

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

TOPICS IN THIS SHORTWAVES: WELCOME BACK • ELECTION ACTIVITY • WE NEED YOUR TPEP GOALS • BENEFIT CHANGES COMING • PRE-RETIREMENT SEMINARS • COMPUTERS EVERYWHERE • UPDATED WEB-PAGE • MEMBER CONTRACT QUESTIONS • NEW EDUCATOR NIGHTS • FOR SALE, FOR RENT

Welcome Back—Smooth Start, but Struggles Ahead

We have been hearing this is one of the best starts to the year in a long time. The elementary class size reports indicate some of the lowest class sizes in years, which is attributed to the increased funding districts having been getting. The increased funding is tied directly to our association demanding schools be fully funded through the McCleary decision. This fight is only partially complete. The legislature has made progress in transportation, K-3 staffing, and supplies, but still needs to address 4-12 staffing and salaries and they need to do it this legislative session.

The potential improvements are significant and so are the potential costs. When the legislature addresses salaries, they may choose to change how levy dollars are used and limit our bargaining rights. We are the highest paid teachers in the state because of our bargaining and this is at risk. Most solutions we see from the legislators either freeze our salaries or, at best, limit our ability to negotiate increases. They could also make changes to retirement, healthcare, and staffing.

This will be an epic legislative session and we need all of us to do our part. Our Executive Board has set several goals for this year to get everyone involved.

First, we plan to meet with each member by December 1st. We will be asking you what you are prepared to do to stop them from limiting our bargaining rights and what you are willing to do if they take away our TRI pay.

Secondly, we must be involved in upcoming elections. We must have pro-education, pro-union legislators to protect our rights. Unfortunately, all aspects of our profession are impacted politically. We need every member to vote all the way down the ballot and be active in local races. Below you will see opportunities for you to get involved.

Lastly, we need your involvement during the legislative session, which is projected to go into August next year. This means we will be asking you to routinely e-mail legislators and attend regional meetings with them, lobby in Olympia, and may even take unprecedented action to preserve our rights and ability to negotiate the best working conditions for you.

Election Activities

In order to hold a pro-education majority election in the House, we need to have two local, pro-education candidates win in the 44th Legislative District: John Lovick and Katrina Ondracek. To support their campaigns, we have three doorbelling events scheduled. We understand doorbelling

may be intimidating, but we make it fun, safe, it is better than phone calling, you get exercise, and we know it is the one activity that impacts an election. Flyers, phone calls, and commercials have nothing on a respected teacher at a door saying this candidate is going to help our school system and community.

Please e-mail me if you can make any of the following events. We worked to make them best fit your schedule.

1. After school doorbelling for an hour in Mill Creek on October 13th or 20th.
2. Saturday doorbelling for two hours on October 15th.

We Need Your TPEP Goals

We are trying to create a database of TPEP goals for teachers to access to save you time. Once we have enough, we will post them on our web-page for you to access. When we post them, we will include the subject and grade-level, but not your name or school. Please submit your past TPEP goals here: <https://goo.gl/forms/X4m7rYofOPye1iSs2>.

Benefit Changes Coming

You spoke and the Benefits Trust heard your customer service concerns about United Healthcare (UHC). This year we will be changing from UHC to Aetna, while still maintaining the current Group Health, vision, and dental plans. Plans are not exactly the same as past plans and some costs have gone up, but not as much if we stayed with UHC. The District has planned several health fairs to help you make a decision by November 15th. Please read all communications from the District regarding these changes.

Here are the dates for the health fairs:

- 10/20/16; 3-6 PM @ Penny Creek Library
- 10/26/16; 2:30-5:30 PM @ CRC Port Gardner A
- 11/3/16; 2:30-5:30 PM @ North Middle Library
- 11/8/16; 2:30-5:30 PM @ Evergreen Middle Library
- 11/14/16; 6:30-8:30 AM & 3-6 PM @ CRC San Juan Room

Pre-Retirement Seminars

“Taking Charge of Your Future” retirement seminars are held at the EEA office (2710 Grand Avenue, Everett, WA 98201) on Friday evenings from 5:00 – 8:30 p.m. and Saturday from 8:30 a.m. – 4:00 p.m. Seminar Dates are October 21st/22nd, November 18th/19th, and January 20th/21st.

Some of the topics discussed 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. Please register early! To obtain a registration form, email: slamb@washingtonea.org or on the EEA website: <http://everettea.org/calendar>.

Computers Everywhere

This year each teacher will be getting their own mobile computer because of the technology levy we helped pass last year. About half the teachers received theirs before school started and the remainder will get theirs in October. The devices are amazing and will change how we instruct students. The plan is for teachers to prepare this year before students start getting them next year. Professional development will be staggered over the next three years as students get them, too. Please use these devices instead of your personal computers or phones to do district work. Also, please be careful with them, especially leaving them vulnerable to theft in your car or unattended.

Updated Web-Page

We have updated our web-page to make it easier to find information. On the site you will find our contract, contact information, important dates, and salary schedules. In the future, we will have TPEP goals and election information. The website can be found here: <http://everettea.org/home>.

Member Contract Questions

If you have a question regarding our contract, please send them to me and we will continue to answer some in each *Shortwaves*.

What is going on with individual LIF?

--From dozens of teachers.

We have received several e-mails regarding LIF time. A few principals have misdirected their teachers by telling them they need to work in teams during individual LIF, but it is their choice on what they collaborate on. This is incorrect. This Friday is an employee directed LIF. This means individuals have the discretion to choose what they do during this time. Some may choose to work in their room alone, with a colleague, or with a team—whatever they need to do to improve their instruction and meet their needs. Like any LIF, the time must be spent on site, unless colleagues are meeting at a district location to collaborate. Please be on the lookout for a Bargaining Alert next week that will further explain this confusion.

What is the last day to request an alternative evaluator?

--From 5 teachers.

Alternative Evaluator requests are due to HR by October 15th. Simply e-mail me and the Director of Human Resources, Debbie Kovacs with your request.

When is the last day to turn in credits for salary placement?

--A teacher from Woodside.

All credits and clock hours must be turned into HR by October 10th. It is a good idea to follow-up with a phone call or e-mail to make sure.

New Educator Night—September 22nd or 29th from 5-7 p.m.

Topic: How to pick between Plan 2 and Plan 3. If you have already chosen a retirement plan, it will still be fun! If you plan to attend, RSVP to slamb@washingtonea.org as soon as possible. Dinner will be served! When you RSVP, please let Shelly know if you have dietary restrictions. FREE CLOCK HOURS!

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.

White Fiestaware--\$160: 9 dinner plates, 8 salad plates, 9 soup bowls, 8 small bowls, 8 mugs, and 2 serving bowls. Contact George Spencer at 425-350-5119.

Calendar of Events

EEA Rep. Council—September 26 (EEA office at 4:30)

ECEA Coaches Annual Meeting—September 27 (Eisenhower Middle Schools Library from 5:30 to 6:30 pm)

New Educator Night— September 22 or 29 (EEA office at 5:00)

EEA Executive Board—October 3 (EEA at 4:15)

EEA Rep. Council—October 17 (EEA office at 4:30)

EEA/UTE CONTACT INFORMATION:

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