



HAYWARD EDUCATION ASSOCIATION



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May 22, 2020 – Friday Follow Up!



On this Memorial Day, HEA Honors All Who Have Given Their Lives on the Frontlines!

Classified Appreciation Week

This week was the Classified Appreciation Week. We hope that you had an opportunity to thank our classified brothers and sisters who directly help meet our needs as well as the needs of our students. If you missed the opportunity this week, there is nothing to say you can't say a "thank you" to them outside of the week's parameters!

FRA Meeting

Thanks to all who attended the FRA Meeting(s) this week! It was great to see you all again (some with new no-nonsense hair styles, no less!) There was a request for a re-cap and a capturing of what was said for those not able to be in attendance. That said, we spoke about 3 subjects: budget, re-entry plans, and end-of-the-year closing. Highlights of the discussion are as follows:

Budget: There is a \$54.3 billion shortfall in the state budget which equates to a 10% or 7.5% shortfall in the district's LCFF monies (Local Control Funding Formula monies). The difference is dependent upon unfunded COLA. This amounts to approximately \$20+ million additional cuts to the district's budget.

The '08-'09 unemployment rate was at 10%. Now, with the impact of COVID-19, the State unemployment rate is 30%, which means more demand on the economy and an anticipated depression-like economy to come.

The taxes due date has been pushed to mid-July meaning that we cannot rely on the taxes and tax receipts that build the State budget and Prop 98 – education funding in the timeframe usually used.

There is some relief - If a district has an unduplicated population count of 55% or more, the state will provide some relief in Sp Ed. HUSD numbers are above the 55% criteria. At second interim, HUSD's budget showed that HUSD's count was at 77.37% unduplicated. This will help with the "encroachment" on the general fund and thus provide some relief. In addition, the STRS/PERS district contribution obligation is less and thus, provides some relief to the district budget. This relief does not impact retirement. It will provide a projected approximate amount of 3% "relief" over the next two years to our budget.

Deferrals are being discussed which could negatively impacting cash flow.

The official budget will be voted on this June 15th. There is an Ed Code provision that states if COLA is funded under 2%, the district could do summer lay-offs by Aug 15th. The District would have to share that intention 5 days after the June 15th budget. We will start the process of making sure that contact information is accurate and seniority dates are correct. **Please check in with all of the members at your sites to get their preferred non-HUSD emails and phone numbers.** More regarding the preparation will follow in the coming weeks.

Meanwhile Freedom Foundation and others are out there asking members to drop their union dues and save some money. I can think of no better investment and protection at this time than to stand with the union, especially since it is the dues that, in part, pay for the attorneys and staffs that protect your rights, analyze the budget, lobby for more monies towards education, and work so hard towards retaining our jobs and ensuring our rights if there are lay-offs. If you have colleagues that are not members, encourage them to join. Please reach out to the HEA office to find out if there is anyone at your site who is not a HEA member.

We have recently learned that with the offset of reliefs discussed above (STRS/PERS, unduplicated counts), and with no other potential relief applied (which there could be), the shortfall, according to HUSD, is calculated at **approximately \$12.5 million**, still large but better than the \$20 million contemplated. For now, we will continue to monitor the budget as we fast approach June 15th and continue our conversations with HUSD regarding their budgets. We would also like to thank those who have already called their representatives to encourage them to support education with federal monies. If you haven't called, please do so – **every voice counts!**

Return/Re-entry Plan: On Monday, May 18th the District shared their end-of-the-year school closure plans and the return/re-entry plan as it relates to year-round schools. HEA was disappointed to find that the District did not have a plan for year-rounds to discuss, rather they stated that year-rounds could either start in July using distance learning or they could start in July using a hybrid form of instructional delivery. This was “offered” with no details. They then asked what we thought and shared that they will be going to the community asking for input and will eventually ask their labor groups for input. You have called to share concerns about the district's survey and wondered if you should/can fill out any surveys coming your way. Technically, we are not bargaining the re-entry to schools yet – we are discussing it and seeing where the points of impact are. To that end, it bears repeating from the last FFU, the information shared will be used to frame the conversation between the district and the union and will not be used for bargaining purposes that may occur in the future. **You can fill out surveys regarding re-entry.** HEA has its own survey to ensure our voice is heard. To take HEA's survey, click the below link.

