



EVERGREEN

Education Association

SEPTEMBER 2019

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William Beville
President



HAPPY
new year

Happy New Year! By now, you should already feel back in the swing of things. The decision to start school before Labor Day is always controversial, but one of the advantages is that you have a few days to establish classroom norms, structures, routines, and schedules before the first break. By now, the instruction engine is fully lubed, tuned, and running at top speed! For our member professionals, this

time of year is filled with excitement, expectations, expertise, and - by week's end - exhaustion. It is a new beginning. My name is Bill Beville, and I am just as excited to start my second year as President of the Evergreen Education Association.

Last year was full of challenges as a new president. Together, we weathered outside political attacks, an unresponsive superintendent, an eight-day strike, new administrators, missing curriculum, technology starts and stops, forced online trainings, new contract language, extreme student behaviors, a hard-fought Levy, a new superintendent, a Measles outbreak, threatened staff reductions, and instruction time eaten up by over-testing. All of that happened before Spring Break. While the challenges can feel overwhelming, don't forget what we can accomplish as an association of professional educators. Your union was there, supporting you through all of those challenges at every turn. WE have the strength when WE stand together.

Don't forget the support the community showed us last year! Teachers are among the most trusted professions in the country; second only to nurses, and we have both of those professions in our association. People trust us, not only because they see the work we did to get the McCleary decision implemented, but also because our union helped COMPEL the legislature to begin properly funding our schools, thus investing in the kids of Washington State. It was our united strength that landed the largest per FTE salary structure in the region, especially for new educators. WE started the fight against the toxic over-testing that creates anxiety for the students and sucks the fun out learning, resulting in more pathways to graduation. WE demanded new curriculum, not just online resources.

This is OUR bargain.

My theme I hope to engage you in this year is: **This is OUR Bargain.** We are going to enter bargaining this year with your needs of support as the title, subject, motivation and core. While I am aware that no bargain results in getting everything everyone WANTS, I am NOT convinced that we cannot use our strength and collective voice to get everything we NEED to successfully teach and serve our students. For this to happen, our union cannot just be something you call on as a thing that protects you, but rather we need to be strong enough to protect you and get the support you need through the collective work of our membership. My goal, especially this year, is to raise awareness of everything our union does for you. This year, we are continuing Gloria's and Rob's legacy to have EEA leaders meeting with members on every campus more than once this year. You are going to see an email come to let you know when these visits will happen from your Executive Board Liaison. Please make it a goal to meet with them at least once this year. Your voice can help make this bargain about you and what you need to do your job as a professional. Your voice and work will absolutely determine our bargaining strength at the table.



Also, could you do ONE (1) extra thing for our union this year? This 1-Thing you do can range from writing letters/emails to the school board, sharing information to other members, helping update your EEA bulletin boards, posting on social media about upcoming political campaigns, writing postcards to legislators or even knocking doors for our endorsed candidates. With our 1,800 members, many hands

will not only make light work but make a POWERFUL statement to the district that we are solid. I know you will do what you can, and I am thrilled, after our action last year, in the knowledge of all that you can do, will do, and have done before.

It will be our union, working together, with a collective voice, that will influence the policies in this school district so that it is not only fair to education professionals but also good for the kids we teach. Good for ALL of our kids, regardless of where they live or what they look like, or how they express themselves. Like many of you starting this new year, I am filled with many concerns, but the dominant emotion for me is confidence. With almost 1,800 highly-educated and motivated members, there is very little that we can't accomplish. Happy New Year and best wishes for the 2019-2020 school year!

THE SEBB HAS COME FOR ALL OF US!

Correct me if I'm wrong, but likely you haven't thought much about your insurance lately. Unless you or a family-member have faced serious health concerns recently, you probably just roll with what you had last year. As part of the negotiations for the higher salaries provided by the state, the legislature made a deal to take over our health care. Everyone wants me to answer the question: "Are we better or worse off?" I wish I had a good answer for that. As in every "one size fits all" solution, there are winners and losers. Many more will have coverage than before, large families will get a discount, the contribution per FTE is way up, but I can't say everything is rosy.

In recent years, the insurance industry has changed a lot, health care costs have increased significantly, the state hasn't added much to our allocation over the past better part of a decade, and as a result insurance providers have come up with more and more creative ways to provide a product that meets your needs and attempts to control your costs. When open enrollment comes in October, it is wise to be an active shopper when it comes to insurance as opposed to a passive user. Choosing the right SEBB plan to begin with will make the transition much easier in the long run. Obviously, EEA cannot advise you on what is the right choice for you and your family; only you can make that decision. In an effort to get you the necessary information to make informed decisions, we have some opportunities for you.

