



HAYWARD EDUCATION ASSOCIATION



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April 10, 2020 – Friday Follow-up!



HUSD Distance Learning Plan & Proposed Budget Cuts

A busy week of Distance Learning preparation has come to an end - for now. We have received the HUSD plan for teaching our students and, despite its length, there are many questions and clarifications needed. We knew that there would be when starting down this road. Throughout all the anxiety, questions, clarifications, and criticisms, one ringing message comes through loud and clear – **we want what is best for our students!** There has not been one email, call, or text message that could lead to any other conclusion. One of the emails summarized the plan in three simple sentences: "Do your best. Do what you can. Be kind to everyone." I am not sure about the last sentence being in the plan directly, but the sentence is one we should live by, particularly right now - tolerance and patience are much needed. Next week, we will continue to work through and provide updates, including clarifications and plan refinements, regarding: grades, Sp Ed - practices and regulations, attendance, the use of Zoom, other online programs, etc.

This week has also meant a return to some regularly scheduled meetings with the district (virtually, obviously). In the Budget Forum meeting, we learned that the district is going forward with their budget cut plans and will take their recommendation forward to the School Board meeting on April 22. (More details: time, access, etc. will be provided). **Included in the recommendations will be a cut in District TOSA positions.** HEA shared that we would be remiss in our responsibilities if we did not point out that the very folks that the District believes they can do without, have done more than their part in creating lessons, resources, and support for their colleagues and our students. Conversely, many of the administration positions that are not reflected in the proposed cuts, have primarily supported other administrators. Their work has not been directly related to supporting our students in the same way as TOSA's work. TOSAs have proven their worth and then some (although they had nothing to prove to HEA in this regard!). **TOSAs will need our support at the Board meeting. Please plan on "attending" the meeting so that advocacy for the TOSAs positions does not go unnoticed!**

Next week we will resume more of our regularly scheduled meetings (virtually) including HR meetings and grievances.

Enjoy the weekend and celebrate Cesar Chavez's birthday on Monday - a fellow union activist who helped define the work and successes of unions! Si se puede!

Keep up the good work and take care of yourself and family members and, as always . . .

Stand Up, Stand Strong, Stand Together!

HEA Election News

The Elections Committee is revising the election timeline again and investigating other possible CTA-approved means for conducting the NEA/RA and HEA Board election. We hope to have an update for you soon!

Calendar

Calendar Negotiations are still underway. We will update members in a future Friday Follow-up when we have more information.

Families First Coronavirus Response Act

The Families First Coronavirus Response Act (FFCRA) requires employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. Please review the [attached information poster](#) from the U.S. Department of Labor for more information.

Additionally, if you require time off due to the specified reasons, visit www.husd.us/loa for more information on how to apply for the leave. Please contact HUSD HR if you have any questions.

Schools and Communities First

On April 1st, the Schools and Communities First campaign turned in **1.7 million signatures** - the most ever submitted in California for a ballot initiative. **THANK YOU** for your hard work on SCF, which if passed in November will bring in a much-needed \$12 billion annually for schools and public services.

We will follow-up with CTA regarding the prizes that were announced at the beginning of this initiative for the members who turned in the most signatures.

CTA Bulletin

See the [attached CTA Bulletin](#) for information regarding student loan relief, distance teaching strategies, and how to attend the CTA webinars focusing on: Classroom/Behavior Management in a Digital Setting, Teaching Students Virtually in a Moderate/Severe Program, Teaching Reading Intervention, and more!