



# EVERGREEN

Education Association

MARCH 2019

360.892.1740

@EEAOffice

evergreenea@washingtonea.org

@EEAofficetweets

William Beville  
President

## Budget Listening Forums **THE SKY IS NOT FALLING!**

You likely have read or heard in the news that Evergreen Public Schools must make \$18 million in budget cuts. There are rumors and fear regarding the financial status of the District and the

potential impact of cuts. Your Evergreen Education Association is asking you to take a deep breath and be confident: we will make it through this known levy dip year.

Let's revisit a few things. The Washington Supreme Court, the Governor, and Legislature all concluded in the last session that, to meet the conditions of McCleary, significant dollars needed to be appropriated to improve certificated salaries for the 2018-2019 year. Evergreen Public Schools received \$18.4 million NEW salary dollars for certificated. Additionally, from 2016-2021 the District will receive 20% more for categorical budget line items. Currently there is laser focus on only the levy dollar decline. This is only a part of the picture.

The Washington State Legislature is still in session, and likely will not conclude their work until late April. Legislators are grappling with possible "levy fix" and Special Education funding options. To date, there are still many unknowns. These very likely could result in financial benefit to the District. Yes, the District, and most others around the state are losing levy dollars this year. Even with the loss of levy dollars, from 2016 -2021, the District will still have **significantly more** dollars in their budget. Further, we must not forget the \$24 million reserve, representing close to 7.1%! The Washington Education Association recommends school districts retain a 3% - 5% reserve. This District has more than ample reserves. School districts are not financial institutions; they exist to fund students, schools, and professional wages for educators. Keeping this in mind, we expect the Evergreen School Board to be financially prudent and balance any budget shortfalls with a mindful selection of possible budget cuts and a responsible one-time use of reserves.

Over the next two weeks, the District will be hosting budget forums. We encourage you and curious members of the public to attend. We have been told by Interim Superintendent, Mike Merlino, the District welcomes your ideas and concerns. Will there be cuts? Yes. How deep? Any answer you hear would be premature speculation. Your Evergreen Education Association leadership is engaging in key conversations with the District. We are knowledgeable of your contracted protected rights, and we will proactively work on the behalf of every single member. Most importantly, we will not engage in conversations regarding the value of one member's position over another. All of you have enormous value and have made life decisions based on your work.

### COMMUNITY LISTENING FORUMS

ALL FORUMS ARE FROM 6:00 PM – 7:00 PM IN THE MEDIA CENTER

Heritage High School	Evergreen High School	Union High School	Mt. View High School
March 14	March 18	March 21	March 28

# Legislative Update

Evergreen Education Association members stand united with WEA for our public schools and students. As professional educators and union members, we are proud of our state's historic progress toward fully funding public education. Now we must protect our progress and build on that success. EEA/WEA members are committed to working together to ensure all 1.1 million Washington students have the amply funded, high-quality public schools guaranteed by our state Constitution.

## UNITED FOR OUR STUDENTS

- Support safe schools by funding professional counselors, paraeducators, and other staff to meet the mental health, social, emotional and safety needs of students
- Provide students the individual attention they need and give educators the tools and resources to help every student succeed
- Eliminate high-stakes testing requirements for graduation
- Support the rights of all students to a quality public education regardless of family background or immigration status
- Provide full funding for special education students and the services they need

## UNITED FOR OUR ALL K-12 EMPLOYEES

- Ensure aspiring educators receive instruction and tools for culturally responsive teaching
- Improve and protect certification processes, fair employment practices and continuing contract rights, and ensure national certifications are recognized and valued
- Provide student loan forgiveness for educators
- Protect union rights and educators' role in education policy decisions, including the academic freedom to use age-appropriate LGBTQ subject matter
- Ensure employees have access to affordable quality health care
- Provide dedicated funding for paraeducator training
- Improve the revised K-12 funding formulas by addressing regionalization costs, staff experience factors and local levy capacity

Be sure to contact your legislators (you can go to [www.eeaoffice.com](http://www.eeaoffice.com) for contact information) and tell them to support our Legislative Agenda for education! To follow what's going on in Olympia, go to <https://www.washingtonea.org/ourvoice/>

### WEA CONGRATS PACIFIC! PAC

The WEA Political Action Committee (WEAPAC) is the political organization to which members can voluntarily decide to contribute \$2.25 per month. It is an unfortunate reality that money talks in politics. Please consider joining the WEAPAC if you haven't done so already. The EEA has a goal of having 75% of our membership join the PAC. We are a mere 37 members away from that goal -- less than 1 per building! Will you join us? To join, contact your local building rep or call the EEA office to get a form.

Helping us make great progress toward our goal was Pacific Middle School who signed up 2 members for the WEAPAC last month. Great work and congratulations, Pacific!

### MARCH 08 INTERNATIONAL WOMEN'S DAY

Today, March 8<sup>th</sup>, is International Women's day. Hopefully, you have an opportunity to celebrate. Please take time with your students to acknowledge the many contributions of women throughout our history. It is merely 100 years ago that our country began allowing women to participate in our federal elections. After the fall elections, it is clear that being represented by an increased number of women in our legislature, in our courts, and hopefully someday in our presidency will continue to have a positive impact.

