

Shortwaves

Everett Education Association Volume 4, 2019-20

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

TOPICS IN THIS SHORTWAVES: EEA HOLIDAY PARTY • STAR WARS • HUSKY TICKETS • MATERNITY LEAVE WORKSHOP • CULTURAL COMPETENCY • i-READY • NEW ED NIGHT • EVERETT COACHES • CONTRACT QUESTIONS • FOR SALE, FOR RENT

THIRD ANNUAL EEA HOLIDAY PARTY!

T'was the week before break, in the district throughout, that the teachers were itching to frolic about.

They'd been counting down daily since the start of the year, for some adult time, laughs, and a little good cheer...

Your holiday wish is granted! Come hang out and socialize with your friends from around the district at our Membership Matters Holiday Social!

Who: All EEA Members

What: Social gathering with apps and drinks

Where: Shawn O'Donnell's banquet room (downstairs): 122 128th Street SE, Everett WA 98208

When: Friday, December 13th. Drop in anytime from 3pm - 6pm

Enjoy a free beverage and appetizers provided by EEA. We will have festive games and prizes, too!



EEA Movie Night: Star Wars—The Rise of Skywalker!!



Frozen 2 was such a success we are holding another movie event. Join your fellow EEA members for a discounted private viewing of Star Wars IX, on its opening weekend at the Regal Theater at the Everett Mall. Bring your loved ones to this family-friendly event. Dress up as your favorite Star Wars character for a costume competition.

- Who:** All EEA Members and their guests (theater is limited to 120 seats)
- What:** Private discounted viewing of Star Wars Episode IX
- Where:** Regal Theater in the Everett Mall, 1402 SE Everett Mall Way #133, Everett, WA 98208
- When:** Sunday, December 22nd, 2019! Movie starts at 12:30 pm. Come early to check in and participate in the costume contest!
- Cost:** Each ticket you purchase is \$6, regardless of age. To pay, email Heidi Little (email below) and use our new EEA PayPal account at [paypal.me/everettea](https://www.paypal.me/everettea)
Please pay by Sunday, December 15th. Seats are limited, so first come, first served!

Discounted Husky Basketball Tickets— Men's and Women's Games



Men's Games: Teacher/Staff Appreciation games include the Arizona State game on Saturday, February 1st at 7:30 PM and the Washington State game on Friday, February 28th at 6 PM. You can purchase tickets directly using this [LINK](#).

Women's Game: Teacher/Staff Appreciation game is on Saturday, January 11th at 12:30 pm versus Washington State. You can purchase discounted general admission tickets for \$5 using this [LINK](#).

Cultural Competency Task Force

The EEA Executive Board appointed and charged a group of great members to address issues of cultural competency within the EEA and within our District.

Here is the task force's mission and vision:

Who: Group of dedicated educators working together to identify and address inequities that affect us and our students.

Purpose: Our purpose is to foster cultural competency within Everett Public Schools in order to ensure inclusive working and learning environments for all staff and students by:

1. Create and implement a joint effort between the union and district on addressing equity issues.
2. To mobilize, inspire, and engage all members in meaningful cultural competency professional development and create accountability for administration.
3. Recruit and retain educators of color.

Our Core Values: We believe . . .

- All students can learn regardless of personal or situational circumstances when equity is intertwined into every aspect of education.
- It is important that our staff reflects the communities it serves.
- We need to empower educators to address equity and diversity issues.
- We need to enhance and support equitable and culturally responsive approaches among staff, students, parents, and communities.

Checkout the December CCTF Newsletter [HERE](#).

Maternity Leave Workshop

On **December 10th from 4:30 to 5:30 pm** we will be holding a maternity leave workshop for members who are expecting (or expecting to expect). With SEBB and Paid Family Medical Leave, there is a lot to work through with your leave. We will help guide you through the new laws, coverage, and the contract. If you have not RSVP'd, please let me know if you will be attending. The workshop will be at the EEA office (2710 Grand Avenue in Everett, white building with black awnings).

i-Ready Concerns

Your Rep. Council and Ex. Board have been working to address concerns related to i-Ready at the elementary and middle school levels. We know it is going better at some schools than others, and we are working closely with the District to have issues address. To be clear, you are not directed to meet a 45 minute goal in math and reading; you are simply highly encouraged to do so. We also recognize minutes are being tracked both privately and publicly, students are being pulled from classes to meet minutes, and meeting goal minutes might be taking away from other subjects. There are also serious concerns with students having the ability to reach minutes at home while others do not have the same opportunity. Teacher evaluations should also not be impacted by i-Ready usage. We will continue to monitor how i-Ready is being used and will work to make sure the tool is used appropriately. Please feel free to share your experiences with your building reps.

New Educator Night—December 12th from 5-7 p.m.

Topic: *Washington's New Student Discipline Rules: Moving Away from Exclusionary Discipline Practices.* Participants will have a chance to explore and understand the new student discipline rules adopted by OSPI in July 2018, which are currently be implemented. If you plan to attend, RSVP to slamb@washingtonea.org by December 9th. Dinner will be served! When you RSVP, please let Shelly know if you have dietary restrictions.

Congratulations Everett Coaches!

The Everett coaches ratified an agreement last month and got some great gains for their members. They got a 10% general increase for year 1 of the contract with additional increase in year 2 (2%) and year 3 (3%). HS and MS Robotics now have step increases beyond year two and are now paid at a fair rate for their workload. There were also several of great contract improvements. Nice work coaches and another example of why it benefits to be a part of a strong union.

Contract Questions

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

1. What if I have a concern about working conditions, leaves, the contract, evaluations, or my administration?

The first place is to always start with your Building Representatives because they will most likely know the answer or have heard similar concerns from fellow members in your building. They also bring issues each month to have addressed by the building administration. If they don't know the answer or it is discreet in nature, they know where to get you some help either by an Executive Board member, myself, or our staff member Adam Goldstein.

2. Is there a place I can find who my Building Reps are, newsletters, the contract, etc.?

Yes, we have updated our website (<http://www.everettea.org/>). There you can find a ton of useful information about the Association, the contract, calendar, meeting days, committee newsletters, etc.

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.

- A member has at least 4 pick-up loads of 14-16 inch rounds of Fir that he is giving away to anyone willing to come pick it up. It will need to be split and dried before it can be burned, but it is free!! Please text 425-512-2988 if you are interested. The wood is in Silver Firs near Gateway.
- Mother-in-law unit available January 1st. Waterfront views and beach access in Tulalip. 900 sq. ft. 1 bedroom, 1 bath. No pets/no smoking. One car parking only. \$1500.00 per month (includes electric/water/garbage). Contact 425-773-2689.

Calendar of Events

EEA Ex. Board—Dec. 9 (EEA 4:15 pm)

EEA Rep. Council—Dec. 16 (EEA 4:30 pm)