

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

**TOPICS IN THIS SHORTWAVES:** SNOW DAYS • WEA-RA/NEA-RA ELECTIONS • RED SHIRT ORDERS  
• MEMBERSHIP IS AWESOME SOCIAL • CONTRACT QUESTIONS • FOR SALE/RENT (*NEW*)

## Oh, Snow Days . . .

Who knew there would be this much snow this late in the year? The District is always in a difficult position to call or not call a day because someone will always be unhappy with whatever is decided. Last Friday members did a great job getting to school, serving the students, and making sure you and the students got out safely—thank you!! At this point, we have five days and approximately two hours of late arrival time to make up. We do have some options with waiving some days, but will still have to make up some minutes. The Association will be working with the District to determine the best set of options. With more snow in the forecast, we will encourage a little patience before we make a final decision.

## WEA/NEA-RA Elections—Tomorrow is the Last Day to Vote!

If you have voted, thank you. If you haven't, we extended voting and tomorrow is the last day to vote for delegates to the WEA and NEA Representative Assemblies. The great news is we have never had this many members run for 21 WEA positions and 7 NEA positions. Since we had so many members run, we have included their candidate statements at the end of this *Shortwaves*. Please make every effort to vote in your building because a strong turnout leads to better representation across the district.

## Do you need a “Red for Ed” shirt?—Tomorrow is the Last Day!

If you missed the first round of ordering, here is your chance. Show your EEA pride and join us in the WEAR RED FOR ED movement. You can purchase your red EVERETT UNITED shirt starting today through February 14<sup>th</sup> by visiting our web store: <https://www.lockscreenprinting.com/eea>

There are hooded sweatshirts, unisex t-shirts, and women's shirts available. The shirts are a softer, lighter weight than before and we received great reviews from those who ordered earlier this year about the quality. Please note that the women's shirt sizing is on the small side, so you may consider ordering a size up if you do not prefer a fitted shirt or ordering one of the unisex shirts instead. The shirts also feature a new design, so go check out your options and order today! **When ordering be sure to include your worksite in the “person of interest” category during checkout.** All orders will be delivered to schools approximately 2 weeks after the ordering window closes.

## Membership is Awesome Social—February 22

Our next Membership is Awesome Social is on February 22 from 2:30 to 6:00 pm at El Paraiso on Silver Lake. Come join us for socializing, networking, and member unity. It is a ton of fun. Appetizers and refreshments are on us! Wear your Everett United t-shirts, too. Hope to see you there!

## Contract Questions

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

1. *If a snow day is waived by the state, do we have to make up the working time?*

It is complicated. The state requires 180 days of school and an average 1027 hours of instructional time. If hours are not a concern, in the last bargain we achieved language so we would not have to make up time that is waived. The language is in Section 9.19 of the contract.

2. *What does it mean to waive a snow day?*

The State requires 180 school days and so many instructional minutes. Days can be waived if a waiver submitted by the District is approved by OSPI. Even if the day(s) is waived, the 1027 instructional hours still need to be met. We are working with the District to see if we are short, and if so, how many hours need to be

made up. This could mean non-student time in the work calendar will need to be converted to student time. For example, if there was a student half day we could convert that into a full student day to recapture the minutes. It also may mean we cannot waive all of the days we were snowed in. Usually, only 1-3 days are waived.

## 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](mailto:jkink@washingtonea.org) by the 15<sup>th</sup> of each month. Please keep your ad to less than 25 words.

- 1970s era Kenmore sewing machine. Foot pedal operated, metal chassis, some replacement parts/notions as well. Free to a good home. Contact Emily Price at [eapricetag@gmail.com](mailto:eapricetag@gmail.com) to arrange pick-up.
- Insta360 One camera for \$202. Hey everyone, I'm selling a "new" 360 camera that I bought a while back. I tried selling on Amazon but the buyer opened it and then returned it to me, so I can't technically sell as "new" anymore, but it's never been used. Comes in the original box, with charge cord, and bullet time attachment. Currently selling on Amazon for \$227 new + tax. Call or send text message to Theresa Walters at (425)-269-8877.
- For Rent: one bedroom MIL apartment in Oldtown Mukilteo with expansive views of the Puget Sound. \$1400 per month including utilities. For more information, please see our ad on Craigslist: <https://seattle.craigslist.org/sno/apa/6794128773.html>.
- Large Powder's Edge condo for rent - Whistler condo available- July 7th-14th. Sleeps 8, 2 bdrm/2 bath & loft, hot-tub in-room, access to Hilton hotel facilities/pool & parking- \$1,500. 425-239-5774 Grace.

