



# EVERGREEN

Education Association

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President

## 2019 THE YEAR OF THE EDUCATOR

I try to get these out earlier than this, but with the short break, we are still all playing “catch-up” already! Hopefully, the short winter break treated you well and you made time to rest and recuperate. This is an exciting year with the plight of the public educator in the headlines each night. We can continue to improve our working conditions, (our students’ learning conditions,) and make the right choices for our students. With the New Year comes new and old tasks and hopefully prioritization. In the second half of this year we already have some things to do:

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- **Evergreen Public Schools Levy(s):** On Tuesday, February 12<sup>th</sup>, our community will get an opportunity to approve a reduced levy amount to continue their support of public education and the “enrichment” we provide. Many have voiced how “different” this is than in previous year’s levies, but you need to know, this is always what levies were “meant” to do (I had to put a lot in quotes there, eh?) Your representative council passed a resolution in support of the Maintenance and Operations as well as the Tech Levy. We should be and are eager to help. EEA has reached out to the Evergreen Citizens for Schools, the organization responsible for promoting the Levy and already coordinating how the EEA can best be utilized for support. Be sure to check out our plan (in this newsletter) and like the Facebook Page for details: <https://www.facebook.com/YesForEvergreen/>
- **Legislative Session:** (And now, a word from WEA President Kim Mead) *The 2019 Washington Legislature convenes on Monday, and as always, there’s a lot at stake for educators and our students. School safety, educator health care and school levies are among the big issues on WEA’s list of legislative priorities.*

*Fortunately, with WEA’s help, dozens of pro-student, pro-union candidates were elected or re-elected last fall, strengthening education-friendly majorities in both the House and Senate. The number of WEA members – professional educators – serving in the Legislature has increased, too.*



Monica Stonier

*It’s good to know we have leaders like Evergreen Education Association member Monica Stonier fighting for us in the Legislature – Monica was recently elected to a leadership position in the House Democratic Caucus. Other WEA members play important leadership roles on labor and education committees.*

*To learn more about WEA members serving in Olympia and our legislative priorities, visit [OurVoice](#), WEA’s online political action HQ.*

*Together, we’ve shown we can accomplish great things for ourselves and our students. While we’ve made great progress for schools and students in recent years, there’s more to do – especially in the upcoming legislative session.*

*continued on the next page...*

- **Membership Matters:** We have been warning you of the continued attack on our membership by outside groups like the Freedom Foundation, Choice for Teachers, and the Northwest Professional Educators. These groups have been known for sending e-mails, sending physical letters, and even going door to door to give misleading messages in an attempt to get people to resign their union membership. These groups are feeling emboldened with the recent court decision (Janus v. AFSCME), still trying to make all states “right to work for less” states. They are upset it didn’t work, and can’t work unless they get us separated. It is our togetherness in our union that secures our contract rights and funding for our students. As Members we need to stick together, as we did in the strike, or else our voices get silenced. Union Strong. Union Proud.
- **Thank You:** I realize this has been a tough start. We have once again been asked to do more with less. It is inspiring to me to see how my members always put students and clients first. When I go into to talk to the District Representatives, it gives me the upper hand that both sides of the table know that we don’t ask for things unless it is good for kids. Let’s continue to make 2019 the “Year of the Educator.”

At the December Representative Council meeting, the body voted to endorse the Evergreen School Levies and to give effort to its passage. The Evergreen Citizens for Schools has requested help with a few things:

**Door Hanger Day** – Saturday, January 26<sup>th</sup> (Yes, I know this is semester-end, but it is also ballot drop day)

The ECS has asked people to volunteer to put door hanger flyers on door knobs throughout the District. Please consider reporting **at 9am to Beacock Music** (1420 SE 163<sup>rd</sup> Ave, Just off Mill Plain) to receive Door Hanging Materials and Precinct Lists. You may then go to one of the targeted areas (hopefully close to your school / site) and walk with your Union siblings, School Staff and Admins getting the message out that we are all together in our belief in supporting public schools.

