



HAYWARD EDUCATION ASSOCIATION



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August 16, 2020 – Sunday Scoop!



DISTANCE LEARNING BARGAINING UPDATE

First of all – **thank you** to everyone who could attend the Ratification turned General Membership Meeting. The HEA Bargaining team had hoped to bring a tentative agreement forward to the meeting. Unfortunately, despite our best efforts and bargaining for **14 hours** on Friday, we could not negotiate a settlement with the District.

Saturday's bargaining session did not find any more success. **We still do not have an agreement and traditional schools start next week!**

So, for next week, per the contract, negotiated calendar and, until there is agreement, they should provide the planned PD. PD and the workday will be of utmost importance this year as we embark on Distance Learning for the long haul.

On August 17th and 18th, the District can and should offer the PD in preparation for Distance Learning. You should have received an email from the District in order to register for the 17th and 18th. You will be paid if you login register and attend the sessions virtually.

They should follow the contract provisions regarding PD.

Hopefully, they will follow the input and provisions provided during bargaining including holding differentiated PD in the AM so that the afternoon could be used for collaboration and planning.

On August 19th and 20th the District can and should start the calendared PD for the Traditional Calendar and have the Teacher Workday on **Aug 21st**.

On August 20th and 21st, the District can and should hold the Year-Round PD.

On August 20th, the District could use the common date of Aug 20th as a District PD day.

BUT, for the Traditional Calendared Staff:

They cannot and should not allow folks to come to the sites/classrooms for any reason – distribution and/or pick up of materials, enter classrooms to conduct ZOOM meetings with colleagues, meet with colleagues (while maintaining social distancing), since **there has been no agreement on our working conditions regarding safety protocols or provisions at the site.**

They cannot start instruction because this school year must be bargained – safety protocols, hours, delivery of instruction, technology, assessments, etc.

They cannot start their Jump Start to Success plan (10 days of getting to know students and familiarizing all parties with technology, expectations, distribution of materials, etc.)

For the Year-Rounds Staff:

They cannot continue Year-Round current negotiated Distance Learning practices (negotiated in July) after their self-imposed agreement end of Aug 30th.

Why can't we get a settlement?

The main sticking point is that **the District wants to dictate the daily required elementary instructional minutes** as classroom synchronous minutes. Under their proposal, a 1st grader would be Zooming 135 minutes daily (2 hours and 15 minutes) at a minimum. The District has failed to consider additional synchronous time on any given day of at least one of the three preps (30 minutes each), Sp Ed services, any intervention to support the student, reading enrichment, etc. They appear to be looking at a number of hours instead of the student. We negotiate the hours for the bargaining unit members . . . Not the students. The individual teacher's schedule is not the same as individual students' due to the student having prep classes (such as PE, Science, Library, etc.), along with other interventions and Sp Ed supports.

The HEA Team is Proposing

Less "dictated" daily synchronous minutes and provide ranges of minimum to maximum time so teachers can have the autonomy and flexibility to use their professional opinion to provide intervention when and where needed, have time for preps, etc. without having it require the student to sit zooming 3.5 hours or more in a given day!

The HEA Team is considering the balance of the academic and emotional wellbeing of the student

The HEA Team is considering the teachers and unit members as teachers and as folks living in COVID times (We have had to remind the District several times that we are not just sitting at home working – we are working under COVID conditions – responsible for parents and/or children, etc., and the overarching fear of a disease.)

The HEA team is responding to the Community (from discussions at the DAC committee meeting) to provide ranges of flexible time of instruction in order to meet the needs of their students.

We are considering the students' family members who may have additional responsibilities that do not allow them to monitor their child or children for hours on end.

We have offered to bargain again next week, Tuesday – we will let you know what happens.

HEA is considering the whole child's needs - academically, emotionally, and developmentally in a world of stress, confusion, and unknowns.

We can answer that goal because we know how to Stand Up, Stand Strong, and Stand Together for our sake and for the sake of our students!!!