### Calendar of Events

EEA Ex. Board—Feb. 21 (EEA 4:15 pm)

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

### EEA/UTE CONTACT INFORMATION:

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

Jared Kink, President: [jkink@washingtonea.org](mailto:jkink@washingtonea.org) or 425-259-0622

Angela Knudson, Administrative Assistant: [aknudson@washingtonea.org](mailto:aknudson@washingtonea.org) or 425-259-0622

**We're also on the Web!** Visit us at [www.everettea.org](http://www.everettea.org) or on Facebook.

Jared Kink  
President  
Everett Education Association  
425-259-0622

## WEA/NEA-RA Candidate Statements

### **Amber McPartland, WEA Convention Delegate**

Hello, my name is Amber McPartland and I've been teaching Kindergarten at Lowell Elementary for 6 years. I'm also an Executive Board member as well as a "Membership Matters" member. I'm very passionate about teachers' rights and making sure that education is fully funded which is why I would like to represent the EEA at the WEA convention. I would make sure that our Association has a clear voice and is well represented at the WEA convention. I believe that it is very important that we work together with other districts in Washington State at the WEA convention to make important changes that will help support the teachers and our students for years to come.

### **Anna Tidwell, WEA & NEA Convention Delegate**

I went into education to change the world; I feel to do this, it starts with the education of our children. I'm passionate about protecting the rights of not only our teachers, but our students!

My name is Anna Tidwell and I am asking for your vote to be considered to represent our union by attending the WEA and NEA Rep Assembly this year. I have taught Kindergarten for eight years and third grade for four years. I was on the bargaining team this past summer and was on the RIF committee this fall. I have been a building representative for almost my whole teaching career. I love the work I have been able to do for our union, which includes, listening to my colleague's questions and concerns, getting information for my colleagues, door belling for candidates our union endorses, lobbying and phone calling. Everett is a powerful union and it is because of our members! I would be honored if I could represent the Everett Education Association with the same enthusiasm and dedication I see in our members.

### **Carol Kummerle, WEA & NEA Convention Delegate**

My name is Carol Kummerle and I am asking you to consider me for nomination to represent the EEA by attending the WEA Rep Assembly later this spring and NEA Rep Assembly this coming summer. I have been a teacher for 29 years, thirteen of those years in the Everett Public Schools as a 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> grade classroom teacher and teacher librarian at the elementary level. I have been a building representative for many of my years here in Everett, as well as most of years in my previous school district of Mukilteo. I enjoy the work I have been able to accomplish while serving as a building representative, such as lobbying, talking with other members, supporting our staff when they have questions, and phone calling. I am extremely proud to tell people that I teach in for Everett Public Schools. I grew up in the Everett Public School system; it is an honor to represent my colleagues in a strong, respected school district and amazing teacher's union. It would be a privilege to represent all of you at the WEA Assembly in Spokane/and or the NEA Rep Assembly this year. I am excited for the possibilities that this would bring for me. Please consider electing me as a representative for both of these incredible opportunities. Thank you so much!

### **Cerra Sand, WEA & NEA Convention Delegate**

Greetings members! My name is Cerra Sand and I am asking for your vote for WEA-RA and NEA-RA. I have worked in Everett Public Schools for the past 14 years and have found my passion in Union work. We have the best Union in Everett and I am proud of my 6 years as Building Rep for Silver Lake and my 2 years as Elementary Director #1 of the Executive Board. I have gone to WEA-RA the past two years and I hoping to go for a third. I have never been to NEA-RA and I hoping to go see our Union work at the national level. I promise to represent the needs of educators and students in our schools; especially in the area of equity in diversity. Thank you for your time and consideration!

