

Shortwaves

Everett Education Association / United Teachers of Everett

Volume 5, 2018-19

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

TOPICS IN THIS SHORTWAVES: 1-TO-1 CONVERSATIONS • CONTRACT QUESTIONS • UNION BENEFITS • HOLIDAY EVENTS • UW/WSU TICKETS • FIRE RELIEF • GIVING BACK • ELEMENTARY 18 • CUSTODIAN READY • WINTER BREAK • INTERESTING ARTICLES • FOR SALE/RENT

1-to-1 Conversations Have Begun

For the past four years we have been releasing Executive Board members, Building Reps, and Bargaining Team members to hold 1-to-1 conversations with each member. We believe these conversations are one of the most important connections we make with you because your voice drives our association and gives us such strength. The conversation takes only a few minutes and we will follow up with any questions we cannot answer at the time. Our goal is to have all the building visits completed by the end of January. Your school will be notified before we visit. If we miss you, we will work to connect with you in the coming months. Here is our question for this year: What are you concerned about in our profession you would like the EEA to address?

Contract Questions

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

1. *I am at an elementary. How many meetings am I required to attend each week?*

This is an excellent question because the bargaining team dealt with this issue over the summer. The bargaining team wants to ensure this language is upheld. The contract requires elementary teachers to attend only one meeting a week before or after school. You may be asked to attend a staff meeting through an “extension of the day,” but this can only happen once a month. ALIF, IEP, and 504 meetings also do not count. Your principal should also tell you what that one meeting is for the week.

If you are asked to attend more than one meeting a week, please let us know. The Executive Board and Bargaining Team will meet directly with your principal to make sure the contract is being upheld.

2. *I am tired of the over testing!!!!!! It is putting too much pressure on students. How many tests do I have to give?*

Another excellent question the bargaining team addressed last summer. We did not make any changes to the contract, but had a very long and fruitful discussion about how much testing should be going on. Contractually, the required tests are those required in Appendix 7 of the contract. Beyond those it is best to refer to the contract language below from Section 9.16:

School-based teams will use, modify, adapt, and enhance District-adopted instructional materials to meet the state established standards. Teacher teams, working with their principals, will ensure assessments are aligned, informative, supported, and timely. From the natural course of this work, teachers and principals will use data to evaluate students, provide support, improve instruction, and inform decisions made at the classroom, school, and district-level.

This means the only tests that are required are those from the natural course of your work (most likely included in the curriculum) AND those in which the team along with the principal have agreed upon. Those tests must be aligned to the standards, informative for the teacher, supported by the principal with time and grading, and given at a time that fits the natural flow of the curriculum and what is best for the students. If any of these are not met, the test should not be given. Teachers have a lot of discretion with how much testing is administered. Also, it was understood at the table that the expectation is that only two practice SBAs be administered in preparation for state testing.

Again, if you are asked to administer at test beyond these requirements, please let us know. The Executive Board and Bargaining Team will meet directly with your principal to make sure the contract is being upheld. We will go so far as to grieve any test that does not meet this language.

3. I am told to administer 45 minutes a week of curriculum via i-Ready per subject. Is this right?

No, the 45 minutes per week per content area for the intervention component is aspirational. Clearly, there are other instructional methods that help students grow between the two i-Ready diagnostic assessment windows (e.g., standards-aligned planning, instruction, formative assessment, clearly communicated learning targets, reteaching, etc.). The expectation is teachers and principals work together from the natural course of instruction to use i-Ready data to evaluate students, provide support, and improve instruction. i-Ready is one tool to achieve goals and no set minutes are required.

Membership Matters—Start with your union!

The holidays are around the corner and one of the best union benefits is the NEA Member Benefits.

NEA: <http://www.neamb.com/> This exclusive shopping service offers savings on brand name merchandise from hundreds of top retailers, online stores, and local merchants. Save on clothing, electronics, restaurants, jewelry, movie tickets, home improvement items and more! Take advantage of hundreds of exclusive offers every day through NEA Click & Save. Register and start shopping <http://www.neamb.com/shopping-discounts/nea-click-and-save-discounts.htm> today!



available at [retail-](#)

Membership Matters—Holiday Events

Come join us at our holiday social on Friday, December 21st at the EEA office (2710 Grand Avenue in Everett) from 3-6 pm. We will have drinks, snacks, games, and prizes. Last year was a great event to kickoff break. We hope you can make it.