Also, if you are an educator who identifies as being a woman, thank you for advancing the cause of social justice everywhere. Where would we be without you and your influence on the generations that have passed through our public schools? Thank you.



As a member of the Evergreen Education Association, WEA-Riverside would like to invite you to a fabulous Diversity and Social Justice Conference. All attendees will attend a key note address, presented by Dr. Erik Givens, focusing on Implicit Bias. We have a menu of state and local speakers who will provide excellent information, tips, and tools for your work in

public education. Attendees will pre-select EITHER a full day course OR three 1 ½ individual sessions. The training will be held on **Saturday, March 16, 2019** at Hockinson High School.

We hope you will join us and encourage you to RSVP as soon as possible. Member fee for attendance is \$25 (+ fee). This will cover sessions, materials, morning snacks, and a boxed lunch. Only 200 attendees may participate, and over 5,000 members have received an invitation. You are encouraged to register today!

- [Click for Registration Link](#)
- Searchable on Event Brite: WEA-Riverside Diversity & Social Justice Conference
- [Click for Course Descriptions](#)
- More information can also be found on our [Facebook Page](#)

Born out of an EEA initiative several years ago to encourage members of diverse backgrounds to become involved in the workings of the EEA, we have held some of the most successful conferences for diversity training in the state. The work of the Executive Board, Marla Morton and Adam Aguilera, as well as the WEA and EEA staff has made this event a popular event year in and year out, not just for our members, but for WEA members from around the state. Because of its immense popularity, we have handed it off to the WEA to organize and manage. Don't forget that we are part of the WEA and have a large part in continuing to make this event great!

---

## WEA - RETIRED

WEA-Retired is offering up to eight \$1,000 non-renewable scholarships to aid WEA members in enhancing skills in a specific education area, and/or attaining a teaching certificate. If you have applied before but have not received a scholarship, you are eligible to apply again. This scholarship cannot be used to pay for classes already taken or for bills incurred because you are taking classes.

Please visit <https://www.washingtonea.org/membership/join/retired/> for the application and supplemental information that will be required, such as the cover form that must accompany your scholarship letter.

The completed cover letter and application must be received by **April 16, 2019**. The recipients of the scholarships will be notified in May by the scholarship chair.

---

## Black History Month A START, NOT A CONCLUSION

community. We really appreciate all your efforts, pictures, stories of success and goals around diversity in your teaching.

Even though February is over, our continued efforts to put before our students the many, varied accomplishments of people of color has not lessened. Please continue to engage and support conversations around equity, diversity and the strength of having people of all backgrounds contribute to our



number and quality of people who want to support public schools and thank Wendy and Rob for being willing to help.

Last Wednesday, the EEA hosted a "School Board 101" informational meeting for potential future candidates for school boards all over the region. Rob Lutz and Wendy Smith shared their immense knowledge acquired in running a successful campaign with a very diverse group of interested community members who might have school board aspirations. We enjoy an "embarrassment of riches" in the

Many of us, when we became employees in this district, had a much different life than we do today. Over the several years since you may have been a rookie, your life has probably changed a lot. When you started, were you married? Are you married to the same person now as you were then? Did you have children when you started? Believe it or not, because many people start the profession young, one of the more common beneficiaries listed is one's mother. Your EEA recommends that you update your beneficiaries for life insurances, retirement accounts, etc. To update your beneficiaries, call Payroll and Benefits at extension 4017. The Payroll and Benefits Department wants you to know that if you call and ask, "Who are my current beneficiaries?" they may not know the answer directly. This information may be available at the insurance company or Department of Retirement Services. What you can do is call and let Payroll and Benefits know who you want your beneficiaries to be and they can help with the process to update it.

## WHO ARE YOUR BENEFICIARIES?

### WHERE DOES YOUR MONEY GO?

EEA Bylaws require that a Budget Committee be formed each year. The Budget Committee's role is to review and amend the recommended budget for next year, presented by the Treasurer. That recommendation would go to the Executive Board, where they may amend it and recommend a marked-up budget to the Representative Council where a budget will be voted upon. The committee will meet sometime in late April. There are two spots to be filled by the membership-at-large, if you have an interest to serve, please contact the EEA office before Spring Break.



Enrich your students' learning with a Music & Arts Grant. Apply to receive

**\$250.00**

for your school's program.

The California Casualty Music & Arts Grant was established to provide support for K-12 public schools negatively impacted by reduced budgets.

California Casualty has partnered with education associations for nearly 70 years. We understand the importance of music and arts education for children. As a member of one of our partnering education associations, you can apply for a \$250 grant award for a music or art need at your school. Visit their website (click on the link):

[CalCasMusicArtsGrant.com](http://CalCasMusicArtsGrant.com)

### 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 Ensman & Virginia Oliver memorial scholarships, [visit our website](#), fill out and sign the application, then send it (via USPS mail) to the EEA Office. Applications for next fall are due by April 26<sup>th</sup>.

### VOICE INFLUENCE POWER

**TERESA SCHLOSSER & DUSTIN ALLEN**

WY'EAST MIDDLE SCHOOL

Are hereby recognized for their initiative & leadership to meet the needs at their school.

**DON'T FORGET! BALLOTS ARE DUE TODAY BY 5:00 PM!**