### **Dana Vance, WEA & NEA Convention Delegate**

Hello! My name is Dana Vance and I teach 2<sup>nd</sup> grade at Penny Creek Elementary. This is my 11<sup>th</sup> year in Everett and have been in education for 25 years. I love being a teacher and am passionate about creating a classroom environment that is engaging, exciting and meets the needs of my diverse learners. I have always been a union member and stood beside my union—but it is just in the past 3 years that I have truly become more involved with the EEA. The reason—I believe that our CRAFT is worth fighting for. I believe that as educators, we have the right to deliver instruction to our students in a way that is meaningful and purposeful to each one us, individually, and to be able to use instructional strategies and materials that reflect who we are as individuals. This *will* benefit our students! Our excitement and eagerness to teach will permeate our classroom and nurture a positive learning environment. This will be my first WEA and NEA conventions. I would very much like to attend, represent, and be a “voice” for our amazing Everett Public Schools Teachers. Thank You!

### **Debbie Wade, WEA Convention Delegate**

My name is Debbie Wade. I am currently a counselor at Cascade High School. This is my 29<sup>th</sup> year in public education, my 23<sup>rd</sup> year working for the Everett District. I also taught two years in Central Asia for the US Peace Corps. I have been a middle and high school coach, middle school block teacher, high school history teacher, middle and high school counselor. I have been an EEA building representative at Cascade High the past three years and a building rep at Eisenhower middle school for ten years prior to that. I believe in the power of our union. Our voices are stronger when we stand together. I would appreciate your vote for WEA Convention this spring. Thank you for allowing me to represent your voice. ~Debbie Wade

### **Denise Butler, WEA Convention Delegate**

My name is Denise Butler and I teach kindergarten at Cedar Wood Elementary. I would be honored to be your voice and represent you once again at the 2019 W.E.A. Delegate Assembly. I am a building representative at Cedar Wood and I am currently serving on the Membership Matters Board for the E.E.A. I have helped support the E.E.A. and W.E.A. by doorbelling for candidates, phone calling, sign waving, writing postcards, gathering signatures for various bills, and I have visited Olympia several times on behalf of the E.E.A. and W.E.A. to help further our goals. I feel I can fairly represent all factions of the teaching profession and I feel I am well versed in current legislative matters. I will be fiscally responsible when voting and will work hard to further our compensation, working conditions, and benefits. Thank you for your consideration and support!

### **Gary Whitney, WEA & NEA Convention Delegate**

Hello, my name is Gary Whitney. I have been a science teacher in Everett Public Schools for my entire 20 year career. I have been serving as a building union representative for Eisenhower Middle School for more than a decade. I was on the bargaining support team in 2015 and believe that having a strong union makes Everett Public Schools a great place to work. I have never attended one of the Representative Assemblies and hope to be able to represent The Everett Education association at both the NEA and WEA conventions for 2019. Thanks for reading my blurb.

### **Gregg Elder, WEA Convention Delegate**

I'm Gregg Elder and am interested in representing you at the WEA Representative Assembly this year. I currently work at Evergreen Middle School as the Teacher-Librarian; I've also taught Reading, Language Arts, Social Studies and was at Lowell Elementary for 3 years early in my career. Also I've coached Football and Basketball, currently an assistant coach in Track.

I have always believed that our collective voice is vital to our professional wellbeing. That statement has never been more true, both nationally and statewide. Major decisions about our healthcare and profession are going to be decided shortly and we must take a stand for public education.

It's with that idea in mind that I ask for your support to represent you and our collective voice at WEA RA in 2019. Thank You, gregg

**Association Positions:**

- Building rep 36+ years
- Bargaining teams
- Trustee: EPSBT- appointed in 2012 by Kim Mead and Jared Kink
- Bargaining Advisory Member 6 contracts
- Represent the Association on Professional Development Committee
- Serve on WEA's Change, Innovation and Achievement Committee
- Represented WEA/NEA/EEA- Teacher Ambassador 18 months.
- Nationally Board Certified Teacher 2004-2024
- WEA Jumpstart recruitment NBCT teachers

**Gretchen Stiger, WEA Convention Delegate**

Hello, my name is Gretchen Stiger and I am a counselor at Everett High School. I am a building rep and also on the EEA Executive Board. Last year I attended my first WEA RA and was truly blown away by the experience. As a new delegate I was inspired by the collective power that has changed our profession for the better and also by the Social Justice work that is accomplished at this event. It instilled a desire to promote our profession at its highest level and use my voice to make sure this happens. As a new delegate I was part of bringing forward a New Resolution and NBI that was overwhelmingly approved by the delegation. I would love to attend again, as a 2nd year attendee, to further promote and influence our profession. Thank you for your consideration as one of your delegates.