- Open enrollment is October 1st through November 15th. Plans go into effect January 1st, 2020.
- Information is now available at eeaoffice.com where you can see what options you have for SEBB, who can be covered, and roughly how much the packages will cost you.
- Your WEA has contracted with a 3rd party to help answer questions about the SEBB plans and what will be available. This is for **MEMBERS ONLY**. Call 855-668-5039 WEA HCA Advocacy Hotline.

SEBB BENEFITS FAIR OPPORTUNITIES

Month	Days	Time	Location
October	2, 9, 10, 16, 17, 23, 24, 29, 30	2:30 PM – 5:30 PM	ASC-Green
October	7	3:00 PM – 8:00 PM	ESD 112 (2500 NE 65 th Avenue)
November	6, 7, 13, 14, 15	2:30 PM – 5:30 PM	ASC-Green

ASSOCIATION Representative

Have you had an interest in having your voice heard by the EEA? Attend a Representative Council meeting! EEA's governing documents allow for representation by each worksite at these council meetings at a 1:10 ratio. Very few sites have that level of representation. THERE IS ROOM FOR YOU! Come with the representatives at your worksite at our upcoming meeting and help direct where our association spends its money, time, and other resources. If you have a desire to be a representative, let your head representative know and please let us know here at the office too. EEA can be contacted via e-mail at evergreenea@washingtonea.org and by phone at 360.892.1740. The meetings this year will be held at the Columbia Tech Center located at 18700 SE Mill Plain. The meeting starts with dinner at 4:15pm, with some EEA leaders available for questions/conversations prior to as well as during dinner. Business starts at 4:45pm on the following dates:

- September 16th
- October 28st

A TRIBUTE TO JOHN ZAVODSKY

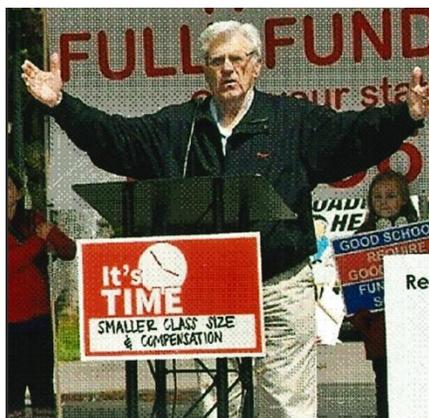
John R. Zavodsky passed away on August 20th, 2019. A local hero and vocal advocate for public schools, John is known for having made a great sacrifice for the Evergreen Education Association.

On May 13, 1973, the Evergreen Education Association (EEA) voted to go on strike. The court ordered President Fred Ensmen to ask his members to return to work. He refused, as did Action Committee Chair Dick Johnson, and both of them were jailed. Next up was John Zavodsky, who, as the immediate past President, became the interim president. He also refused to order the Evergreen teachers to return to work, was jailed and given a 90-day sentence! [He served 43 days]...

On May 13, 2015, John was again involved in a strike action! He was invited to speak at the WEA/Riverside Rally in Vancouver in conjunction with the one-day walkouts occurring statewide. In his speech, he stated, "The Legislature is NOT doing their job! Go after them! Don't stop!" ~Gloria Smith, WE...too, June 2015

...The sacrifice of those Evergreen teachers had a tremendous impact on the course of bargaining in Washington. The strike, though a course of last resort, was a strategy that could cause an obstinate school board or superintendent to bargain in the true sense of the word. ~WEA "Legacy"

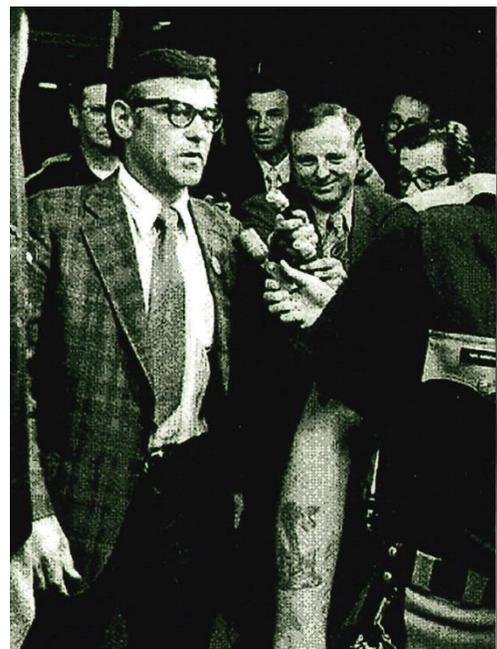
In our EEA Governing Documents, we have codified May 13th by making it the date for our May Rep Council Meeting date each year.