Secret Santa: The EEA Membership Matters team has organized another year of a Secret Santa gift exchange. To sign up, complete this [FORM](#) and you will be given the name of a fellow member in the District with a list of their favorite things under \$15. Please complete the form by December 7th.

A flyer will be distributed next week for both of these events, too.

Discounted Husky Tickets—UW vs. WSU

The University of Washington has provided us with discounted tickets for the men's basketball game against WSU game on January 5, 2019. Please use this [LINK](#) to purchase tickets. No additional promo code is needed.

Fire Relief for Members

We heard several of our members' families were devastated by the tragic fires in California along with many of the schools in the area. Some of our members have taken leaves to help, while others are housing family members who no longer have homes. As a result, the Association has provided a \$300 donation to each of the fire areas. If you are interested in making a donation, the WEA website has multiple links [HERE](#).

More Ways to Give Back

After the ratification of our current contract, many members have asked how they can give back to help their students, colleagues, or fellow members. Below are three ways you can make a small contribution to a great cause locally. If many of us give, it makes a big difference.

- 1. Everett Public Schools Foundation:** Many of you have received grants from the Foundation to help out your classroom and students. The Foundation relies on donations to fund the grants from community organizations and citizens. Many of you give a few dollars a month from a payroll deduction and it really adds up. If you would like to set-up a payroll deduction, please use this [FORM](#).
- 2. Citizens Support the Levy/Bond for Everett Public Schools:** This is another way to help our community and students. The election committee has a difficult time each election raising money and limited funds hinder their ability to best influence the community to vote for our levy and bonds. A failed levy would impact our paychecks and class sizes. Failing bonds limits the District's ability to address growth and maintain buildings.
- 3. Shared Leave Donations:** One of our better benefits is our shared leave pool. Members have said shared leave saved their lives, kept them in their house, or allowed them to spend critical time with a loved one in their deepest time of need. You can give to the general pool or directly to a colleague you know needs some days (a list is published in the monthly payroll newsletter). Please consider this because it is built from member donations and one will never know if they might need days, too. Here is the [FORM](#) for donating.

Elementary 18 Update

The new elementary school we worked so hard to get passed is progressing on time. Next year it will be open along with significant boundary changes which will impact staffing in the south end of the district. The Association has been working with the District on a fair and transparent process to staff the new school and adjust staffing at several others while keeping each school strong. Before Winter Break we will publish the process and estimated staffing changes. The process will begin after the new year.

Custodian Ready

Contractually, your rooms should be vacuumed regularly. The District is struggling to fill numerous custodian positions so they are often having to sub at other schools. After talking with them, we found out we could really help them by having our rooms “Custodian Ready.” This means it would really help them if the garbage can was visible, clutter was off the floor, and chairs are stacked in a way that helps them best. They very much care about student work. One custodian spent 15 minutes removing a paper from the vacuum that accidentally got sucked up because he thought it was student work. In the time it took to remove it, he could have cleaned two rooms. We encourage you to ask them what they need to clean your room efficiently.

Winter Break and Leaves

HR is asking members to turn in medical documentation for sick leave next to Winter Break as early as possible. They understand (and appreciate) members using the break to recover from medical procedures. Their main concern is ensuring a substitute is available and the documentation is completed. Any sick leave of 5 days or more requires medical documentation. Also, please use the leave appropriately because not doing so can lead to discipline or termination for inappropriate use of leave. Let me know if you have any questions.

Interesting Article

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

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.

- 2011 white, one owner Subaru Outback 3.6 Limited, fully loaded, towing package, 101,000 miles, \$11,000 OBO. Contact Vida at 425-760-8504
- For Sale: Small artificial pre-lit Christmas trees. Stands about four feet high. Still in box. Retail for \$300. Never used. Will sell for 150. Contact: April Seamon (Sapril43@gmail.com/2062401498)

Calendar of Events

Membership Holiday Social—Dec. 21 (3-6:00 pm EEA)

Ex. Board—Dec. 10 (4:15 at EEA)

Rep. Council—Dec. 17 (4:30 at EEA)

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