



HAYWARD EDUCATION ASSOCIATION



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October 16, 2020 Friday Follow-up!



Plan on attending the FRA meeting Monday, October 19th, from 4pm-6pm for more details – make comments – share concerns !

ELECTION NEWS

Schools and Community First/Prop 15 - News

Prop 15 - Schools and Community First puts priorities in the proper order - our schools and communities must meet the needs of our students!! We cannot count on Federal or State monies – CTA, along with countless others, have placed Prop 15 on the ballot. **A win of Prop 15 would mean nearly \$14 million on an annual, consistent basis to HUSD.**

Local NAACP chapter leaders support Prop 15. Join us in this historic opportunity!

Rev. Jethroe Moore II, President of the San Jose Silicon Valley NAACP, and Carroll Fife, an officer of the Oakland chapter of the NAACP understand how Prop 15 will HELP our schools and communities. They both support Prop 15, despite NAACP State organization's contrary endorsements.

We as educators, consumers, homeowners, community members, and renters already pay the price every day for these corporate loopholes. Prop 15 does not affect personal taxes – only large corporations! They need to pay their fair share!!! Prop 15 exempts all small business properties worth \$3 million or less. By closing the commercial property tax loopholes, SCF will level the playing field for businesses that already pay their fair share in our communities. Not only does Prop 15 close these corporate loopholes and restores billions for our communities and schools, this is also an historic opportunity to stand on the side of justice.

“The global COVID-19 pandemic has revealed the depth of structural racism and systemic inequalities in California again. Decades of disinvestment have burdened our communities, and people of color face the brunt of this historic hardship. We could experience the full extent of this crisis for years to come. But in November, California's registered voters can take bold action toward recovery and reinvestment with Proposition 15 . . . Let's balance the scales. It's time to invest in our communities, our economic recovery and a more racially just California. I urge you to join me and vote “yes” on Prop. 15.” – Rev. Jethroe Moore II

School Board Election

HEA has endorsed **Peter Bufete, William McGee, and Sara Prada for HUSD School Board**. Like all School Board elections, this one is no less important. The School Board plays an important role when setting policies and “ratifying” our contracts. Please vote and support the candidates – our working conditions may depend upon it. **We have included [surrounding District endorsements](#) for those of you who live outside of Hayward.**

Sara Prada signs will be available for pick up at the HEA office tomorrow, Saturday, from 10am - 11am.

Our Text Banking has concluded. Thanks to everyone who helped to get the message out!

Please note that HEA recognizes the hurt and anger the endorsement of Sara Prada has caused members and staff at Burbank because of her past words and actions at School Board meetings and directly at the site. The HEA Board was given the opportunity to speak to members at Burbank to clarify the FRA's decision to support Sarah's candidacy for the HUSD School Board. It was a candid conversation with discussion regarding PAC processes, laws, and parameters of Board members words and actions, keeping communications open and next steps in terms of our continued commitment in advocating for all of our members to the fullest extent at Board meetings and at sites. We want to give a sincere thanks to Burbank for the opportunity to hear their passion for our students and membership in general.

VOTE!! And when you do, Vote “YES” on 15! – And vote for Peter Bufete, William McGee and Sara Prada for the Hayward School Board!

Return to In-Person School

As a first step to what a return to schools in person may look like, the District is planning on returning to sites in Small Cohorts in the form of after school interventions. We met for our first negotiation session this past Thursday (yesterday – time flies!) We learned that, as is so often the case, the District does not have a well-thought-out plan. The District's proposal would include small cohorts of students (no more than 10 in each of 2 cohorts at a site) from subcategories of the student population to receive intervention in the afternoon. The students, grades 3 - 6, would come on to District selected campuses for the afternoon and receive lunch, “play time”, and intervention in ELA and Math. They plan to begin Small Cohorts, in person, after school intervention opportunities beginning October 27th, leaving us very little time to negotiate the intricacies within the plan, selection processes of teachers, safety provisions, etc.