We owe much of our ability to collectively bargain to his bravery and solidarity with his union.

I have his picture on the wall, the one with him being led to jail following the court officer with the snake tattoo, and I ponder it daily. I question myself, "Am I that committed?" I strive each day to live up to his legacy.

So, sometime in the near future, I'd ask you to take a moment to remember John and his sacrifice and support. And to honor him, I'd ask you look up from your desk and across the hall (or into the next portable) and ask yourself what you'd do for the person teaching there. I'm sure he'd like to know the legacy he leaves is the strength of our union and willingness to step up for each other.



Come hear from some candidates. Bethany Rivard, an educator in the VPS district, and a parent in EPS will be speaking at the Representative Council on September 16st. Also joining us will be EEA members Tracie Barrows and Lisa Messer. Remember the Representative Council meetings are held at the Columbia Tech Center located at 18700 SE Mill Plain.



Where's my cash? Don't forget that TRI pay is paid in 11 equal installments. You WILL NOT get

TRI pay on your September 30th check. The good news is that your In-service days WILL be on this check if you followed our directions and did the online form on or before August 26th.

Student DISCIPLINE

You may have heard that Washington Law has made it impossible for students to be removed from classrooms for disruption. This is NOT the case! The Law still states:

(2) Any student who creates a disruption of the educational process in violation of the building disciplinary standards while under a teacher's immediate supervision may be excluded by the teacher from his or her individual classroom and instructional or activity area for all or any portion of the balance of the school day, or up to the following two days, or until the principal or designee and teacher have conferred, whichever occurs first. Except in emergency circumstances, the teacher first must attempt one or more alternative forms of corrective action. In no event without the consent of the teacher may an excluded student return to the class during the balance of that class or activity period or up to the following two days, or until the principal or his or her designee and the teacher have conferred.

Notice: I highlighted the change in 2019. As long as you can document alternative forms of correction, the law still applies. The RCW 28A.600.020 goes on to detail some exceptions and qualifiers to this section, but for the most part, it is YOU who determines when and if a student is ready to return. You must notify building administration that you are using a statutory exclusion, usually a call to the office when the student leaves or is escorted out is sufficient

CLOCK HOURS & CERTIFICATION

DEADLINE FOR CLOCK HOURS IS OCTOBER 15, 2019

All clock hour In-service Registration forms are due to Britt Becker at ESD112 by Friday, September 20th to be included on the original "free" transcript. Do not send the ESD112 Inservice Registration forms to

Certificated Personnel; they must go directly to ESD112.

Since the coursework completion date is **September 30th**, you still have a few days to work on classes. If you don't make the September 20th deadline (when the "free" transcript will be printed), you will need to take your forms directly to ESD112 yourself, pay an extra \$5.00 to run new transcripts, then bring one of those transcripts back to Certificated Personnel by October 15th, 2019, in order for it to count towards potential salary movement. As a reminder, there is no longer a clock hour fee. If you have any questions, please call the Certificated Personnel Department at ext. 4010.

From OSPI, here is a handy link for certification questions:

<http://www.k12.wa.us/certification/ClockhoursFAQ.aspx#2>



Date	Event	Description
September 19 from 4:30 – 5:30 PM	VEBA Informational Meeting & Vote	Annual VEBA Informational meeting and vote will be held at the Evergreen EA Office (5516 NE 107 th Ave., Ste. 100)
September 30	Vaccinations Deadline	Must submit proof of immunity, as outlined in the MOU (link to MOU: https://www.eeaoffice.com/file_viewer.php?id=21326)
September 30	Salary Advancement Deadline	Credits for advancement on Salary Schedule must be completed
September 30	Safe Schools Training Deadline	Certificated staff are required to complete two hours of mandatory training. Refer to Fall Reminder's email sent out by HR.
October 15	Evaluator Focused Topic Deadline	Last day for evaluator to meet for Focused Topic
October 15	Focused to Comprehensive Movement	First date to move from Focused to Comprehensive Evaluation (December 15 is the last day)
October 15	Second Evaluator	Request for second evaluator (multiple buildings)
October 15	Retirees Supplemental Contract	Deadline to request a Supplemental Contract for (specific to retirees).
October 15	Salary Adjustment Notification Deadline	Last day for Salary Adjustment Notification to Personnel
October 19 from 8:00 AM – 5:00 PM	Working People's Summit	Held at the Clark College Campus

Class Sizes

Sometime in mid-August, as we prepare to return to work, we all daydream about the summer past and look forward to seeing the eager faces of our new students... just not **TOO** many eager faces. We have contract protections around class size but there are a handful of things to remember about our class size language.

