



EVERGREEN

Education Association

FEBRUARY 2019

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William Beville
President

One of the things you lost when I took over the mantle from Rob is that I am not a History Teacher. Fortunately, this forces me to raise my awareness about the people and events that shaped our world. I am constantly amazed by what I thought I knew, and I discover there is always more to learn about how People of Color have contributed to our country. As Rob pointed out last year, **"History is about more than names and dates, but rather it is about the discovery of our past and, as we discover more, we discover what it is we want our society to be."**

Even in my communication around Black History Month, I found there are still those in our community who are ready to "move on." They would like to keep difficult and unfortunate parts of our history in the past. It is in our role as educators to make sure quality discourse continues, especially when it is difficult.

Please be sensitive when addressing issues and topics around race. On the other hand, don't be SO careful that you avoid the meaningful discussion at every grade level about how the significant successes and the bitter treatment of our African American citizens impacted our history. Black history is our history as well.

Some ideas for lesson planning and resources can be found here:

Black History and Black Lives Matter

- [Black History Month \(February\)](#) resources, lesson plans broken down by grade level, are available to help integrate African-American culture and history into your classroom lesson plans.
- 2019 marks the 400th year of African-American history. Congress established a [Commission to commemorate 400 years of African-American History](#). The Commission is tasked with planning and carrying out programs across the country to honor African American history.
- [Black Lives Matter at School week](#) - (first week of February) information and resources to improve the conversation, and outcomes, for black students.

LEVIES

This fall, the Evergreen School Board made the decision to run both a replacement **Maintenance and Operations Levy** as well as a **Technology Levy** to support and enhance the learning for our students. We reached out immediately and have worked hard together to see these both pass, although by only a thin majority. This says to me a couple of things:

- 1.) When the District and EEA share the same goal, we can accomplish fantastic things together.
- 2.) Our community still has some concerns about how the EPS is prioritizing spending.

The one thing we know for sure: **Our community supports public education.**

Thanks to everyone that waved a sign, hung a door knob, or posted on social media to help support the passage of these very important sources of funding for our students.

TEAM STRIKE FORCE (LABOR) WINS!

Once again, as part of fundraising for the Evergreen Citizens for Schools, the EEA office combined with other labor colleagues from the Southwest Washington Labor Council to form team "Strike Force" to win the Evergreen Citizens for Schools Bowling Tournament. "We actually passed the second place School Board Team in the 7th frame of the last game." said Bill Beville, EEA President. Pictured with the trophy, wearing EEA "Red for Ed" T-shirts



from Left to Right are: Ed Frazier, Brian Pederson (Our EEA secret Weapon) Marg Hogan, Earl Gunther, Mark Rauchenstein, and holding the trophy, Bill Beville.

One note: Due to a miscommunication, Earl wasn't called to bowl until 12:30 Sunday (Tourney started at 1:00 pm). "I'll be there in 15 minutes," he said. He borrowed Bill's shirt and proceeded to mark nearly all 30 frames! This is what it means to be part of the broader labor community.

TAXES & DUES

Tax season is upon us. Remember, that in some cases (ask your tax advisor) your union dues can be deducted on your taxes. Different people have paid different amounts of dues based on how much they worked over the past year. Box 14 on your W2 given to you by the District lists how much you paid in dues over the past calendar year. If you are a member of WEAPAC or NEAFCPE, you will also see listed in Box 14 your contributions to these PACs. WEAPAC and the NEAFCPE are political action groups and contributions to them are rarely tax deductible.

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 Certificated 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.

EEA DEPENDENT scholarships ARE AVAILABLE!

Your EEA offers up to seventeen \$500.00 scholarships to the dependents of members for the purpose

of undergraduate study. To apply for the Fred Ensmen & Virginia Oliver memorial scholarships, [visit our website](#), fill out and sign the application, then send it (via mail) to the EEA Office. Applications for next fall are due to EEA by April 26th.

Seniority Lists

The District recently published, via Share Point, the seniority list. All employees will be listed by their current job categories as well as any

YOU MUST NEVER BE FEARFUL ABOUT
WHAT YOU ARE DOING WHEN
IT IS RIGHT.

Rosa Parks

WEA & NEA REPRESENTATIVE ASSEMBLY

You are not just the EEA, you are also the WEA and NEA. The Representative Assemblies are the primary opportunity for the rank and file membership to give their input and shape the direction of the State and National organization. This past month you voted for WEA and NEA delegates to represent you at the assemblies. It will be these

delegates who will be crafting and voting for WEA and NEA policy this year, as well as electing State and National officials. You are encouraged to speak with your representatives and explain what it is you would like to see the WEA and NEA do. Your representatives are as follows. Note: the President is automatically selected as a representative.

