

Thank you for taking the time to read our newsletter—an informed membership leads to a strong membership.

TOPICS IN THIS SHORTWAVES: WELCOME BACK • LEGISLATIVE SESSION • WEA/NEA-RA ELECTIONS • RED SHIRTS • PILCHUCK PD NETWORK • PILCHUCK RETIREMENT SEMINARS • CONTRACT QUESTIONS • GIVING BACK • CULTURAL COMPETENCY TASK FORCE • EEA GIVES BACK • INTERESTING ARTICLES • FOR SALE/RENT

Welcome Back!

It was tough getting to break, but many members have said they really liked coming back later. They feel recharged, rested, and January doesn't look as daunting. There have been, and are going to be, more changes with the news of Dr. Cohn and Dr. Stewart heading off to well-deserved retirements. Often with change there is a lot of trepidation, anxiety, and even excitement for new challenges and opportunities. You should know the EEA will be a strong constant during these changes and will continue to share our values and advocate for our members, advance student rights, and work closely with community partners to provide the best public education for our community.

Legislative Session Has Begun

The legislative session started this week and we are looking to make more gains for our members, students, and communities. There are several ways you can learn about the legislative session and making our schools safer. Here are just a few:

First, click on [comprehensive legislative agenda](#) to learn more about what the WEA will be fighting for in Olympia.

Next, part of that agenda is focusing on school safety. We're urging the Washington Legislature to fund additional counselors, psychologists, nurses, therapists, social workers, and other mental health services for all students in every public school. You can help by signing [WEA's online petition for healthy students and safe schools](#) and asking your colleagues, friends and family to do so, too. WEA members will be delivering the signed petitions in Olympia on Presidents' Day, Feb. 18.

Lastly, please join [US – the United for Safety conference](#) on Saturday, Feb. 2 in SeaTac, where WEA members can learn more about how to advocate for safety in the legislature, class room and in our communities. This professional development is free to all members.

WEA and NEA Representative Assembly Nominations

WEA and NEA Representative Assemblies are the governing bodies of our association. Each one is an impressive example of democracy at work and each directs our organization for the upcoming year. We highly encourage any member to run for a position (20 spots for WEA and 7 spots for NEA) because it is so valuable to have a wide-range of members representing us at the governing bodies of our associations. Both events are a great learning experience and a lot of fun. WEA-RA is between April 24-26 in Spokane and NEA-RA is June 30 to July 4-7 in Houston. Expenses and leaves are covered by the Association. Nominations will be open from January 17th to 25th and elections will be held in February. Nomination forms will be out this week or you can send a nomination directly to Angela at aknudson@washingtonea.org. Please indicate which one you will be attending.

Red Shirts Delivered

We are so sorry it took this long to deliver the shirts and sweatshirts you ordered. We hear members love them and want more. Next week we will send a separate e-mail to order more items from the on-line store. On Wednesdays, we are going to ask members to wear them again to support our efforts in Olympia and for the teachers on strike in Los Angeles, plus it makes it easier to get dressed in the morning.

Pilchuck Professional Development Network—Feb. 9th

Pilchuck is offering free professional development for members on February 9th from 9:00 am to 3:30 pm at our office and the CRC. Members can register for ONE six-hour class or UP TO TWO three-hour classes (one AM and one PM). **Classes are filling up quickly!** Lunch and clock hours will be provided. Courses are listed below and detailed descriptions can be found on the following pages:

Six Hour Courses (at PUC) ([Register Here](#))

- Pre-Crisis De-Escalation
- Behavior Interventions
- Culturally Responsive Training III & IV: Culturally Responsive Classroom Interactions and Behavior Interventions

OR

Three Hour AM Courses (at the Everett CRC) ([Register Here](#))

- Talk Saves Lives: Suicide Prevention*
- Formative Assessment (STEM)
- Certification 101

Three Hour PM Courses (at the Everett CRC) ([Register Here](#))

- Is Your Family Growing? Benefits Coordination*
- Growth Mindset and Student Engagement
- Creating Mathematical Thinkers and Not Calculators! (STEM and TPEP)
- PGPs – Connections to Instructional Practices (TPEP)

If your session is full when you register (the event title will show (full)), please feel free to click the link again and try to register for a different course; or you can still register and will be placed on the wait list for that class.

