



HAYWARD EDUCATION ASSOCIATION



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

E-mail: president@heahayward.org (best way to reach Mercedes) or office@heahayward.org

Website (announcements, forms, contract, etc.): www.heahayward.org

March 26, 2021 – Friday Follow-up

READY, SET...

SPRING BREAK!

Small Cohorts Spring: In-person Return

A brief history:

In December, the District decided, with the support of the District Advisory Team (DAC), that we would continue the distance learning for the remainder of the year, because, in part, the District did not want to disrupt established schedules of both teachers and students.

In February, because the State allowed it, we negotiated 2 schools' small cohorts (Southgate – 10 students and Fairview – 12 students.) The return did not involve in-person instruction nor support from HEA members with the exception of nurses who had the option to help virtually. We also negotiated for the return of sports programs to the high schools to the extent that the State allowed.

The first day at the 2 cohorts included breaches of the MOU, including a lack of PPE supplies, an additional cost of \$5,000 incurred because the District had not prepared the right signage and had untrained staff administer the screening test. In addition, the high school sites' sports programs were not provided with enough disinfectant to cover the safety provisions to be followed. There are many more examples of breaches of the MOU and putting students and teachers at risk, but are too numerous to mention.

In February, the DAC again gave support to the District for staying with distance learning for the remainder of the year, citing safety and consistency as the primary reason.

In March, the State provided incentives to open – Matt Wayne began to survey parents and employees to get a sense of where folks are regarding the prospects of a return.

March 24th, The Board accepts the District's plan to return – anyone and everyone who has responded to the affirmative is told they can attend. **The program would have the targeted start date of April 19th.** (HEA advocated for the date being a “target date” - not the hard date)

In terms of the bargaining process, HUSD can formulate a plan and it is HEA's role to bargain the impact upon members. Within bargaining, aspects of the plan may change.

They have had all year to prepare but instead...

There is still \$7 million of equipment that remains to be purchased/ordered/distributed. When asked, the District did not know the remaining cost of the program – cost of staff, materials, etc. It appears they have considered the cost of equipment before the cost of directly serving our students.

Because they only received 8,000 of the 19,000 parent/guardian surveys, **they have extended the parent survey until April 7th** – further reducing the number of days to prepare. They will need to align the number of students willing to go in with teachers.

Of the 62% of “District staff” employees saying “yes” or “maybe”, there are **119 “yes” responses from HEA members (90 High school, 9 middle and 20 elementary)**. That said, it is not clear if all

or any of those members are classroom teachers. Clearly, the 62% is inflated to make it appear that there are more folks saying yes than not. The need for accuracy is crucial in bargaining to meet the needs of the membership and our students. Currently, the District's proposal would need at least 400 teachers (PreK – 12) to respond to the 4000 - plus students that have said they would be willing to return. They still don't know how many teachers are available and how many they will need to require to come in (They plan to require the least senior members at a site if they don't have enough volunteering teachers.)

There is no consideration for Year Rounds spring break, which ends April 12, meaning that they would have less than a week to reconcile classes, and put all safety provisions in place.

The District did not fully disclose information when they neglected to inform HEA that there are 3 additional in-person preschools at Fairview, Ruus, and Southgate. When asked, the District did not have any idea how they were going to fill these positions. The agreement is only as strong as the information we receive.

There is no consideration for our afternoon schedules. Currently, we provide interventions, office hours, preps and specialized services, let alone staff meetings, collaboration time and PD, etc. The District proposes we (the members and parents/guardians) simply adjust the times, which means ultimately our days would be considerably longer.

Earlier this week, a site assessment was completed, but it was not clear if any given room had "proper air ventilation." We are waiting for the definition of "proper air ventilation" – a door open (causing safety concerns), all windows open, one functioning window, etc.????

The surveys were meant to be used as a gauge to measure interest levels, but Matt Wayne is now using them as a commitment to participate in the in-person program.

HEA was assured by Matt Wayne that we would be able to see the actual survey responses. To date, despite requests from HEA, we have not been afforded the opportunity to see them.

The HEA Bargaining team will continue to bargain in good faith, recognizing its responsibility of ensuring a safe and educationally sound return for its members and the students we represent. It is not a matter of not wanting to go in – it is a matter of going in safely and meaningfully meeting the needs of our students. Any delay will be the result of the District's seeming lack of vision, forethought, and preparation.

We share these concerns with our labor brothers and sisters, administration (they sent a letter to Matt Wayne expressing concerns), and community members. As always, we will stand up, stand strong, and stand together as a united voice in advocacy for a safe and effective teaching and learning experience! Please don't hesitate to email HEA.

HEA Board Elections

HEA Board elections have begun! Attached is a copy of the [Election Announcement and Timeline](#). If you are interested in running for any of the below positions, please complete a [Self-Nomination Form](#) before April 19th, 2021.

Open positions are:

- One Secondary Director (two-year term)
- Two Elementary Directors (two-year term)
- Two State Council Representatives (three-year term)
- Three State Council Alternates (three-year term)

Please note the deadlines on the enclosed documents. *Late submissions will not be accepted. No exceptions can be made.* Thank you for all your hard work!

CTA Retirement Workshop

CTA is offering a **virtual Retirement Workshop on April 12th, from 4:30pm-6:30pm**, because you're never too young or old to learn about your CalSTRS benefits, programs, and services! There will be materials and discussion of the CalSTRS retirement benefit formula, options, Defined Benefit Supplemental program, survivor benefits, legislative changes, and Social Security Offsets. See [the attached flyer](#) for more information and to RSVP! But space is limited to 300 ppl., so register asap!

CTA IFT Grant

CTA offers **Educator Grants up to \$5,000 or Impact Grants up to \$20,000** every year to members across the state through their IFT (Institute for Teaching) program. In fact, HEA has had members receive one of these grants every year for the past several years! Interested in being the next educator to receive a grant to help your students succeed? Check out the grant requirements and application on the [CTA-IFT website!](#) The deadline to complete the grant application is **Wednesday, March 31, 2021!**

Scholarships, Inc.

Scholarships, Inc. is a totally non-profit, all-volunteer organization, established in 1959 in order to pool community resources to assist Hayward's public and private high school graduates in obtaining scholarships. They have given over \$750,000 in scholarships since their organization began. Each year, they hope to give scholarships to 16 graduating seniors from Tennyson High, Hayward High, Mt. Eden High, Moreau Catholic, Brenkwitz, and Hayward Adult School. Last year they gave \$51,000 in scholarships.

Beginning April 1st, Scholarships, Inc. is holding a fundraiser to raise money for the 2021 recipients. If you are interested and able, please consider supporting this fundraiser and the graduating seniors who will benefit from it. More information can be found and donations made on [the Scholarships, Inc. website](#). Thank you for helping our graduating seniors get a start on their post-secondary education!

ALCOSTA Spring Donation Drive

ALCOSTA Service Center Council is hosting a Spring Donation Drive through the month of April. Check out [the attached flyer](#) to see the items that they are collecting and how you can help!

**Together we are stronger when we
Stand Up! Stand Strong! Stand Together!**

 **Mark Your Calendar** **Mark Your Calendar**

- HEA Board Meeting – Tuesday, 4/13/21 @4:00pm
- School Board Meeting – Wednesday, 4/14/21 @ 6:30pm
- FRA Meeting – Monday, 4/26/21 @ 4:00pm