That said, the date is arbitrary and we will do our utmost to get the job completed as quickly as possible but with ensuring safety provisions in place to the fullest extent possible for our members and students. Rest assured, while the District appears to just be checking things off a list, the HEA bargaining team of Lance James (Treeview), Elvia Gauzin (El Specialist at Park), Francisca Montes (EL Specialist at Glassbrook), Paulette Albert (SDC teacher at Lorin Eden), Rafael Velazquez Cardenas (Secondary/EL Specialist at MLK), Jilla Azad (District Nurse), Mary Walsh (HHS), and Mercedes Faraj (Negotiation Chair), will advocate for safety provisions to be in place, as well as an equitable program that will meet the needs of our student populations represented in the cohorts using our past experience (good bad and otherwise), and the surveys as guidance.

Speaking of Surveys

The survey is currently open and will remain open **until the end of day, October 16th**. Once received, we will incorporate the input into proposals if it is permissible within SB 98 (law) and all the new restrictions/guidelines that keep coming our way. No matter the timing of the re-entry to schools, rest assured that the terms and conditions will be negotiated!

Please click the below button to access the HEA Return to In-Person School Survey!

[Return to In-Person School Survey](#)

School Board News - What You Missed!

At the October 14th School Board meeting, teacher attacks continued - but this time, not by the usual suspects. This time, the attacks were led by none other than Ken Rawdon - School Board member and former colleague of Mt Eden High School teachers!

He started by saying: "I am very supportive of all our teachers and all that they are doing . . ." and that is where any words of support stopped. Mr. Rawdon went on to say that, "There exists teachers who have yet to have been in zoom sessions at all this year to teach". He went on to point his accusatory finger at instrumental music teachers, secondary teachers who are, according to Mr. Rawdon's "facts?", getting paid for 120% despite class sizes being small (As a reminder, many of those working at 120%, were not paid and it is an assignment set in place by the District.) Ken Rowden played judge and juror, making false accusations based on rumor and here-say, and he chose to publicly condemn teachers. A shadow was virtually cast over the integrity of every teacher in Hayward Unified and it was done in a public forum.

In essence, Mr. Rawdon implied that we were taking advantage of COVID and getting paid, even though we were not doing work. Since these comments were made after the public comments portion of the meeting, those of us in attendance could not respond. Given the chance, we would have reminded Mr. Rawdon (assuming he knows the very processes and policies he adopts and approves) that if there are questions regarding the work of members, despite having no technology and sheltering-in-place, there is a process of progressive discipline that would hold teachers and the District accountable to ensure work is being done. HEA members already feel dismayed and demoralized when attacks, consisting of less than factual information, are made by parents. When coming from a Board Member, however, especially one that has been a teacher and knows the hours that are put into teaching under normal circumstances, the blow is even harder. The pain felt is gut and heart-wrenching because it is an attack at the very core of why we went into the profession - to impact the lives of our students academically and emotionally. We know members are going above and beyond and creating lessons for students despite no technology and shelter-in-place.

To add insult to injury, later in the meeting, he went on to complement ROP programs, cafeteria workers, and administrators!

That said, please plan on attending the FRA meeting where we will be discussing attacks made on members and next steps, including recall and letter campaigns and attendance at the next school board meeting.

YOU ASKED – WE HAVE THE ANSWERS! (sort of – Vol. #9)

Fire Marshall

It has come to our attention that the Fire Marshall gave direction to clean science lab classes for toxic materials. It would appear that the District then extended this to other classrooms where no toxic materials exist, but the District apparently wanted to clean areas. If you were told to clean up your room over the summer and/or recently, please let HEA know and we will take it to HR to advocate for pay for time spent cleaning your room. If any materials were removed without your permission, we take it to HR to get the materials replaced.

Reimbursement

We have more refinement regarding reimbursements: Please send in reimbursement requests to your principal or HR with receipts whenever possible. Make sure to cc HEA so we can do any follow-up. If the District receives requests/receipts before the 10th of the month, if approved, it should be reflected in the month's paycheck.

