

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

TOPICS IN THIS SHORTWAVES: QUICK REMINDERS • HUSKY TEACHER APPRECIATION TICKETS • CONTRACT QUESTIONS • FOR SALE, FOR RENT

WELCOME BACK—QUICK REMINDERS

Now that we have a contract, we will be working with the District to implement the 70+ improvements we made this year. Some changes will be smooth and others will be bumpy. Please be patient with us and HR/Payroll. They heard of the changes after the membership and are quickly working on hiring, payroll, credits, calendar, leave, etc. Here are a couple of reminders:

1. If you have additional credits or experience to add to your classification on the salary schedule, you must have them in BEFORE October 15th for them to be applied this year. We recommend hand delivering them. HR and payroll is a little overwhelmed right now, but they will get back to you. You can always check employee on-line to find your experience and credits, too.
2. Payroll and HR is working on personal leave right now. They had to load the calendar and flow forward your leave. Many of you got a message that your request exceeded your leave. This is fixed now and you should be able to submit up to 3 personal days. If you rolled days forward, they have not put those days in, yet. If you would like to make sure you get the days in, contact Kiley at #4111. They also fixed the 10-day limiter.
3. A request for alternative evaluator is due by October 15th. To do so just e-mail me and HR Director Debbie Kovacs.
4. We will make available a contract “cheat sheet” soon with all the relevant day-to-day changes in the contract, too.
5. The TA packet, calendar, and salary schedules are on our web-page here: <http://www.everettea.org/contract>.
6. Once we get all the new hires in our system and assignments settle down, we will send messages to your school e-mail as usual.

Husky Teacher Appreciation Tickets

The University of Washington has established a Teacher Appreciation Day for the Arizona State football game on September 22, 2018. They have offered discounted tickets for the game. Here is the link to order tickets. <http://ev3.eventue.net/cgi-bin/ncommerce3/SEGetGroupList?prc=TEACHERS&caller=PR&linkID=washington&R SRC=&RDAT>. The promo code page will take you directly to the discounted ticket page, so no additional promo code is needed. You get a discount on the ticket and no fees. They also recognize great teachers and our own Doug Butler got it last year. Go Dawgs!

Lesson Plan Books

Many of you have expressed concerns about the lesson plan books the District provided during the first days back. Please do not worry about this ask. Some principals may have placed too much emphasis on these books. The District provided the books for those who do not have a current method of providing evidence to their evaluator about planning lessons and units. If the lesson book works for you, great, us it. If you have another method or pull directly from the curriculum guide, us it. The evaluation system has always required teachers to provide evidence of planning and the District is looking to strengthen this aspect of teaching this year. Here is the language from Section 6.00.K of the contract (it didn't change during negotiations):

- K. Employees shall have available for administrative review and evaluation such records as lesson plans, student evaluative materials, and grade books. Upon employee or administrator request, the administrator and employee will discuss the records prior to review. Administrators shall not collect weekly lesson plans unless the employee is demonstrating performance deficiencies identified through the evaluation process being conducted for the current school year in accordance with Article 10 Evaluation.

This means only if you have been scored a “Basic” in lesson planning (Criteria 2), do you have to provide weekly lesson plans per the language. If you are above “Basic” an administrator may ask for your lesson plans just like a gradebook or student materials. If they do ask, please schedule a meeting with them to discuss and review those records before you provide them. Lastly, please make sure to bring evidence to your pre-conference. Evidence of lesson planning is a key piece that can cover a couple of criteria. It is also recommended you bring a syllabus, examples of communicating to parents, assessments samples, etc. The more you bring, the faster it goes.

Contract Questions

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

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.

HAVE A RESTFUL WEEKEND AND A GREAT FIRST DAY!

Calendar of Events

Membership is Awesome Social—Sometime in late September

Ex. Board—September 17 (4:15 at EEA)

Rep. Council—September 24 (4:30 at EEA)

EEA/UTE CONTACT INFORMATION:

2710 Grand Avenue * Everett, WA 98201 * Phone: (425) 259-0622

Jared Kink, President: jkink@washingtonea.org or 425-259-0622

Angela Knudson, Administrative Assistant: aknudson@washingtonea.org or 425-259-0622

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