



Shortwaves

Everett Education Association / United Teachers of Everett Volume 3, 2016-17

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

TOPICS IN THIS SHORTWAVES: ELECTION RESULTS AND NEXT STEPS • CONTRACT QUESTIONS • NEW EDUCATOR NIGHTS • PILCHUCK DIVERSITY NETWORK

ELECTION RESULTS AND NEXT STEPS

I have heard from so many members how difficult it was to face their students after the election last week. The national results were not what many of us wanted and not what many of the students we serve needed. The results will most likely make our jobs fighting against anti-union actions much, much harder. People have been struggling to find hope somewhere to get them through what we all thought was impossible. For me, I had to look no further than my members who, despite being crushed, went to work on Wednesday, embraced students from all backgrounds, and continued to teach them tolerance, equality, and justice will soon prevail. Thank you for your dedication and inspiration.

THE GOOD NEWS

In Washington we were much more successful! At the state-level we elected nearly all pro-education and pro-union candidates including, Jay Inslee, Cyrus Habib, Chris Reykdal, and Kim Wyman. We overcame billionaires to retain an all pro-McCleary Supreme Court. In the Senate we gained only one seat, but defeated Steve Litzow who was the loudest anti-WEA senator and chair of the Senate Education Committee. In the House, we hold a 51-47 pro-education majority, returned an amazing member and advocate, Monica Stonier, and John Lovick is back locally. We also passed several initiatives we endorsed—minimum wage increase (1433), curbed gun violence (1491), and protected senior citizens from financial crimes (1501). It should also be recognized that one of the first states to embrace charter schools, Massachusetts, overwhelmingly rejected a proposal to expand charter schools.

SO, WHAT IS NEXT?

The first step to keep a pro-education governor and House has been accomplished. We now need to make sure they uphold students' rights by fully funding McCleary while also maintaining our bargaining rights. The next step is to e-mail Governor Inslee to make sure he sets a high bar in his budget to fully fund our schools and salaries. Here is what we need you to do this week:

1. During your lunch or before/after school, please e-mail the governor on your phone or home computer (not a school computer). Please go to <https://www.washingtonea.org/ourvoice/> or respond to one of the e-mails WEA will be sending this week. There you will find an easy template to e-mail the governor to let him know fully funding schools is a student right.
2. Afterwards, sign the "I E-Mailed Inslee To Fully Fund Schools" poster in your staff lounge.
3. Please do this by the end of the week because the governor will be finalizing his budget by the end of the month.

We also need to hear from you about what fully funding looks like and what you are willing to do to protect our right to negotiate and maintain higher salaries. Like last year, we will try to connect with every member before the legislative session by visiting each school. While at your school, we will be asking the following questions:

1. As a result of the McCleary Decision, the Supreme Court has ordered the legislature to fully fund schools and this must be done during this legislative session. What does fully funding schools look like to you?
2. Since we have aggressively bargained compensation over the years, we are paid the top salaries in the state. Potentially, our right to bargain could be limited or taken away and our salaries could be frozen for an extended period of time. What are you prepared to do to prevent this? What are you prepared to do if it happens?

3. What is one thing you would like to see the District do to better support you?
4. We are always looking to better meet the needs of our members, what would you like the EEA/WEA leadership to know so they can better involve and empower you?

This will be a very long legislative session. Most likely it will go into the summer. We will be asking you to take action several times during this period because so much is at stake for us. Thank you for voting, e-mailing the governor, and being on watch for our next steps.

Contract questions

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

Do I have to use eVal for my evaluation?

--Teachers from Evergreen Middle School

No, using eVal is optional (Section 10.08 on page 79). Teachers can still use a paper version of the rubric and many are finding it actually saves time. Teachers do have to create an account on eVal because scores are recorded in the system.

Can a principal tell you what lesson to teach and what your goals should be for an observation? --Teachers from Woodside

No, the principal should not direct what should be taught during the observation. The teacher and principal should discuss what will be observed, but it is up to the teacher what will be taught during the observation (Section 10.06.D3 on page 75). The evaluation system is about a teacher's growth. It is not about meeting school improvement goals or the principal's own evaluation. Additionally, goals are to be determined by the teacher and only approved by the evaluator.

How many call backs are required each year

--Teachers from Emerson, Penny Creek, and Woodside

You are only required to attend three evening callbacks and each one not exceeding 2.5 hours in length (Section 9.01.A.2.C on page 43). This is a difficult one because elementary schools have increasingly added more evening activities and members have felt "involuntold" to attend more than three. Although it may be difficult to say no, it is your right to this limit. Your workload balance and health is critical to your success in the classroom. The District will not stop increasing what is on your plate until teachers start saying no more often.

New Educator Night—December 1st from 5-7 pm

Topic: *Take care of yourself! Discounts and freebies through your union membership. Let's start off the New Year by taking good care of you.* 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 if the topic meets the requirements.

Pilchuck Diversity Network—November 30th from 5-7 pm

Please be our guest for happy hour appetizers and beverages. Come build community and connections with our members of color, and hear about upcoming opportunities. If you plan to attend, RSVP to slamb@washingtonea.org as soon as possible.

Calendar of Events

Pilchuck Diversity Network—November 30 (Scuttlebutt Brewery at 5 pm)

New Educator Night—December 1 (EEA at 5 pm)

Ex. Board Meeting—December 5 (EEA at 4:15 pm)

Rep. Council—December 12 (EEA at 4:30 pm)

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