



HAYWARD EDUCATION ASSOCIATION



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June 19, 2020 – Friday Follow Up!



Juneteenth

Today please take time to recognize Juneteenth and all of the past activism taken towards ensuring freedom and all the many actions yet to be taken towards deeper systemic freedom.

DACA

We also want to take a moment to celebrate the Supreme Court decision to re-invoke the rights of DACA and all that it will mean to our students and families. Let us help our students visualize a dream and help them along the way towards making their dreams a reality.

Retirees

Last but certainly not least, let us recognize those who have helped contribute to a brighter, more thoughtful future for our students – namely, **our retirees**. Below is a list of retirees thus far. Instead of the typical gathering, we would like to take this opportunity to give our salutations of gratitude for the many years of service that these members have given towards meeting the educational goals and social wellbeing of our students!!! Having started my career with some of these folks, I have seen, on a very personal level, the hard work, care, and dedication given to our students over the span of HUSD years! In a word – humbling! HEA would also like to thank the retirees for all of the support in word and deed given to the union - whether standing on picket lines, collecting signatures of support for a cause, or carrying a sign/speaking up at a School Board meeting – we have been able to make a difference in our work world and our students' world because of your willingness to Stand Up, Stand Strong, and Stand Together! **If you know a person on the list below, please take the time to thank them - they have made a world of difference to our union - our students - education - and the community at large!**

Brock Bannister
Carol Borges
Denise Carr
Erin Curtin
Darlene Fil
Leyla Fremming
Eric Grothkopp

Charlene Guidry
Elizabeth Johnston
Margo Lillig Gruesser
Cathy Murphy
Maria Pedraza
Martha Pena
Laura Retzlaff

Nancy Robles
Michael Rose
Mary Sims
Victoria Smith
Barbara Sorce

Budget

At the time of this writing, we are awaiting word regarding the impact of the state budget upon HUSD's budget. HUSD has repeatedly stated that the impact will be a \$12.5 million deficit that they/we would need to find. That said, if the legislation gets its way, we would have a close to nothing deficit to cover and thus, less negative impacts to our students and members. While we wait to hear about the State budget, we are still waiting to hear the details of any savings incurred by COVID (e.g. electrical, water, etc. while buildings are not fully operational). Thank you to all who called the Governor to have him do the right thing - namely invest, to the fullest extent possible, to our state's future – our students and the folks who directly work with the students!

Lay-offs

As a reminder: While there is an Ed Code provision that states if COLA is funded under 2%, then, the District could do summer lay-offs by Aug 15th – to date, **we have not heard of any plans to lay off folks**. The District would have to share that intention 5 days after the June 15th budget and have any lay-offs completed by August 15th.

That said, we have received a seniority list from HR, although we have asked the District to put it in the traditional format of most senior to least senior - we await the document in that format. **Please continue to check in with all of the members at your sites to get their preferred non-HUSD emails and phone numbers so that they can be properly contacted and represented if needed. Please forward the contact information to HEAhayward@gmail.com. Also, please make sure they have information to confirm their seniority date if it were to be in question. If anyone has any questions regarding their seniority information, they can ask HEA.** Please remind any non-members at your sites that CTA attorneys can only represent members. If the very few non-members that we have would like to join, we can forward membership forms to them – just have them email HEA (or you can send HEA an email on their behalf.)

Return/Re-entry Plan

The HEA and HUSD bargaining teams met again yesterday (June 18th) to bargain the impacts of the District's decision to have Year Rounds continue using Distance Learning as the mode of instruction when the 2020-2021 school year begins. (The District has indicated that the traditional school year will start with distance learning as well.) HEA countered the district's initial proposal and have included proposals about deeper assurances and commitments to safety/social distancing guidelines, PD (paid at a teacher's per diem rate) that would include student engagement practices, instructional strategies and best practices, faster responses to tech issues/concerns, a maintenance of autonomy in terms of academic freedoms, preps, collaboration time, grades and a lifting of evaluation requirements. We also proposed that the admin give 24-hour notice (at least) prior to "joining a class". We will meet again on Monday to receive the counter proposal from the district. As always, a big thanks from the bargaining chair (Mercedes Faraj – HEA president) to the bargaining team of Paulette Albert (Lorin Eden), Lance James (Treeview), Elvia Gauzin (Park), Rafael Velazquez (King Middle), Mary Walsh (Hayward High) and Nicole Love (CTA). It takes a team!

Enrollment Team

HEA representatives will attend the Enrollment Team committee meeting today and throughout the summer to monitor enrollment impact upon our class sizes, assignments and programs.

Charter School

Despite the many emails and words from the community and HUSD employees, another Charter School has been approved by the Alameda County School Board. The exact impact upon HUSD is not clear at this time but we will be working with the District in order to safeguard our students' rights to an HUSD public school education.

Asbestos at Longwood?

Allan Garde (in charge of Maintenance and Operation) met with union leadership (HEA, AEOTE and SEIU) this week. Because of a "mix up", it appears that roof construction (done by an outside agency) at Longwood has exposed asbestos. HUSD will be confirming their findings and next steps to staff members on Tuesday, June 23rd, at a Town Hall meeting. HEA encouraged the District to share the findings and open up the Town Hall to the entire community. We hope they act upon the suggestion. That said, as immediate actions, they asked all folks at the site to leave the area and closed the school to everyone. They also moved the food distribution center that was housed at Longwood. We appreciate the communications with the District. We would also like to thank our members at Longwood who brought the concern to our attention when they were asked to leave the site. It is through sharing this information so quickly with HEA that we could contact the District immediately, thereby ensuring a more immediate and timely response as well as an opportunity to meet with the District representatives.

Continued Actions You Can Do . . .

Hayward Family Support Fund

Please continue to support our undocumented families who need our help now more than ever. The "Hayward Family Support Fund," managed by La Familia, is a local emergency fund for vulnerable Hayward families, including undocumented families, who've experienced economic loss and are ineligible for government aid during the COVID crisis. [The donation link](#) is now live and able to start collecting donations towards the fund.

Please click on the above link and contribute to the fund today. Every contribution counts towards helping our undocumented students and their families.

Longwood, Bargaining, and contributing to the well-being of our community are just 3 more examples of **HEA Standing Up! Standing Strong! Standing Together!**

Reminder of "To Do's"

- Please remember to continue to gather HEA members' contact information at your site (forward contact info to HEA) so we have accurate information for any potential lay-offs.
- Take the time for self-care and enjoy the summer break!