



# EVERGREEN

Education Association

MAY 2019

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President

## Many **ONE** Voices **UNION**

This newsletter marks the one-year anniversary of the first EEA newsletter I worked on. At that time, we were embroiled in a bitter dispute with the superintendent over the imaginary “3.1%” cap to salary increases, we were passing motions to move a strike vote in September, I was gleefully making plans for building leadership and diversity in the Association (carrying on Rob’s legacy,) and most of all I was learning how to advocate for my Union.

To say the very least, it has been a tumultuous year. We started with organizing our Strike Team and Bargaining Support. We held together, with the support of our other unions around us to secure the largest salary increase in our history. After getting everybody back to work, we lost eight days of breaks to make up for our strike days, meaning we all would be working a 193 day school year. I fought the largest group discipline action ever, with over 60 teachers being given written letters of reprimand over Safe Schools training, and fought to get Reading Specialists their positions back. I listened to the horror stories of our many SPED teachers in structured classrooms who were being hurt by their students daily (still fighting this one) and got teachers paid for the Self-Directed Workday. We saw a change in leadership in superintendents, got the measles, and now we are fighting for our new educators’ jobs. All interspersed with 80-100 individual members issues around discipline and job performance. Whew.

That’s the job.

However, I have to stop and give credit to those who make it possible for me to do all these things: You, our members. I have felt universally supported by our UniServ directors, WEA leaders, and our amazing office staff (best in the world: go ahead, prove me wrong!), but none of that would mean a kindergartner’s booger without the amazing professionals I represent. When I go into a Labor Relations meetings, it is the knowledge that I am representing the best of the best of the best of highly-skilled, caring, thoughtful, whip-smart human beings anywhere that give me a voice. When I fight for you, I fight for kindness, for inclusion, for compassion, for knowledge and against ignorance. I am privileged to be in the crux of the last great battle for the working people, the poor, the distraught and disenfranchised; it has always been the teachers who lead the way and protect our children.

So, Thank You. In every possible way and with all of my heart, thank you.

I like representing the good guys.

Proud President of EEA

# SAFE SCHOOLS TRAINING GET AHEAD OF IT

The EEA wants to remind you that all staff must have their required 2019 Safe Schools training done by the last Friday of September, the 27<sup>th</sup>. This is now a required part of the TRI responsibilities, and the **ONLY** one that has a deadline.

## PLEASE DO NOT WAIT TO COMPLETE THIS TRAINING!!!

Earlier this year, the District actually administered discipline to those who did not complete the training in time. While I was able to mitigate the damage, it is certainly unnecessary for you to miss this deadline. You will receive an email from the District near the end of the month with your assigned sections. The time to complete these assigned sections must be less than 2 hours. It is an easy thing to forget at the beginning of the school year; DON'T WAIT! Do it right away.

# UNPAID LEAVE IS NOT A RIGHT

The EEA office has been getting several calls lately from both members and HR about members taking personal leave (and sometimes sick leave) when the member has no more leave to take. With this increase in calls, the EEA needs to remind the membership that simply taking additional personal leave without pay is not a unilateral decision the member gets to

make. If a member has a personal matter they wish to tend to and have exhausted all of their personal leave, the member needs to contact the HR department in advance to make arrangements and ask for approval of unpaid leave.

Members with health issues need to be advised that when they are out of sick leave, they too must communicate with HR to come up with a plan for unpaid leave. The Association and the District has had in the past, and continues to have today, a good working relationship to work out plans for those who need to take unpaid leave due to health conditions. Members in these situations are encouraged to contact both the EEA and Human Resources.

## PERSONAL LEAVE BUY BACK

The school year will be over in less than five (5) weeks. It is that time of year again where one must remember to make decisions about rolling over personal leave and/or buying it back. As a result of our 2016 bargain, you have the option to buy back Personal Leave when you only have two (2) personal leave days left, eliminating

the "use or lose it" loop hole that used to exist. If you wish to buy back any personal leave, the form must be filled out (usually secretaries hand them out in early June) and turned in to the District by June 30<sup>th</sup>. Your buy back options are:

**Four (4) days = 2.5 days x daily sub rate of pay.**

**Three (3) days = 2.0 x daily sub rate of pay.**

**Two (2) days = one day of pay at the substitute rate.**

## REIMBURSEMENT \$ FUND LAST CALL!

Next year is the last that the District will "hold" your reimbursement funds! Go spend that money! In the last bargain we added "instructional materials" to provide more options.

**From the CBA:** *An individual's reimbursement fund may be used to pay for instructional materials, reference books and classroom books, tuition, workshops, and conference fees. Certificated employees who ha[d] a professional fund balance prior to September 1, 2018 ... will be allowed to spend their current balance over a two year period. Any remaining balance at the end of the 2019 – 2020 school year will be eliminated. Applicable restrictions for the use of the fund are identified on the Professional Fund – Claim for Expenses (DIS378) form, which must be properly submitted to Personnel to claim reimbursement. Per IRS regulations, any non-consumable materials purchased with professional fund money become the property of the District.*

# Oh My! MEASLES MUMPS & RUBELLA

Your Evergreen Education Association (EEA) has been grappling with the measles matter with the District since late January. You can appreciate the complexity of multiple impacted schools and hundreds of members.