Pilchuck Retirement Seminars

Pilchuck will be offering four pre-retirement seminars (Taking Charge of Your Future) this spring: Feb. 22-23, April 26-27, May 17-18 and June 25-26. Some of the subjects that will be covered include Retirement Plans I, II and III; Social Security/Medicare; estate planning; health/medical insurance; PERS and TRS; and transitions (working to retirement). Each seminar is limited to 25 people. These seminars fill quickly, so please be sure to [register early](#) and indicate your first and second choice for the session you would like to attend. If your first choice is full, you will be moved to your second choice and notified of which seminar you are in. If you have any questions, please do not hesitate to contact [Shelly Lamb](#) at Pilchuck or call 425-258-3697. Please [download, print, complete and mail the registration form](#), if you'd like to attend.

Contract Questions

If you have a contract question, please send them to me by the 15th of each month.

1. How does January 28th work this year?

This is a new type of day in our contract and the bargaining team really hopes it will be a success for members. This day was established in the past so members could complete grades, prepare for the next semester, refresh their classrooms, work on curriculum for a new class, etc. Since we have 1-to-1 devices and teachers get work done at different times and places, this day can now be worked offsite as long as grades and responsibilities are met. We highly encourage members to meet those expectations because we want to make this day work for members and the district. The contract language is below and applies to all members:

1. Employee services provided to the District on two (2) of the non-instructional work days will be timely to the needs of each employee in the implementation of programs and his/her classroom instruction as well as the employee's fulfillment of related responsibilities as planned and determined by the individual employee. One (1) of these days shall be on the Tuesday immediately preceding the first day of the student school year. One (1) of these days shall be on the day between the semesters near the end of January. On the day between semesters, employees will have the discretion to work offsite with the expectation that grades will be submitted on time.

2. It is the end of the semester and I am getting too much pressure to pass students or to provide too much extra work when the student is never here. What do I have to do?

In many ways it is up to your discretion. Members have a responsibility to provide a curriculum to students and opportunities to show they have met the established standards. Unless you have come to shared agreements with your department or school, you set the grading policy for your classroom. If students do not succeed to a certain level, it is up to your discretion how many more opportunities you provide them. Some students show up every day and do no work. If they get another opportunity, or several, it is up to you. Here is the main question: Is it about the learning or about the grade? How can a student who has been absent for an extended period of time or never does work really show they have met standard with a packet of work in the final days? Or, how many retakes of the same test can really show learning verses memorization? Teachers should provide opportunities, but how many is up to them depending on the circumstances. If this does not satisfy an administrator, counselor, or parent, per the contract you can have the administrator change the grade to whatever they need it to be. At that point, it is about the grade and not the learning.

Cultural Competency Task Force

We are looking for 10-12 members to serve on a new EEA task force to increase cultural competency in our own union, district, and community. Their directive is to improve cultural competency for all members of the Association. They will be making recommendations to our leadership, providing professional development, and community outreach. If you are interested in serving on the task force or know someone who would be a contribution to the work, please let us know.

EEA Gives Back

Your Executive Board approved donating \$5,000 to the Everett Public Schools Foundation for this year. The Board approved the donation because this donation directly impacts our members and students through classroom grants and support. If you are interested in making a small payroll deduction, here is the [FORM](#).

Interesting Article

If you see an interesting article to share with members, please send it to me and we will include it in *Shortwaves*.

Here is an article on the LA teacher's strike: <https://www.nytimes.com/2019/01/14/us/lausd-teachers-strike.html>

Epic times in Everett. Union advocacy at its finest. Kay, you will be missed:
<https://www.heraldnet.com/news/kay-powers-teacher-and-free-speech-crusader-has-died-at-76/>

For Sale, For Rent

If you would like to place an ad to sell personal items in *Shortwaves*, please send your ad to jkink@washingtonea.org by the 15th of each month. Please keep your ad to less than 25 words.

Calendar of Events

EEA Rep. Council—Jan. 29 (EEA 4:30 pm)--Tentative

EEA Ex. Board—Feb. 11 (EEA 4:15 pm)

EEA Rep. Council—Feb. 25 (EEA 4:30 pm)

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We're also on the Web! Visit us at www.everettea.org or on Facebook.