



## HAYWARD EDUCATION ASSOCIATION

93 Jackson St. Hayward, CA 94544 \* Phone: 510-538-1051 \* Fax: 510-538-9427

E-mail: [heahayward@aol.com](mailto:heahayward@aol.com) (best way to reach Mercedes)

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



**May 15, 2020 – Friday Follow Up!**



### **FRA REPS**

**JOIN US FOR A VIRTUAL FRA MEETING!**

**Monday May 18<sup>th</sup> (for Elementary) from 4:00 – 5:00.**

**Tuesday May 19<sup>th</sup> (for Secondary) from 4:00 – 5:00.**

(The HEA Board decided to hold separate grade level meetings with the intention of being able to have more in-depth, grade-relevant conversations at this meeting.)

Sorry that it is such late notice! It was a matter of CTA/HEA and District schedules as well as the state budget and the timing of the discussion with the district about the re-entry plan and the end of the year closing of schools. Come to hear and give input regarding next steps as well as find out ways to help the community! **Meeting login details will be sent to FRA in a separate email.**

### **Return Plan**

On Monday, May 18<sup>th</sup>, the district will share their end of the year school closure plans and the return/re-entry plan as it relates to year round schools. Since this meeting will be just before FRA, the bargaining team plans to share the information at FRA, including the criteria for the district's decision as well as next steps. As a reminder, any changes reflecting COVID-19 would need to be negotiated, but at this point, neither the state nor the county have determined what a re-entry would entail. Rest assured that the HEA team will advocate and work towards the best and safest working conditions to the extent possible. Within any re-entry plan, we will consider health factors, necessary safety precautions, etc.

### **Budget**

The May revise has come in and we will discuss this at the FRA meeting on Monday. Clearly, at first glance, it is what we could expect under COVID-19. The district is quoted as saying that it is an additional 10% cut to the budget, while CTA analysis is saying closer to 7.5% when off set with other factors. That said, nothing is in stone, and we will continue the analysis and the **potential** impact upon HUSD's budget and next steps.

## **HUSD Townhall**

The District is holding a Townhall meeting on May 18<sup>th</sup> at 6 pm. The details (e.g. [Zoom link](#)) can be found on the [District website](#).

The District will be asking general input questions. We have heard from some of you that the District has asked these questions of members. Typically, when entering into bargaining, we discourage answering questions (unless they are from us – LOL) that will impact bargaining or the framing of the changes to working conditions. In this case, since we do not know what anything will look like or what parameters we will be working under, the information shared will be used to frame the conversation between the district and the union and will not be used for bargaining purposes that may occur in the future. Thanks to those that checked in/gave a heads-up regarding the questions.

## **Election News!**

HEA was in the middle of both our local board and NEA/RA elections when the shutdown started. NEA has recently advised locals that have fewer candidates than seats to declare their candidates representatives by acclamation. CTA has now advised locals that had started their elections to pause them, extend the terms of the incumbents to the completion of the election, and resume the current election when we return to working at our sites.

Our HEA board has adopted these directions from NEA and CTA, so congratulations to our new NEA Representatives and all members please be ready to vote in our local election when we return. The elections committee will provide new ballots and candidate statements at that time.

## **Calendar**

As a reminder, traditional and year-round calendars will be going forward to the School Board for their May 20<sup>th</sup> meeting. As has been the practice, the calendars are based upon the surveys taken. Other calendars (e.g. Adult Ed and Helen Turner) will follow (Typically, the traditional and year round calendars provide the framework for these calendars.)

## **Adult Ed**

HEA is working to ensure that Hayward's Adult Ed members are included in communications. HEA has scheduled a meeting with HUSD representative to follow up on this matter.

## **Sp Ed**

This week, we continued to discuss the need for clarity and updates re: tele-therapy, consent forms and service logs. The District has also scheduled "job alike "meetings (to discuss any particular issues within SDC or RSP) for May 19<sup>th</sup> (SDC) and 5/21 (RSP). The dept. is also to distribute FAQs by Monday of next week.

The FM equipment for the Deaf and Hard of hearing will be provided, hopefully, by next week. An inventory has been taken of the equipment and more orders will be made as necessary. HEA will continue to monitor the timeliness of the orders. Please let HEA know of concerns.

There was also discussion regarding the optional use of Presence Learning - a tele-therapy platform - for SLPs. The District believes that this platform answers the concerns regarding the implementation of tele-therapy. HEA clarified that this platform is optional and temporary for the purposes of working through COVID-19 and school closures. We also discussed the fact that SLPs can expect to receive support if they decide not to use this optional platform.

### **Summer School**

HEA has started the process of bargaining about Summer School. Clearly, the continuance of using distance learning as the preferred COVID-19 method of teaching will be considered as well as other considerations surrounding the number of days, hours of the day/week, etc. Cyber High is also included in the discussion as well as Sp Ed Extended School Year provisions.

### **Involuntary Transfers**

Involuntary transfers took place “virtually” this week. We let HR know our concerns regarding the Master Schedule not being complete and its potential impact on assignments. HR will consider issues/concerns brought forward as they relate to the Master schedule. Please let HEA know if there are any concerns. Once positions have been chosen, the remaining vacant positions will be filled potentially with temps, new employees, and voluntary transfers.

### **Power Sessions**

Power Sessions covering many topics have been developed and offered to folks. HEA is ensuring that proper compensation is given to members in the development of these sessions. We will be meeting with Lisa Davies again about this to come to a common understanding regarding development compensation/hours held, etc.

**We look forward to seeing FRA reps on Monday, May 18<sup>th</sup> (elementary) and Tuesday, May 19<sup>th</sup> (secondary) where we will continue to Stand Up! Stand Strong! Stand Together!**