- 1.) In most cases, class size numbers are not official until October 1. You may be overloaded right now, but the district has the month to sort it out. It is advised that if you are overloaded in September, let your administration and/or counselors (Secondary) know so they can be aware of the situation. **Let EEA know if you are overloaded at any time (including September) and it appears no remedy is going to be worked out.**
- 2.) In elementary school you are paid \$5/kid/day for every student over the "class size" on your roster and you shall not exceed the "Maximum Class Size." In Kindergarten only, you have an option to choose staff assistant help instead of overload pay, see your options in the chart below. **In split classrooms, your ratio has to be no more than 23:1.**
- 3.) In Middle School, you'll see the target "class size" listed and the class size that you should not exceed (Maximum Class Size) listed in the chart below. Please know that you are only paid overload pay based on your total load for the day, not for going over the listed "class size" in a period. Also know that any flex classes should not exceed 15 students.
- 4.) In High Schools you too will have a target "class size" listed and then the class size that a given class should not exceed (Maximum Class Size). High School teachers are also only paid overload based on their daily load and not for being over the class size for a given period.
- 5.) In elementary schools, one exception to the numbers aren't official until October rule, is when all classrooms in a grade level at a given school has the maximum students allowed enrolled for 5 consecutive days (September or October), a new class is to be created, assuming there is room in the building to house a new class. If no room is available, or this situation occurs in November or later, then how to best distribute the staff shall be decided mutually between the teacher(s) and the administrator(s) and submitted to the district and association for review. If you are in that situation, do not forget that you **MUST** be part of the conversation on how to solve this problem.
- 6.) There are also exceptions to some of these rules based on what you teach (ie: PE, Band, etc.). There are also many caseload/class size rules for special service and special education groups. Please see pages H1-H11 in your contract for more clarification around these more individualized situations.



**CLASS SIZE
CHART**
(refer to the last page)



SECRETS OF A
SUCCESSFUL ORGANIZER

Want to learn the secrets of a successful organizer? Come to this training led by Mark Brenner, one of the authors of the book that is changing the labor movement. This training is broken into three days and three parts:

1. **October 4: Beating Apathy** diagnose the real problems that keep people paralyzed and what can move them into action
2. **October 11: Assemble Your Dream Team** map out the existing networks in your workplace, identify the leaders in those networks and then knit them together into an organizing committee.
3. **October 18: Swing into Action** Learn how to sort out the issues you hear from co-workers, recognize the ones that have organizing potential, and bring people together to make an escalating plan to solve the problem.

To register, paste the following link into your search bar:

bit.ly/SecretsOctober



Class Sizes

Grade Level	Class Size	Maximum Class Size	Overload
Kindergarten	23	26	<p>\$5 stipend, per student, per day, above the class size, or 2 hours staff assistant at 24, .5 hours each for 25 and 26 students.</p> <p>Staff will have three days to respond with their choice; after that, it will default to the stipend.</p>
1-3	23	26	\$5 stipend, per student, per day, above the class size, no staff assistant option
4-5	25	28	\$5 stipend, per student, per day, above the class size, no staff assistant option
All Elementary Split Classes	21	23	\$5 stipend, per student, per day, above the class size
Middle School	6 th Grade 28 7 th -8 th Grade 30 Electives 29 PE 31	6 th Grade 30 7 th -8 th Grade 32 Electives 32 PE 33	<p>$(28 * 3) + 15 = 99$ 6th grade \$5 stipend, per student, per day, above the daily load</p> <p>$(30 * 3) + 15 = 105$ 7/8th grade \$5 stipend, per student, per day, above the daily load</p> <p>145 Electives \$5 stipend, per student, per day, above the daily load</p> <p>160 Physical Education \$5 stipend, per student, per day, above the daily load</p>
High School	30	33 Daily load 150	<p>\$5 stipend, per student, per day, over the daily load of 150</p> <p>\$5 per student per day over the daily load of 170 students per day</p>
High School PE	34	35 Daily load 170	