



HAYWARD EDUCATION ASSOCIATION



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December 20, 2019 – Friday Follow-up!



Tentative Contract Agreement – Ratification Meeting!

LET'S CELEBRATE - not only because we are now on Winter Break, but because at 3:30 this morning . . .

HEA & HUSD SIGNED A TENTATIVE AGREEMENT!

This was possible because of:

All of the **GREEN** at our sites

The attendance at the School Board meetings

The attendance at the District Office on bargaining days

The Rallies

The many late nights from the HEA Bargaining Team
(Thank you: Mercedes Faraj, Mary Walsh, Paulette Albert, Rafael Velazquez, Lance James, Elvia Gauzin, and Nicole Love)

The serious threat of going to impasse, which would have led to a strike!

WE DID IT!!! – We've reached a tentative agreement that will benefit both our working conditions and our students' learning conditions!

Some of the highlights with this agreement include language regarding:

- 4% Salary Increase (retro to July 2019)
- 2% Salary Increase Next School Year
- Class Size Issues Including:
 - Addressing Mainstream Issues
 - Addressing World House Issues
 - General Education Class Sizes
 - EL Specialist Case Loads
- Increased Safety Provisions
- Substituting and Dividing Students
- Calendar Negotiated Earlier
- Improved Working Conditions for SDC
- Increased Communication Between General Ed and Special Ed

The Ratification Meeting is tentatively set for:

January 13th, at Brenkwitz from 4pm-6pm!

Come for more information/details, voting, and tacos!

2020 California Distinguished School

Congratulations to Southgate Elementary for being named a [2020 California Distinguished School](#)! "Thanks go to all the staff . . . teachers, administrators, classified employees, and parents, who are working together to provide high-quality educational experiences for all of their students." said State Superintendent, Tony Thurmond when presenting the list of awardees.

Schools and Communities First

Before you head out for the holiday break, here's a quick update on our priority initiative to restore much-needed funding . . . the [Schools & Communities First initiative](#)! We have a good opportunity before us with the holiday break to double down on our efforts and gather the 150,000 signatures CTA has committed to collect. We still have a long way to go but we would not be where we are today without your strong leadership.

See your FRA rep to sign the petition and when you are sitting around the table with your family or at a holiday party with friends, talk about the initiative and ask them to sign the petition. Better yet, [click here](#) to record a video on why you support Schools & Communities First (SCF) and how the much-needed funding would help your students. **Forward this message on to your members and encourage them to do the same!** *Remember: The member with the most petition signatures turned-in will receive a cash prize!* Petitions are due to the HEA office by the end of February, but if you have any ready to submit, please do-so so we can begin reviewing and counting signatures.

- Schools & Communities First will reclaim \$12 billion overall, but \$4.5 billion every year for schools and colleges. By closing the loophole of corporate property taxes that benefits a fraction of wealthy corporations and investors.
- Will restore funding for schools and community colleges, parks, roads and bridges, firefighters, first responders, affordable housing, homeless centers, libraries, public transportation and health clinics and trauma centers.
- Does not raise taxes on homeowners or renters, while leveling the playing field for businesses.
- [Helps small businesses](#) by eliminating the burdensome business personal property tax.
- Ensures transparency and accountability for all revenue restored to California's schools and local communities.

Good Teaching Conference

The CTA Good Teaching Conferences continue to support excellent teaching and learning practices for classroom teachers via peer-to-peer instruction. Offering a variety of diverse workshops focused on curriculum content areas for K-12 teachers, the conferences provide opportunities for professional development and offer time to network and share ideas with colleagues and experts in the field of education. Join us on Friday for two newly updated and timely pre-conferences.

HEA is looking to **sponsor 4 members** to attend the Good Teaching Conference. If interested, contact the HEA Office **before January 8th**! See the attached [Good Teaching Conference flyer](#) for details.

New Educator Conference

CTA's New Educator Weekend is a new type of conference for CTA members. Participants will be educators in their first three years in the profession. The New Educator Weekend has everything that new educators need to be successful in their first years of teaching with sessions and electives concentrating on:

- Classroom Management – Creating a productive and inspiring learning environment
- Navigating IEP's and Special Education Areas
- Common Core, State Standards, Assessments and Pedagogy
- Teaching is a Career & Student Loan Forgiveness Program
- Resources and Programs from CTA available to members

HEA is looking to **sponsor 4 members** to attend the New Educator Conference. If interested, contact the HEA office **before January 22nd**! See the attached [New Educator Conference flyer](#) for details.

HEA Workshops

Join us in exploring and discussing important topics through upcoming workshops for HEA members. Our HEA Human Rights and Membership team is proud to present:

- Social Justice Unionism – February 13, 2020
- The Art of Questioning to Understand the Mosaic of Privilege – April 30, 2020
- STRS Retirement Workshop – May 14, 2020

See the attached [Workshops Flyer](#) for more details.

Passion Project Workshop for HUSD K-12 Teachers

Passion Project Workshop - January 15th!

- **Who:** Teachers K-12 who are interested in implementing an inquiry-based, Genius Hour, culminating in student-directed Passion Projects and want some guidance in getting started as well as paid time to plan.
- **What:** Instructional Coach, Perrin Phillips and veteran elementary teacher, Raymond Lepinsky share their knowledge and experience with preparing students for selecting essential questions, internet researching and vetting online sources, and creating final projects/presentations. Time will be provided during the second half of the workshop to plan.
- **When:** Wednesday, January 15, 3:45 - 5:00pm
- **Where:** The HUB - 24823 Soto Road, room 16
- **Why:** Our students need our support in finding their passions. Their experiences of life can always be broadened in order to be inspired by people, places, events and innovations that they didn't know existed! We also have a range between students who are disengaged with their educations and students who are high achievers and finish their classwork early. Passion Projects give students of all ability levels the flexibility to dive into their projects at varying depths.
- **How:** HUSD GATE program will fund the workshop by paying a one-hour stipend to participate. Please register by completing this [Google Form](#), or email Kristen Eng Popper at kpopper@hUSD.us.

2019-2020 Grievances (Level II & III)

Grievance	Violation	Details	Status
#1 – Level II Park	Safety	Rooms not regularly cleaned – remedy: have rooms cleaned regularly including vacuuming.	Resolved – Regular schedule of rugs vacuumed
#2 – Level II MLK	Safety	AC not working/no ventilation	Resolved – AC system repaired
#3 – Level II Mt. Eden	Class Size	Students were moved after the 15th day	Filing Level III
#4 – Level II Cherryland	Class Size	A new teacher (less than 4 years) was given 34 students	Resolved – received extra prep and no extra committee work
#5 – Level II Cesar Chavez	Academic Freedom	Bilingual Assistant needed	Taking to level III (Superintendent level)
#6 – Level II Cesar Chavez	Safety	Roach infestation	Resolved- regular traps set/ exterminators. Will continue to monitor



COMING UP...

Next **Central SBDM** Meeting: Tuesday, Jan. 7th

Next **School Board** Meeting: Wednesday, Jan. 8th

Ratification Meeting: Monday, Jan 13th

Next **FRA** Meeting: Monday, Jan. 27th

HEA Office, 9:00am

District Office, 6:30 pm

Brenkwitz, 4:00pm

Tennyson High, F-Wing, 4:15pm