



HAYWARD EDUCATION ASSOCIATION

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“Friday Follow-Up!” (August 30, 2019) What’s Happening!



Welcome Back!

Welcome back to traditional calendared sites! (We welcomed back year rounds upon their return in July!)

It was great to see folks at Chabot where we had a chance to bask in the showcase of our students. It serves as a reminder that with each new school year, we have an opportunity to anticipate a new beginning - new assignments, new students, new challenges and new funny and at times heartwarming moments (let's hope for many in the last two categories)

We are always hopeful for a good start to the new year. However, if you have a concern (or even a story where something has gone well) please feel free to share it with us through email or a call.

Evaluations

Like the year rounds, we have included the evaluation timeline for this year. Make sure folks know the timeline. If timelines are missed, let HEA know and we can talk about next steps.

Grievances

Grievances from last year are still in abeyance and will be discussed at the first HR meeting. Since Delia Ruiz is officially retired as of today, HR is in a bit of a transition period. We have scheduled a meeting with HR on September 17th to review last year's agenda items and will discuss timelines and lifting grievances out of abeyance then. We hold meetings weekly with HR and will be filing new grievances and addressing needs beforehand so please do not hesitate to bring a concern our way at any time.

Bargaining Update

And then there were 4...

With the retirement of Delia Ruiz (HR), the District has placed Chien Wu Fernandez (Associate Superintendent of Student and Family Services) to be the chief negotiator on the district side of the table. They have made no other additions to their team, leaving them, in our opinion woefully lacking in HR perspectives or site perspectives and thus, not understanding: concerns within our working conditions, lack of heat in winter, vermin, mold, no-intercoms, what happens to students that are suspended, "clustering" of SPED students, why in-house BCLAD teachers won't fill high need positions, etc.

Despite the District administration stating in various venues that they value our work, through summer bargaining and in our most recent bargaining session of August 27, the District's bargaining team continues to propose:

- That TOSAs should reapply for their jobs every 3 years –
- That teachers other than classroom teachers should take students who have been suspended from the classroom
- That prep teachers and TOSAs can substitute for classes when a substitute does not show up for the assignment.
- That district and site administration should take control of one of our 4 collaboration meetings a month
- That the current contract language regarding safety response timelines is adequate
- That the district should have sole discretion on who teaches at Brenkwitz/Independent studies (even though they couldn't articulate what their criteria would be)

In order to make an informed proposal regarding class size, the HEA bargaining team had Peter Parenti (Asst. Supt, Educational Services and who will be leaving the district in a couple of weeks) and Sheila Adams (Director of SpEd) come to the table to clarify the plans and state of Bilingual /DLI education and Special Ed. While it was a healthy conversation, it appeared that neither representative had a plan and instead described reactionary responses rather than any plan to BE responsive to address the needs of our students.

Thus far, HEA has made proposals that include:

- Decreasing the amount of days to resolve a safety issue
- Eliminating combination classes at the elementary level
- Eliminating any substitute duties
- Increasing our salary schedules by 5%
- World House language
- Increasing our hourly rates
- Increasing our summer school/intervention rates of pay
- Eliminating inequities between year round and traditional school year PD compensation
- Additional prep for SDC case management
- Decreasing response time to work orders and grievances crucial for our work

Our next session is upon our return on September 3 –

Please wear GREEN that day in solidarity with your Bargaining Team.

*The bargaining sessions should be a pause for thought and appreciation for the labor rights we have to negotiate a contract - a right brought forth by the fight of unions of our history who have fortified us, laid the ground work and inspired us to have the where-with-all to fight the good fight and **STAND UP STAND STRONG and STAND TOGETHER!** And for that, HEA hopes that you celebrate LABOR DAY with all the appreciation it deserves!*



COMING UP...

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| • Next HEA BOD Meeting: | Monday, Sept. 3 rd | HEA Office, 4:00pm |
| • Next School Board Meeting: | Wednesday, Sept. 11 th | District Office, 6:30 pm |
| • Next FRA Meeting: | Monday, Sept. 9 th | Tennyson High, F-Wing, 4:15pm |
| • Next Central SBDM Meeting: | Tuesday, Sept. 10 th | HEA Office, 9:00am |