**Heidi Little, WEA Convention Delegate**

As a member of your Exec Board and two-time bargainer, I would be thrilled to represent the membership once again at this important convention. I hope to continue learning ways in which we can empower all our educators in the pursuit of a more equitable teaching and learning environment and to bring this learning back to our local membership. Thank you for considering me, Heidi Little, for this opportunity once again.

**Jared Kink, NEA Convention Delegate**

It is a privilege to serve you as president of the Everett Education Association. I will continue to advance the high standards the Everett Education Association has established, namely solid bargains, high political involvement, and strong member advocacy. I promise to listen, represent, and act on behalf of all our members. As always, I am truly honored to be your leader and very much value your vote for the NEA Representative Assembly.

**Jen Russell, WEA Convention Delegate**

My name is Jennifer Russell. I have been working in education for almost 21 years; 14 here in the Everett School District. My experience includes teaching, coaching and advising students, supporting staff as an instructional tech coach, as an admin intern, as well as participating on multiple building leadership teams, district councils, and as a Bargaining Support Team Rep. I have had the pleasure of working with staff at Garfield, Lowell, Monroe, Sequoia/Online/Port Gardner, Everett, HM Jackson and Cascade! I have gained a unique view point having worked with members in multiple grade levels, content areas in buildings throughout the North, Central and South region of the district. I am also the proud mother of two students in Everett Public Schools. While building relationships with their teachers, this personal experience has provided me with a rich professional perspective. I am seeking this position out of a personal and professional passion for continuing to improve the work conditions of our teachers and thereby improving the learning of our students. Thank you for your thoughtful consideration.

**Jennifer Hesse, WEA Convention Delegate**

I have been teaching German at Jackson HS for three years, but I am in my first year as a union representative. I am excited for the opportunity to learn more about our rights and share these important facts with my colleagues!

**Jenny Steele, WEA & NEA Convention Delegate**

Vote **Jenny Steele** to represent you at the WEA and NEA Rep Assembly! I serve as your EEA/UTE Vice President, Membership is Awesome Co-Chair, WEA Health and Safety Committee, and as WEA Parliamentarian. I am a counselor at North Middle School. Being an active member in OUR association is important to me. Supporting the needs of members and working for the betterment of our profession is a job that I have a passion and energy for. I enjoy the work of our association and am proud to put forth my best effort with every opportunity that arrives. I have the experience and knowledge to represent you, but stand ready to tackle new challenges. We just completed a very successful contract negotiation and can celebrate the McCleary "win" but we still have work to do! We must continue to advocate on all levels. We know is best for our profession. I will be there for you and for our association. I will listen, give thoughtful consideration and act appropriately I will never stop speaking out or acting out on behalf of educators or students. Thank you for your confidence in me, and thank you for your vote.

**Kailani Tibayan, WEA & NEA Convention Delegate**

My name is Kailani Tibayan and I am a ½ split teacher at Penny Creek Elementary. Every year the union has given me opportunities to build myself into a leader fighting in the trenches for what our students deserve. Last year, you

all gave me the opportunity to attend my very first WEA RA. It was an eye opening experience where I was able to see the change we can create for ourselves, our colleagues, our schools, and most importantly for our STUDENTS. I want to continue to seize opportunities where I can continue my growth as a leader within my union and to be an enforcer of change for my students. Please vote for me and give me the opportunity to attend my second WEA RA and my first NEA RA.