| WEA RA | | NEA RA | |
|-------------------------|--------------------------------|--|----------------------------------|
| <i>Delegate</i> | <i>Site</i> | <i>Delegate</i> | <i>Site</i> |
| Rob Lutz | <i>Heritage High School</i> | Adam Aguilera | <i>Heritage High School</i> |
| Wendy Smith | <i>Heritage High School</i> | Marj Hogan | <i>Union High School</i> |
| Marj Hogan | <i>Union High School</i> | Theresa Lang | <i>Endeavour Elementary</i> |
| Linda Albright-Campbell | <i>Sifton Elementary</i> | Katie Gammage | <i>Mountain View High School</i> |
| Rene Corbin | <i>Cascade Middle School</i> | Linda Albright-Campbell | <i>Sifton Elementary</i> |
| Regina White | <i>Mill Plain Elementary</i> | Marla Morton | <i>Cascade Middle School</i> |
| Margaret Hunter | <i>Covington Middle School</i> | Anna Chelsky | <i>Evergreen High School</i> |
| Kristie Peak | <i>Mill Plain Elementary</i> | <div style="text-align: center; background-color: #2e7d32; color: white; padding: 5px;">ASSEMBLY DATES</div> <div style="display: flex; justify-content: space-around; align-items: center; padding: 20px;"> <div style="text-align: center;"> <p>WEA RA Spokane, WA April 25 – April 27</p> </div> <div style="text-align: center;"> <p>NEA RA Houston, TX July 2 – July 7</p> </div> </div> | |
| Francis Jequinto | <i>Cascade Middle School</i> | | |
| Jenni Bradley | <i>Crestline Elementary</i> | | |
| Kristen Edmiaston | <i>Evergreen High School</i> | | |
| Sara Mrotz | <i>Riverview Elementary</i> | | |
| Ira Erbs | <i>Cascadia Tech. Academy</i> | | |
| Allyson Jones | <i>Mill Plain Elementary</i> | | |
| Kathy Selfridge | <i>Mill Plain Elementary</i> | | |
| Shae Gee | <i>Harmony Elementary</i> | | |
| Heidi Wilson | <i>Fisher’s Landing</i> | | |
| Anna Chelsky | <i>Evergreen High School</i> | | |

VOTING & NOMINATIONS AGAIN?

The idea that it would be much easier if all elections for the year took place at the same time is not lost on your EEA. Unfortunately, timing for elections are often dictated by factors not in EEA’s control. Just recently, you voted for delegates to the State and National Representative Assembly. Now it is time to elect EEA leadership. Last year, your building representatives decided to enshrine in our governing documents the importance of working together with other labor groups. The officer positions of Secretary and Treasurer were

combined to create one position called “Secretary/Treasurer.” Further, a new officer position was created called “Labor Community Ambassador.”

Nominations opened, at the January Representative Council, for delegates to WEA-Riverside (State Regional Delegation) as well as the following EEA leadership positions: 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. If you have a desire to fill any one of these leadership roles, you are encouraged to ask one of your reps to nominate you. Nominations will close at the February 25th Representative Council meeting with an election to come soon after.

ELEMENTARY & MIDDLE SCHOOL WINTER CONFERENCEING

On February 21nd and February 22nd parent/teacher conferences will be taking place in the Elementary and Middle Schools. EEA wants you to know that there is a reason that there are only two (2) days of conferencing in the winter while there are three (3) in the fall.

When the calendar around conferencing was last bargained (several bargains ago), EEA raised the concern that with only two days in the winter (proposed by the District), teachers will not be able to hold conferences for all their students. The District understood this and it was agreed that conferencing in the winter need only to take place with students where concerns exist. What if you have a very large percentage of your students that really could use a conference? Your EEA recommends that you decide which ones you need to conference with the most and not hold anymore conferences than the time given to you in those two days (2/21 & 2/22).

TRS CONTRIBUTION LIMITS INCREASE 2019

The limits for contributions have increased slightly for 2019. Plan ahead for your retirement and take advantage of these opportunities.

| 2019 tax-qualified contribution limits | |
|--|----------|
| 403(b), 457(b) and 401(k) plan deferrals | \$19,000 |
| 403(b), 457(b) and 401(k) plan catch-up contributions for members age 50 and older | \$6,000 |
| 403(b) plan service-based special catch-up contributions | \$19,000 |

Source: VALIC, an AIG Company. Please consult with a qualified Financial Advisor before making changes.

One of your Membership benefits is access to a great financial advisor.

Please contact:

Cassie Johnson

360.901.9063

cassie.johnson@valic.com

IT'S THAT TIME OF YEAR AGAIN

The Legislature is in a short session this year. It is important that you follow what is taking place in Olympia because it often has direct impact on the jobs we do and benefits we enjoy. It is early in this short session and more news will come soon. You are encouraged to regularly check in with <http://ourvoicewashingtonea.org>. Here you will get up-to-date activity in the Legislature as well as up-to-date calls to action if it is needed. This year, there is continued focus on the implementation of the SEBB State Insurance Plan as well as a need to address SpEd Funding and the Special Education teacher shortage. This gives us hope that the state will provide us some additional support for our more challenging students (both in and out of Special Education).



IMPORTANT DATES

FEB 25

REP. COUNCIL

*Executive Board
Nominations Close*

MAR 1-8

ELECTION OF OFFICERS & EXECUTIVE BOARD MEMBERS

*Executive Board
Nominations Close*

MAR 7

PRE-RETIREMENT MINI SESSION

@Bates Center

MAR 16

DIVERSITY & SOCIAL JUSTICE CONFERENCE

@Hockinson High School

APRIL 25-27

WEARA

@Spokane, WA

WEA PRESIDENT/VP ELECTION