At the time of the measles outbreak, your EEA had a Memorandum of Understanding (MOU) in

place that was created in response to a Chicken Pox outbreak in 2017. The stipulations in the MOU were written from the lens of the impact to individuals regarding immunity and the Public Health Department exclusions of those without proven immunity to Chicken Pox. Fast forward, we learned the Measles incubation is much different than Chicken Pox, thus the Public Health Department imposed different exclusions. Additionally, it is not as simple as “get an MMR” shot, as true immunity takes time to establish and, sometimes getting the shot is not medically best for the individual. Further, the advice of nurses and doctors proved to be inconsistent and different than that of the Public Health Department.

A component of the former MOU that was in place provided a stipulation that an employee should receive up to five (5) days of administrative leave with pay to provide records or prove immunity. In our research we learned different messages were shared with employees. In late February, we entered in a Labor Management informal negotiation to discern and address the impact to multiple employees.

Your EEA was successful in achieving an agreement with the District to restore five (5) days of sick leave pay to those impacted who had been excluded and were required to provide records or prove immunity. It is unfortunate that some individuals did not have records and/or could not prove immunity, thus were excluded for the duration of the exclusion. We were not able to convince the District to restore ALL sick leave in these instances. The District believes it has provided sufficient notice to employees beginning in the year 2000 and thereafter, notifying employees of the obligation to have records submitted to Human Resources.

EEA and the District are proactively working together to minimize the erupting chaos when a school is declared an “exclusion zone” by the Public Health Department. We live in a dense population area of individuals who are not immunized, so much so that Southwest WA was the impetus for legislation passed by the Washington Legislature this session requiring vaccinations for public school attendance.

In the Fall of 2019, the District will be providing free immunization clinics in locations within the District. If you do not know the status of your immunity or know that you need to receive immunizations, we encourage you to take advantage of these clinics. Further, there is no reason to put off scheduling a medical appointment now to receive any necessary immunizations as well as get any medical verification if you cannot receive the immunization and update your immunity records with Human Resources.

**If you are an existing employee it is imperative that you take care of this now! It is expected you will have immunization records in place with the District no later than September 30, 2019.** Additionally, if you have a medical or religious exemption, this must be on file, with doctor verification, no later than September 30, 2019. As your union, we feel obligated to inform you of this employment obligation. Taking care of this matter now will save you from undue stress and possible financial hardship.

This message was sent to members by email on May 15, 2019

**[Visit our website for the full Measles Memorandum of Understanding](#)**

It can be found under the EEA Documents tab

# Summer Learning Opportunities for All Educators



## Summer Learning Institute Battle Ground - July 29-August 1

Prairie High School  
11311 NE 119th Street, Vancouver, WA 98662

Choose from over 50 class tracks, engage with colleagues, and receive FREE clock hours at the premier training program of the year. Courses are available in the following content areas:

- Teaching and Learning
- Culturally Responsive Strategies and ELL
- Special Education
- Technology

## National Board Jump Start/Renewal Camas - July 29-August 1

Liberty Middle School  
1612 NE Garfield Street, Camas, WA 98607



*Sign up today and meet new people, engage with instructors, learn the latest in new teaching strategies, the law and technology. Whether you're a general educator or in a specialized field, or classified member, the WEA Summer Learning Institute offers something for everyone.*

### COURSE OFFERINGS & DESCRIPTIONS

Battle Ground -

<https://tinyurl.com/BGCourseDescriptions>

Camas - <https://tinyurl.com/Camas-NBTraining>

### REGISTER

Click the specific course link listed in the "Sessions at a Glance". <https://tinyurl.com/BG-CamasSessions2019>

### FOR MORE INFORMATION

- TEACHING AND LEARNING OR NATIONAL BOARD CLASSES: Sheila Beaver, [sbeaver@washingtonea.org](mailto:sbeaver@washingtonea.org)
- SPECIAL EDUCATION CLASSES: Melissa Marsh, [mmarsh@washingtonea.org](mailto:mmarsh@washingtonea.org)
- CULTURALLY RESPONSIVE STRATEGIES AND ELL: Yvonne O'Neill, [yoneill@washingtonea.org](mailto:yoneill@washingtonea.org)

<p><b>When &amp; Where</b></p> <p>July 29-August 1</p> <p>Professional Development in Battle Ground &amp; National Board Jump Start/Renewal in Camas</p>	<p><b>Cost</b></p> <p>Tuition varies from \$20-\$250 per course, depending on the training selected.</p>
<p><b>What's Included</b></p> <p>Morning refreshments, beverages and lunch</p> <p>Materials: Training materials and resources</p> <p>FREE Clock Hours, TPEP &amp; STEM Hours available</p>	<p><b>Devices Required</b></p> <p>Please bring a laptop as some resources will be available via USB thumb drive or download via NEA edCommunities</p>