#### **Kaitlyn Williams, WEA Convention Delegate**

My name is Kaitlyn Williams and I am asking you to consider me for nomination to represent the EEA by attending the WEA Rep Assembly later this year. I have been a teacher for 4 years in the Everett school district as a 3<sup>rd</sup> grade and kindergarten classroom teacher I have been a building representative 3 years and I enjoy the work I have been able to accomplish while serving as a building representative, such as doorbelling, talking with other members, supporting our staff when they have questions, and phone calling. I am extremely proud to tell people that I teach in the Everett Public Schools. As a building rep it is has been an honor to represent my colleagues in a strong, respected school district and amazing teacher's union. It would be a privilege to represent all of you at the WEA Assembly in Spokane and I am excited for the possibilities that this would bring for me. Please consider electing me as a representative for the WEA Rep Assembly. Thank you so much!

#### **Kari Wilson, WEA Convention Delegate**

A little over 30 years ago I began teaching at Cascade High School and met a force of nature named Kay Powers. Her passion for social justice and dedication to our profession as a means of liberating students from the constraints of race, class, and gender inspired me then and continue to inspire me today. When she had to challenge district administration to protect academic freedom and student free speech near the end of her career, she prevailed, with the help of the WEA. Because there is POWER in our union. There is POWER in our solidarity. There is POWER in collective action. Inspired by Kay's example, I would like to represent you at the WEA convention, to ensure that we can continue Kay's courageous legacy.

#### **Kathleen Guffey, WEA Convention Delegate**

The Everett Education Association is a vital and important organization. It is an organization that has influenced our community and has ensured that the lives and livelihood of its members are protected and cared for. I have proudly served as a building representative for at least 8 years, during which time I have heard from fellow members all about the experience of being at the representative assemblies. Hearing about how the meetings and workshops have informed them and fired them up has drawn me to wanting to be a part of this experience. As a former GayStraight Alliance advisor this was most often not a possibility, the Day of Silence (a nationwide activity) and its preparation have often conflicted with the rep assembly dates. Finally, a year has come when my schedule and the date for the WEA-RA has aligned, as if it were in the stars! I am in hope of being elected so that I may have the opportunity to learn and grow as a representative, and bring back new knowledge and energy to our Everett Education Association membership.

#### **Lindsay Mead, WEA Convention Delegate**

The Washington Education Association Representative Assembly sets the direction for our State organization. In many areas Everett is a leader in the state, both circularly and in contract bargaining. I believe that it is critical for Everett to share our strong beliefs and views. I have been, and will continue to be a person to represent E.E.A's successes and struggles at the .Assembly

I have been an active member of the Everett Education Association since the mid-eighties. My involvement includes Representative Council, WEA Convention Delegate, and NEA Convention Delegate.

#### **Loretta Vila-Henninger, WEA & NEA Convention Delegate**

Hello, my name is Loretta, and I am a Fourth Grade Teacher at Jefferson Elementary. I began teaching in the Everett School District in 1991 and have been here since. Although I have taught Fourth Grade most of my time here, I have also taught Special Ed. and Third Grade. For the last three years, I have been an EEA Building Rep. Prior to moving to Washington, I taught several years in a district in Texas where there was not a strong union. That experience has really helped me to appreciate both the EEA, WEA, and NEA. I greatly value the voice and representation our association gives us, as well as the bargaining power to obtain strong contracts which protect our professional rights and to receive a fair wage. As an Elementary Rep., I would listen to teachers' concerns and represent them. Issues which are important to me are smaller class size, maintaining our K-12 salary increase, professional judgement in curriculum implementation, shared decision making, both at the building and district levels, and continuing to have a strong contract which reflects the concerns and input of our association members.

#### **Mary Branch, NEA Convention Delegate**

Hello, my name is Mary Elizabeth Branch and I teach 1<sup>st</sup> grade at Jefferson Elementary School. This is my third year in Everett Public Schools however, I have been in the education field for over ten years. I would like to attend the NEA conference because this would be a great opportunity for me to be part of something bigger than myself, be involved in helping further the understanding why public education is so vital in our country, and gain insight of the imperative issues that are facing public education today. Lastly, as a public school teacher and leader I want each student to strive for academic excellence and I encourage the importance of free will which helps to foster the seeds that will grow within each student. I smile when students realize their self-worth and begin to care about who they are and who they want to become. I am motivated when I have touched a student's life and he or she realizes someone cares about them and wants them to achieve. But most of all, at the end of the day, I sit back and say to myself that I am blessed to have a job that is gratifying to me and special in the eyes of many.