HEA's Re-entry Survey

As always, the HEA survey is less prescriptive so that you have an opportunity to share concerns and suggestions with depth and breadth. Please hold a 10-minute meeting to share the survey link with all members. We will accept surveys until June 3rd (or prior to, depending on when we start negotiating with the district - a date unknown at this point.) We will let folks know when we have a set date. Until then, please send-in the surveys!

It bears repeating from the prior Friday Follow Up . . . any changes reflecting COVID-19 would need to be negotiated, but at this point neither the state nor the county have determined

what a re-entry would entail. We would also like to thank the nurses for advocating for safe schools for both long term re-entry considerations as well as the day-to-day pick-up of materials. Rest assured, the HEA team will advocate and work towards the best and safest working conditions to the extent possible. Within any re-entry plan, we will consider health factors, necessary safety precautions, etc.

Year-end Closing: The HUSD/HEA bargaining teams are in negotiations about forming the protocols to prepare our rooms for summer. We understand that some sites started this process prior to having a consistent protocol negotiated. The District and the Union agreed to stop any such practices until such time as there is agreement. The Union was able to provide a compelling argument to stop actions so that there are common health provisions and practices (following Cal OSHA) – adhering to social distancing, a recognition that not all members can be at the sites, students are not on campus cleaning out lockers at the same time as HEA members, etc. We hope to have an agreement in place by Tuesday of next week. Until such time as there is agreement, we ask you to not go to the sites to prepare rooms for summer. The district is in support of this pause in actions to allow for health and safety provisions being put in place in a uniform manner.

Graduation

The district is working on giving students an opportunity to “walk on stage” to receive their diplomas. Details are forthcoming. Remember, any participation is voluntary.

HEA and HUSD are also discussing 6th grade and 8th grade promotions in order to provide closure for these students as well.

Calendar

The traditional and year-round calendars were adopted by the School Board this past week! Adult Ed and Children’s Centers are anticipated to be finalized this coming week. Thank you to Mary Walsh, Lance James, and Paula Taylor for working in getting 2 years’ (‘20-‘21 and ‘21-‘22) of calendars negotiated.

Click below to view and download the available calendars:

2020-2021 School Year

- [Traditional Calendar](#)
- [Year-Round Calendar](#)

2021-2022 School Year

- [Traditional Calendar](#)
- [Year-Round Calendar](#)

Adult Ed

HEA is continuing to ensure that Hayward’s Adult Ed members are included in communications and receive equipment for teachers to teach and students to learn.

Summer School

HEA is in the process of bargaining about Summer School including discussions regarding grading and the use of distance learning methods of instruction and its impact. Other considerations surround the number of days, hours of the day/week etc. Cyber High is also included in the discussion for Sp Ed’s Extended School Year provisions.

Sp Ed

We will hold another meeting soon. Please forward any concerns to HEA, Paulette Albert, or Jennifer Bills.

Evaluation

There have been many concerns/questions about the evaluation process at this time. To that end, HEA refers folks to the MOU (Memorandum of Understanding) around COVID-19 and distance learning. It states:

Bargaining unit members receiving a satisfactory evaluation as of March 15, shall have their final evaluations reflect a final satisfactory rating. Members who received notice of a potential unsatisfactory evaluation as of March 13, 2020, shall have their evaluations voided and shall be placed in the evaluation cycle for the 2020-2021 school year. It is understood that teachers may have used an alternative form of evaluation e.g. peer portfolios. If using an alternative form of evaluation, the member may decide to use the project/peer time to complete the evaluation. Their decision to go forward or not will be shared with site administration. The evaluation of projects would need to be based upon the teaching of the project and not the quality of the projects submitted virtually.

Please do not hesitate to contact HEA if you have any concerns that these provisions are not being followed.

Thanks for all you do and continue to Stand Up! Stand Strong! Stand Together!

Reminder of “To Do’s”:

- Please remember to start gathering HEA members' contact information at your site (Forward any questions to HEA)
- Distribute the re-entry survey link to members
- Distribute '20-'21 and '21-'22 calendar to members