### Sign Waiving

The ECS is planning on having sign waiving events on February 2<sup>nd</sup> and 3<sup>rd</sup> as well as the 8<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup>, and **ESPECIALLY** the 11<sup>th</sup> at the following locations (Click Link to sign up):

- I. [Chkalov and Mill Plain](#)
- II. [136th Avenue and Mill Plain](#)
- III. [164th Avenue and Mill Plain](#)
- IV. [192nd Avenue and Mill Plain](#)
- V. [117th/SR-500 and Fourth Plain](#)
- VI. [117th Avenue and 76th Street](#)
- VII. [SR-500 and 112th Avenue](#)
- VIII. [137th Avenue and Padden Parkway](#)

Check with your  
Admin / Building Head Rep.  
for more details



The district will soon be publishing, via the e-net, the seniority list. All employees will be listed by their current job categories as well as any additional categories claimed last year. If you have other areas where you are endorsed, you will need to email Certificated Personnel to have those categories added. So, for example, if you are an instructional coach, but are also qualified to teach K-5 and you did not inform certified personnel last year of your qualifications to teach K-5, you would need to send that information in for it to be added to the seniority list.

# VOTING & NOMINATIONS

In the months of November and December, members were nominated to be delegates to the Washington Education Association Representative Assembly (WEA RA) as well as the NEA representative assembly (NEA RA). These elections started January 14<sup>th</sup> and will finish Tuesday, January 22<sup>nd</sup> (but please vote early so your Reps can get the ballots back.) Results will be posted in the next newsletter. The people you elected will be your voice at the state and national level for shaping the direction of our organization.

Furthermore, there is another set of elections coming soon. At the January 14<sup>th</sup> representative council meeting, nominations opened for leadership positions in the EEA next year. The following positions that govern the EEA as a local we be up for election: Vice-President, Secretary/Treasurer, Elementary At-Large, Middle School At-Large, High School At-Large, Special Services Rep, Minority Rep, Special Education Rep, and Substitute Rep. Nominations will close at the February Representative Council meeting with an election to come in early March.

## Attention SPECIAL EDUCATION STAFF - WE WANT YOU

Our new Executive Board Member, Kate Barrett, is currently planning cohort meetings around different job titles in the district. We are working on the Spring survey and would like to consider all of the general issues, but also issues that are very specific to your particular responsibilities. Topics like communication with Admin., Due Process paperwork, missed planning time, co-teaching, and other workload issues might have come up before (and continue to be issues,) but what is SPECIFIC to your job that we may not be thinking about? Kate will be the liaison to the Exec. Board, as well and may be contacting you for a 1:1 conversation. If you are interested in sharing your 2¢, email us at the office: [EvergreenEA@WashingtonEA.org](mailto:EvergreenEA@WashingtonEA.org)

## HOLY MEASLES, BATMAN!

were you born on or after 1957? Then you may be asked to prove that you were immunized against this contagious disease. Sometimes the Health Department decides that the risk for acquiring a dangerous disease, like the measles, is significant enough to require "exclusions" of students or staff that may be vulnerable. While we were able to get a Memorandum of Understanding around this with the district, you may be asked to produce your medical records quickly to avoid interrupting your teaching/work at your site. In section 2 it says:

*Any employee who is immune must be able to provide records of the vaccine that meet the standards of the health department.*

*In the event an employee claims immunity, he/she must be able to prove immunity by providing doctor verification of immunity or receiving a titer.*

*Throughout the duration an employee is awaiting a vaccine, titer blood test results, or doctor verification of immunity, the employee shall be placed on administrative leave with pay, not to exceed five (5) working days, coded as "outbreak leave."*

Notice that it doesn't say you get extra time to **LOOK** for your records. Do yourself a favor and call your Mom in Florida and ask her to send you your immunization records today! You don't want to be climbing in the attic looking through document boxes until 2am. One cool thing that was discovered: Some Kaiser patients can get this put into the phone app for easy verification. (Don't ask us how, we just know it is possible) #SecretWink to our wonderful Teacher Librarian who found this!