**Michael Johnson, WEA & NEA Convention Delegate**

I have been teaching in Everett for 14 years and have been a building representative for all but two of those years. I am proud to tell people I teach here, mostly because of the diverse body of people I work with and the strong union leadership. Listening to that body, discussing issues, and bringing important information back to my site has been something I have enjoyed doing over the years. I've also been honored to stand on the capitol steps, make phone calls, and fill out postcards to support pro-teacher candidates and legislation. Six years ago, I asked to be a part of the WEA Representative Council and have attended five of the councils since then. I have been thrilled to collaborate with such a dynamic group of people and to bring my Everett experience into the mix while setting the direction for our larger union body. It is rewarding to make connections with other districts and watch how the work we complete at the assemblies plays out across Washington. I would be honored to again represent you at the WEA Assembly. In addition, I have never attended the NEA Assembly and would like to attend over the summer to discover how I can participate and contribute at the national level and witness where the EEA fits into the bigger picture. Please consider me for both the WEA and NEA conventions.

**Monte Scholz, WEA & NEA Convention Delegate**

Fellow EEA Friends and Colleagues—Please consider me for a delegate position to both the WEA and NEA Representative Assemblies. I am an ELA Block teacher at Heatherwood Middle School, and this is my twelfth year in the Everett Public School District. I am honored to serve you as an Executive Board member, as well as represent the Association on several District-level committees. I served on the Bargaining Team that negotiated our current contract in which we managed to maintain the highest standards for compensation in the state. Even as we now reap the benefits of holding the Legislature accountable to amply fund education, the job is not yet done in improving the quality of our work standards and benefits, and the opportunities for our students. I look forward to rolling up my sleeves and getting to work on these goals at this year's WEA Representative Assembly. This year is an exciting year for NEA, as well. In a post-Janus world and an upcoming Presidential Election, making sure our voices are heard is paramount. It would be an honor to represent you at this year's WEA and NEA Representative Assemblies. Thank you for your vote.

**Olivia Scalet, WEA & NEA Convention Delegate**

Hi all – I'm Olivia! In my 2<sup>nd</sup> year as a counselor and member of the education association I would appreciate the opportunity to learn more. I enjoy learning and participating in experiences to give back to my community.

**Rebecca Richardson, WEA Convention Delegate**

My name is Rebecca Richardson, and I am a Building Rep. for Cascade High School where I teach French in addition to serving as the Freshmen Class Advisor. I have been teaching for 18 years and am National Board Certified. I also hold masters' degrees in both Education and French Language Teaching. I previously taught in both Ohio and California, but happily relocated to Washington to be near family. I became a Building Rep for EEA so that I could have more opportunities to listen to my colleagues and bring their voices to the collective table. I am very proud to be part of the best education association in Washington! I would be honored to attend my first-ever WEA-RA assembly and help represent our dynamic organization. It is important to me that I do my part to advance school equity, advocate for our students, and represent and defend our interests as educators. If selected to attend this assembly, I hope to become a better representative through collaboration with both our own EEA members and those from around the state. Thank-you for your consideration.

**Susan Lindsey, WEA Convention Delegate**

I'm a kindergarten teacher at Jackson Elementary and have been an active member of the EEA for the past 34 years. I'm currently serving on the EEA Executive Board as the Treasurer and I am a Trustee on the Everett School Employees Benefit Trust. I am also one of your representatives on the Pilchuck UniServ Council. I have been a building representative, bargaining advisory team member, and a WEA and NEA Convention delegate. Serving as your representative at various levels has given me lots of opportunity to hear about the issues and challenges that face teachers in our district, state, and nation. I believe that as educators, we perform extremely important work each day and need to feel respected and valued for who we are and what we do. I am committed to advocating for our needs and the needs of our students. I have been honored to represent you as a delegate at both the state and national level in the past and would be proud to represent the educators of Everett at the 2019 WEA Representative Assembly. Thank you for your support!