Site Security

HEA has learned that there have been several break-ins at sites as well as homeless encampments. In response, the District is working with the City regarding the homeless encampments, at sites, and developing more meaningful responses to break-ins. We have asked for protocols in writing. If we do not get a response to our satisfaction, we will take next steps including filing a grievance.

Site Visits

We have asked for standardized practices, in writing, regarding when folks go onto sites - temperatures taken and notifications on doors rather than in the class or office.

Elections

HEA Board of Directors' elections are taking place. Voting materials and your electronic ballot were sent your way today. Make sure to email office@heahayward.org if you have any questions or you do not receive materials/your ballot.

ILT - SBDM - Curriculum Council

ILT teams are separate and distinct from Curriculum Councils and SBDM. The District will be sending out a clarification to SBDM teams and like committees (where SBDM does not exist.) Be on the lookout. As a reminder, all sites should have Curriculum Councils. They are an elected group that is different from ILT and SBDM. Each group has a distinct and unique purpose. Curriculum Councils are a mandated part of AR 6141 (Administrative Regulation), and are referred to specifically in the contract.

Minimum Days

SBDM and or a like committee (where SBDM does not exist) should determine the topics for minimum day PD. Each site should determine 10 of the 14 days of minimum days. The District can determine 4 of the 14 days. The remaining 10 should be discussed regarding decisions about where the days will be placed on the school calendar and the PD topics. ILT (if you have them at the sites) would then do the "leg work" of the PD - arranging for the trainers, etc. This year the District sent out dates and topics. They have since retracted that document to allow the process as described to occur. **If need be, please go back and review the minimum day schedule and related PD topics.**

Hour Zero – Online Mandated Trainings

As an update, Kim Watts (Assistant Superintendent Human Resources) shared the following:

Staff have been reminded to continue to support the completion of the required mandated trainings. Our insurance carrier requires all staff to complete the following. We have extended the September 30th deadline to October 30th to allow staff additional time to complete the training window in Hour Zero. When possible, site administrators should provide time within your staff meetings or work day to complete online training either facilitated, or independently.

Below are the estimated times to complete each training:

- ***COVID-19 Training - 30 min.***
- ***Mandated Reporter Training (4 Modules) - 50 min. total***
- ***Sexual Harassment - 60 min.***
- ***Bloodborne Pathogens - 30 min.***
- ***Pest Control - 60 min.***

The times listed are estimates of the time needed to complete training. Please do not hesitate to submit timecards that reflect the actual time needed to complete these or any other mandated trainings required of you that had to be completed outside of the workday.

We have also learned that updates to completed trainings, e.g. Mandated reporting, have yet to be completed and are not necessarily reflected in the District records. They are “working on it.”

AUP (Acceptable Use of Technology Policy)

We are continuing with our conversations regarding Acceptable Use forms as they relate to students' attendance on Zoom Google Classroom, etc. To date, not all students have signed forms and attendance clerks, administration and other non-classroom folks are addressing the issue.

RESPONSE: That said, you can allow the students into synchronous instruction and will be held harmless if there is any question from parents/guardians about students attending classes or not without signed forms. Any questions or concerns expressed by parents/guardians should be directed to the site administration to address.

Tech – Smart Board Connections

Members have requested connections to Smart Boards. We took the issue to the District again on Tuesday. They will share next steps and added that the District would need to consider a mass order of the connections needed to do so. **We await a response.**

Breakout Rooms

Members have inquired about the use of Breakout Rooms. The District referred the requests to the PD online regarding breakout rooms, thus making it available for any and all teachers. It was our understanding from discussions with the District that protocols, training, and usage would need to be discussed because of liability concerns at the very least. As part of the discussion, students can be made vulnerable to adults hacking into Zoom and being in a room with students, particularly young students. Without adult supervision, there is potential harm to our students. We took the issue to the District again on Tuesday. They will provide protocols and caution around its use soon. Until then, please be careful in using Breakout rooms.

We await a response.

Remember, Our Voice is Strong When We . . .

Stand Up! Stand Strong! Stand Together!