## EEA DEPENDENT Scholarships ARE AVAILABLE!

Your EEA offers up to seventeen (17) \$500.00 scholarships to the dependents of our members for the purpose of undergraduate study. To apply for the Fred Ensman & Virginia Oliver memorial scholarships, go to [www.eeaoffice.com](http://www.eeaoffice.com), fill out and sign the application, then send it to the EEA Office. Applications for next fall are due to EEA by April 26<sup>th</sup>.

# EMERGENCY LEAVE WHAT IS IT?

Emergency leave allows you to use your sick leave in certain unpredictable situations (emergencies) so that you don't have to use your personal leave or lie and use your sick leave. According to the contract, you may use Emergency leave (which is deducted from your sick leave account) when there is:

"a suddenly precipitated situation of such a nature that preplanning is not possible, or where preplanning could not relieve the necessity of the employee's absence." (Article V; Section A; Sub Section 1)

It is impossible to describe every Emergency Situation. Some examples of proper use of Emergency Leave are:

- Your pipes broke, and your house is now flooding. You need to deal with this right away.
- You live in the Gorge and a nasty weather system is moving in from the east and you need to beat the snow home.
- Your flight home on Sunday got canceled and you couldn't get back into town until Monday night.
- You got in a car accident (without injury) on the way into work, causing you to miss work.

Please be advised that Emergency Leave is not a leave that can be used in place of personal leave. One cannot "plan an Emergency." For leave from work that could have been planned ahead of time that is not related to your health, personal leave is the appropriate leave to use.

## **VEBA** SICK LEAVE BUYBACK

Remember that **January 31** is the last day to submit the District's Application for Annual Cashout of Accumulated Sick Leave. For those who have an excess of 60 days sick leave, you may cashout 12 days (at 4:1) by submitting the District form to the Payroll and Benefits office.

State law does not allow for cashout of more than 180 days upon retirement. If you have 180 days or more of sick leave, you will want to fill out the District's Application for Annual Cashout so you can have the equivalent of 3 days' pay (1:4 ratio of the 12 days earned each year) put into your VEBA account for retirement.

For those with >180 day accumulation, you need to set up your VEBA account (if not already established) and your selection on the district form **MUST** be for VEBA.



### SECRETS OF A SUCCESSFUL ORGANIZER

This is your opportunity to join members of EEA and others from the Washington Education Association's Riverside UniServ Council in a hands-on workshop for people who want to organize or improve the participation at their workplace. This workshop is designed for any union member (not just staff or leadership,) and is a great chance to connect with others who are facing similar challenges (and opportunities!) organizing our members. It's free to EEA members and will be led by Mark Brenner of the Labor Education and Research Center, co-author of the *Secrets of a Successful Organizer* book that is changing the labor movement.

February 2, 2019

10AM - 3PM at the LiUNA Hall

2212 NE Andresen Rd

Vancouver, WA 98661

Lunch will be provided. Register today!

<https://tinyurl.com/SuccessOrganizing>



WEA-Riverside is proud to welcome Erik J. Girvan, JD, PhD as the Keynote speaker for the 2019 Diversity and Social Justice Conference. Erik J. Girvan, JD, PhD is an Associate Professor at the University of Oregon School of Law, where he is affiliated with the Oregon Child Advocacy Project. He earned his JD at Harvard Law School and PhD (Psychology) at the University of Minnesota. His field and laboratory research investigates when and how the attitudes and stereotypes individuals commonly hold about the members of various social categories (e.g., race, ethnicity, gender) impact decisions in professional settings, including labor arbitration, family court, universities, and primary and secondary schools. The workshop will be held at Hockinson High School (in the media center) on **Saturday, March 16<sup>th</sup> from 8am-3:30pm, lunch provided. This \$25 workshop is expected to fill quickly!**

To register click here:

<https://tinyurl.com/DiversityConference2019>

Bonus: The first 50 EEA members to sign up \*May\* be eligible for a \$10 rebate after attending!