



# Shortwaves

Everett Education Association / United Teachers of Everett

Volume 2, 2016-17

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

**TOPICS IN THIS SHORTWAVES:** CONTRACT QUESTIONS • PRE-RETIREMENT SEMINARS • NEW EDUCATOR NIGHTS • FOR SALE, FOR RENT

## Member Contract Questions

In this issue of *Shortwaves*, we thought it would help to review some key pieces of our contract. The topics were chosen based on the questions we have received so far this year. In some cases we included the actual language and the page number from the contract for your reference. You can find the contract on our web-page.

### **How much flexibility do I have regarding the curriculum? Do I have to follow an instructional calendar?**

Here is what the contract states on page 51: *The parties share a mutual interest in delivering high quality instruction in all subject areas and further agree as follows:*

- 1. A curriculum that requires instructional staff to use the same lessons at all times or requires identical instructional strategies for all students may not be universally appropriate for an effective educational program.*
- 2. Teachers may exercise professional judgment (i.e., expertise, insight and creativity) in determining when and how to adapt or modify lessons to meet the diverse needs of students to achieve unit and lesson objectives within established curriculum.*

#### So, what does this mean?

The District has an adopted curriculum that is the base or foundation for the grade-level or course. The curriculum can be changed, enhanced, modified, and added-to in order to meet students' needs. You have professional discretion to determine how best to do this in order to meet their needs.

In terms of calendar, you must adhere to an overall schedule. For example, most U.S. History teams agree World War I should be covered by semester break so students who change classes will have a similar starting point in their new class. In math or English, maybe several units are agreed upon by the team for the semester, but when those concepts are taught is up to the teacher. In no way do teachers have to be on the same lesson on the same day.

### **What about assessments? Do we have to create our own or use the District's assessments?**

Here is what the contract states on page 60: *School-based teams will use, modify, adapt, and enhance District-adopted instructional materials to meet the state established standards. Teacher teams, working with their principals, will ensure assessments are aligned, informative, supported, and timely. From the natural course of this work, teachers and principals will use data to evaluate students, provide support, improve instruction, and inform decisions made at the classroom, school, and district-level.*

#### So, what does this mean?

This means school-based teams (grade-level or subject) will decide how to best use District adopted assessments embedded in the curriculum. If needed, they can modify, adapt or enhance those assessments to meet the standards. Principals should ensure those assessments are supported and timely to the teachers' needs. Additional assessments are not to be created unless the team deems it necessary.

### **Do I have to attend the United Way presentation at a staff meeting?**

No, attendance during any community fundraising shall be voluntary (page 44).

### **When are the SafeSchools trainings to be completed?**

Your principal should provide you time during district-directed contractual meeting time to complete the trainings (page 42).

## Do I have to pay to attend student events?

No, if you have your staff identification, you do not have to pay for athletic or student events, like plays, concerts, etc. (page 62). The only exception is athletic tournaments and events sponsored by other groups.

## How much leave do I get a year?

Each full-time employee receives 12 sick days a year to be used for the care of themselves and family members. They also receive 3 personal days each year to be used at their discretion and these are limited to 50 district-wide per day. Part-time employees receive a pro-rated amount of leave. Additional leave can be found on pages 21-28. If you are thinking of going on maternity leave, we highly recommend you call our office for assistance.

## What is going on with LIF?

LIF has been particularly frustrating this year. Overall, LIF is intended to provide a resource for school improvement and student learning. The contract defines two types of LIF (page 36).

The first type of LIF is “Administrator Facilitated” and your principal can direct you what needs to be covered on these days. They can require agenda/notes for these meetings and should give you feedback for each one. If you are singleton, you can determine what you need to accomplish to meet the LIF intentions or use it as an opportunity to meet with other singletons in other schools.

The second type of LIF is “Employee Facilitated” and the individual employee determines how best to make improvements to the school program and student learning. This means, for example, an individual could choose to work on lesson plans or grade student work. Teams do not have to meet during this time, but can if the individual chooses to do so. Overall, an individual can choose to work on school and student improvements alone in their room.

## New Educator Night—November 3<sup>rd</sup> from 5-8:15 p.m.

Topic: *Culturally Responsive Classroom Communities (raising AWARENESS of self and KNOWLEDGE of other social group categories different than our own)*. If you plan to attend, RSVP to [slamb@washingtonea.org](mailto: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!

## Pilchuck UniServ-WEA Retired Mini Seminar

ARE YOU RETIRING AT THE END OF THE 2016-17 SCHOOL YEAR? Pilchuck UniServ is offering a **two session mini workshop** geared for getting you out the door and on your way into retirement. This is just for those of you who have made the decision to retire and want support with the step by step process involved. They cover timelines, applications and decisions, insurance, and much more for preparing for your impending retirement.

The **FIRST SESSION** will be: WEDNESDAY, November 2<sup>nd</sup> (starting at 5:00 p.m.)  
The **SECOND SESSION** will be: TUESDAY, February 7<sup>th</sup> *if you are in Plans 1 or 2*; or  
WEDNESDAY, February 8<sup>th</sup> *if you are in Plan 3 (starting at 5 pm)*

The fee for this two session mini workshop is \$30 per person payable at the first session (November 2<sup>nd</sup>). Registration is via email only to Jan Curtis - [jc\\_curtis@comcast.net](mailto:jc_curtis@comcast.net).

## 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.

Organic free range duck eggs from Whidbey Island, \$6.00 for a dozen or trade. They are delicious and come from happy ducks! Contact: Kris Wold at (206) 225-1959.

## Calendar of Events

Doorbelling—October 20 (after school) and  
October 22

Phone calling—October 24 and 27 (EEA 3:30 pm to 7 pm)

New Educator Night—November 3 (EEA at 5 pm)

Ex. Board Meeting—November 7 (EEA at 4:15 pm)

Rep. Council—November 14 (EEA at 4:30 pm)

## EEA/UTE CONTACT INFORMATION:

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