin Bruckner-Carillo, Peter Bufete, & Sara Prada***

These candidates have all pledged open communications with HEA as Trustees, oppose the expansion of charter schools in Hayward, support safe and inclusive schools for all students, and desire more engagement with educators, students, and families.

We have learned that our school board race may attract significant attention and funding from outside organizations looking to advance a radical agenda through local school boards ([See this recent campaign communication from Austin Brockner-Carillo for more information](#)). Our direct involvement to talk to voters will be critical to winning this board race. Polls have shown that nearly

three quarters of voters support candidates preferred by teachers, but it's our job to make sure everyone knows who we support!

Details are being finalized for precinct walking and other activities starting in September, so please stay tuned. We need everyone to help out to win the school board our community needs this Fall.



### **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 Flier](#) 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!](#)

### **CTA Conference Incentive Grants**

Did you know that CTA also offers incentive grants to attend CTA conferences? These CTA statewide grants are a great opportunity offered by our CTA Board of Directors. [Please follow the CTA guidelines and apply if you are interested.](#)

CTA Grants are available for the following Conferences:

- Special Education Conference - September 27-29, 2024
- 2024 LGBTQ+ Issues Conference - November 15-17, 2024

Also, keep any eye out for our local HEA sponsorship opportunities in the Friday Follow-ups!

### **Region 1 Leadership Conference**

Strong leaders equal strong unions. This conference will cultivate your leadership talent so that you can lead your union to make life-changing improvements in public education for our students and our members.

Join us for the Region I Leadership Conference on September 13-15, 2024. Sessions are centered on "Empowering Leaders: Fighting for Our Members, Students, and Public Education". [Click here for more information about the conference.](#)

### **Special Education Conference**

Registration for the 2024 CTA Special Education Conference is now open! Join with your colleagues and content experts at the annual CTA Special Education Conference at the Hyatt Regency Orange County on September 27-29, 2024.

This conference covers a wide variety of topics of interest to the classroom educator and resource professional. Sessions are peer-led to ensure you are learning from experienced educators while exchanging perspectives and networking with colleagues. [Click here for more information about this conference.](#)

If interested in being sponsored by HEA for this conference, please email the below information to [office@heahayward.org](mailto:office@heahayward.org) **before Thursday, August 15th!**

- Name
- Non-HUSD email address
- Phone Number
- Have you ever been sponsored by HEA for a Conference? (If so, please share for which)
- Grade Level (Elementary, Middle, High, Etc.)
- Years of Teaching Experience (under 5, 6-15, or 15+)



**CTA Bulletin**

Attached is the [CTA Bulletin](#) with updates about the SAFETY Act, Putting a teacher in the White House, upcoming conferences, and more!

**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.***



- **HUSD School Board Meeting – Wednesday 8/28/24 @ 6:30pm**