



EVERGREEN

Education Association

APRIL 2019

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William Beville
President

April sneaks up in the shadow of a too short Spring Break with all of our myriad responsibilities waiting for us. Hopefully, your evaluation has been a year-long endeavor to reflect and improve upon your practice, however, I know it is easy to put things off until the deadlines. Here are the important things to know about your TPEP:

TPEP DEADLINES ARE HERE!

First, the deadlines:

April 15 - May 15	Due date for artifacts and evidence must be in this window of time. This is set and sent out by your administrator/evaluator.
May 15	Before this date, the evaluator and teacher must meet to discuss the final summative evaluation rating if the rating is unsatisfactory or basic. Employees must be notified of nonrenewal by this date.
June 1 (prior to)	In the event that a teacher who received a basic or unsatisfactory rating disagrees with his/her summative rating, additional informal observation(s) may be requested, and he/she may submit additional evidence prior to June 1 st .
1 Week prior to last day of school	All other overall proficient/distinguished evaluations must be completed.

Other Cool stuff from the CBA:

- Evaluations shall be conducted openly and within the full knowledge of the certificated employee
- You AND the evaluator must gather evidence
- Formal Observation: Shall include a pre-conference, two 30-minute observations, and a post-conference held within 5 days of the observation
- Informal observations are not to be the greatest source of evidence. With any informal observation, you should be given an opportunity to schedule a meeting to discuss what was observed
- If the evaluator determines the teacher to be below Proficient overall, the evaluator must provide a quantity and quality of evidence sufficient enough to demonstrate the level of performance
- Student Growth: The change in student achievement between two points in time (same year). Other than Student Growth Goals, "[a]n evaluator shall not require school-wide or District-wide test scores when evaluating a classroom teacher."

LABOR LINKS!

SECRETS OF A SUCCESSFUL ORGANIZER

"Mark Brenner, co-author of Secrets of a Successful Organizer, led a hands-on workshop in February. Union members including nurses, transit drivers, and social workers joined educators to work toward thinking about how to build organizational strength by finding the issues in the workplace that matter to us and working together to fix them. It's powerful to see how universal many of our issues are, and to see more and more how educators are inspiring others to fight for what they need." – **Shaun Gundert**
(continued on the next page)

TROUBLEMAKERS' SCHOOL

“There was a wide range of sessions to attend. I selected the session led by the Head negotiator for LAUSD, and the leaders of the Reynolds and Evergreen strikes. It was great to see non-teachers in the room. It was clear that a lot of Unions are looking to us due to our recent successes. I had a chance to point out that I began teaching in the LAUD and went on strike in 1989, and will be finishing up my teaching career at Evergreen where as you all know we went out on strike. A great way to bookend my teaching and Union experience. The session was great as each Rep talked about the strategies used to win the fight for our kids, community and ourselves. LA spent three years working to transform how UTLA did business. They built local school support, encouraged teachers to join in their Union to demand change, and created the infrastructure for rapid response and information dissemination. The Reynolds rep talked about organizing their community and to provide support for immigrant families and others who needed help. They grew their Union into a community resource. Of course, our local heroes spoke about our community organizing, reaching out to our rank and file and in creating the support system to organize and run our successful strike.” – **Ira Erbs**

LOCAL ELECTION RESULTS FOR EEA LEADERSHIP

Thank you for your participation in our EEA elections this past month. For these elections, we had close to 400 members choose to vote for their leadership! As a result of the elections, your EEA leadership next year will be:

OFFICERS (bold: newly elected)		
Position	Elected	
President	Bill Beville (2018-2019 and 2019-2020)	
Vice-President	Kristie Peak (2019-2020 and 2020-2021)	
Secretary-Treasurer	Melissa Powers (2019-2020 and 2020-2021)	
Labor Community Ambassador	Marj Hogan (2018-2019 and 2019-2020)	
AT-LARGE POSITIONS (bold: new to the Executive Board)		
High School	Middle School	
Robert Cozzi Lisa Messer	Bob Kenck Margaret Hunter	
Elementary	Specialties	
Linda Albright-Campbell Jenni Bradley Theresa Lang Beth Pfenning Regina White	<i>Position</i>	<i>Elected</i>
	Special Education	Kate Barrett
	Special Services	Tracie Barrows
	Substitute	Shae Gee
	Minority	Marla Morton

HOUSE (CLASSROOM) CALLS

As part of the EEA’s ongoing initiative to be visible and more relevant to what is going on with you and your students and clients, leaders from EEA will be visiting campuses again this spring. These visits will focus on the member as an individual, the needs on campus, as well as to get a progress report on climate and workload. The Evergreen Education Association is not Bill, not the CBA, or just an office over by KFC. Our Union IS you, the members!

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 Ensman & Virginia Oliver memorial scholarships, go to 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 26th!!!

LAST CALL!
EEA DEPENDENT
scholarships
ARE AVAILABLE!



CERTIFICATION TRAINING

TEACHER CERTIFICATION 101 TRAINING	
WHERE	Clark College, Hanna Hall (HHL 121)
WHEN	Tuesday, May 21, 2019 @ 4:30-7:30 PM
MORE INFO.	FREE to WEA-Riverside Members 3 clock hours Light dinner provided
REGISTER >>>	https://tinyurl.com/Cert101Training5-2019

Also, if your certificate expires in June of this year:

ESD 112 will be hosting three additional certification renewal workshops to assist educators who hold a certificate **expiring June 30, 2019**. The workshops will be hands-on labs where we will walk attendees through the renewal process from start to finish.

WORKSHOPS	
Date	Link
Wednesday, May 8 2019	https://www.pdenroller.org/esd112/Catalog/Event/87388
Wednesday, May 22, 2019	https://www.pdenroller.org/esd112/Catalog/Event/87389
Wednesday, June 19, 2019	https://www.pdenroller.org/esd112/Catalog/Event/87390

If you are unable to attend during these dates/times, you may email certification@esd112.org to schedule an appointment with us at a time that is convenient for you.



INSURANCE CHANGES TO COME

For many, many years, we have fought to maintain our ability to bargain our insurance benefits locally. Unfortunately, the legislature insisted we all get grouped together in the SEBB. Anytime you make a “one-size-fits-all solution, there are winners and losers. A couple things you need to know:

- This will start in January 2020
- There will only be a fall open enrollment for new employees. Everyone else’s plan will continue until the SEBB takeover
- Aetna, Kaiser, Premera, Providence (or UMP) will be the providers, but we’re not sure which plans yet will be offered in Clark County
- If you “opt-out” (for instance, if you are under your spouse’s coverage,) you will still be required to pay a “mandatory” coverage for dental, vision, etc.
- More part-time employees will have access to coverage
- Families should see a decrease of out of pocket expenses
- Dual-coverage for two or more employees will not be possible (see the opt-out above)

There are a lot of details to follow, and the insurance Committee will meet on May 21st. We will certainly keep you updated.



The EEA awards the VIP award to a member or members who use their Voice, Influence, and Power to enact change. Last month, the Executive Board took the opportunity to recognize the progress made by members who are willing to stand up and be treated as professionals. This past month, no one has used their Voice, Influence, and Power with more iron-will and determination than our **STRUCTURED LEARNING CLASSROOM (SLC) TEACHERS**. This month VIP’s are our SLC teachers, facing the most dangerous job in the

district every day. We are not finished fighting for their rights to have a safe place to teach, but their willingness to stand up and speak the truth has unified them and made them impossible to ignore.