



EVERGREEN

Education Association

FEBRUARY 2020

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President

Black Lives Matter at School A WEEK OF ACTION FEBRUARY 3 - 7

EEA proudly supports our educators in participating in Black Lives Matter @ School: A Week of Action

At the Fall NCUEA, I was privileged to listen to Kiese Laymon read from his book: **Heavy: An American Memoir**. It chronicles the complex relationship between race and self-identity with a mix of interpersonal relationships that are often filled with painful memories and difficult conversations. A higher-level thinking skill is empathy. I have come a long way in my journey to recognize the privilege I enjoy and seek understanding of both my educators of color and our students. I still have a great deal of learning to do, but I am excited that our union, at the WEA, UniServ, and EEA level, has taken on the responsibility to move past the diversity “stock language” and actually move forward with efforts with the District in making our workplace look more like the community we serve.

We have formed an enviable equity team full of our strongest leaders: Adam Aguilera, Kristie Peak, Marla Morton, Dylan May, and Chris Ampersand. They are advising our leadership on the direction the EEA should pursue in seeking not only equity, but in combating the institutional racism that obstructs both our members and our students. We are also working in collaboration with the District to make meaningful steps towards an inclusive, diverse culture and staff.

Thank you for your work with our students to make sure that we are intentional in our pursuit of understanding, progress, and justice. We will continue to reach out to our students of color as well as trying to increase the diversity of our membership who can bring a broad perspective to our schools. February is not the end of this pursuit, but it is a good time for us to pause and take measure of what **ACTIONS** we are taking to benefit our community and fight racism in all its forms.

*“ Most people write me off when they see me.
They do not know my story.
They say I am just an African.
They judge me before they get to know me.
What they do not know is
The pride I have in the blood that runs through my veins;
The pride I have in my rich culture and the history of my people;
The pride I have in my strong family ties and the deep connection to my community;
The pride I have in the African music, African art, and African dance;
The pride I have in my name and the meaning behind it.
Just as my name has meaning, I too will live my life with meaning.
So you think I am nothing?
Don't worry about what I am now,
For what I will be, I am gradually becoming.
I will raise my head high wherever I go
Because of my African pride,
And nobody will take that away from me. ”*

-- Idowu Koyenikan

Wealth for all Africans: How Every African Can Live the Life of their Dreams

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, 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 24th.

BARGAINING SUPPORT UNION IS STILL A VERB!

In an exciting and empowering event on January 23rd, the EEA had about 50 members in attendance at our first ever meeting/dinner of the bargaining support team. Lead by our bargaining support leads, Adam Aguilera and Marj Hogan, those in attendance got an

opportunity to see why it is important to our membership to bring home a strong bargain. Your support team will be active on each and every campus aiding you all in what it is you can do to assure that this bargain is good for our 1,800 members! The first order of business: get people to attend building meetings next week to do a 10-Minute Meeting and get the bargaining update. Also, different groups are being brought in for Focus Group Discussions where we can listen intently to what we really need to work on to enhance your ability to teach and support our students. Be ready: update your contact information with the EEA office, especially home-emails and mobile phone numbers. Send them to EvergreenEA@WashingtonEA.org



**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. It is early in this short session and more news will come soon. You are encouraged to regularly check in with <https://www.washingtonea.org/ourvoice/>

It is here where you will get up to date activity in the legislature as well as calls to action.

Contact your elected representatives. This year there is continued focus on the serious safety and discipline concerns as well as the looming teacher shortage. The WEA Legislative priorities are listed here: <https://www.washingtonea.org/ourvoice/2020-legislative-priorities/>

ELEMENTARY & MIDDLE SCHOOL WINTER CONFERENCING

On February 20th and 21st, 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 is only two (2) days of conferencing in the winter while

there are three (3) in the fall. When we last bargained around conferencing, EEA raised the concern that with only two days in the winter, 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 take place with new students and 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 (2/20th & 2/21st). It is part of our TRI to communicate with parents, so continue with your on-going efforts as well. Remember: they can also be invited to come in during your WAC time if needed.

Do you like to talk politics with your education colleagues? Are you interested in how we can help influence our politicians to make education a priority? The WEA-Riverside UniServ Council is hosting a "Fish 'n' Chips and Politics" event on **Thursday, February 13, 2020 from 5:00 – 7:00 PM** at Pacific NW Best Fish Company/3 Peaks. [Space is limited – RSVP here!](#)

**FISH & CHIPS
AND POLITICS**

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:

WEA RA		NEA RA	
Delegate	Site	Delegate	Site
Rob Lutz	Heritage High School	Adam Aguilera	Heritage High School
Tracie Barrows	Columbia Valley Elementary	Kate Barrett	Columbia Valley Elementary
Wendy Smith	Heritage High School	Marla Morton	Cascade Middle School
Melissa Powers	Image Elementary	Kristie Peak	Mill Plain Elementary
Jenni Bradley	Crestline Elementary	Marj Hogan	Union High School
Kate Barrett	Columbia Valley Elementary	Regina White	Mill Plain Elementary
Francis Jequinto	Cascade Middle School	Anna Chelsky	Evergreen High School
Kyle Helm	Illahee Elementary	Carmela Lemon	Mill Plain Elementary
Margaret Hunter	Covington Middle School	ASSEMBLY DATES <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> WEA RA Spokane, WA April 25 – April 27 </div> <div style="text-align: center;"> NEA RA Houston, TX July 2 – July 7 </div> </div>	
Anna Chelsky	Evergreen High School		
Linda Albright-Campbell	Sifton Elementary		
Regina White	Mill Plain Elementary		
Kristie Peak	Mill Plain Elementary		
Rene Corbin	Cascade Middle School		
Rhiannon Sawtelle	Crestline Elementary		
Jenn Moe	Sifton Elementary		
Kristen Edmiaston	Evergreen High School		
Nancy Hain	Fisher's Landing Elementary		
Bob Richer	Covington Middle School		
Gina Helland	Shahala Middle School		
Heidi Wilson	Fisher's Landing		
Shaun Gundert	HeLa High School		
Lisa Messer	Heritage High School		
Dena Picconi	Cascade Middle School		

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 National and State Representative Assemblies. Now it is time to elect EEA Leadership. Nominations opened at the January Representative Council for delegates the following EEA leadership positions: President, Labor Ambassador, Elementary At-Large, Middle School At-Large, High School At-Large, Special Services Rep, Minority 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 10th Representative Council meeting (Monday!) with an election to come soon after

ESA CORNER

Educational Staff Associates are a vital part of our learning communities and serve our students in a variety of ways. School Counselors and Psychologists complete a Professional Education Standards Board approved preparation program (much like classroom teachers,) while the Social Workers, Occupational Therapists, Physical Therapists, Nurses, and Speech and Language Pathologists must complete a rigorous series of requirements that are similar to the private sector job programs for certification. Many of these certifications are granted at the national level. New to the ESA definition in WA: School Behavior Analysts. It will be interesting to see how the state chooses to help fund these essential positions in the future.



EEA STUDENT ACTIVIST SCHOLARSHIP

Do you know a high school senior that is outspoken and great at organizing their classmates for issues that are important to them? Do you have a student in mind that speaks up when they see intolerance or inequity? Consider nominating them for the John R. Zavodsky Student Activist Scholarship! Organizing Skills, speaking “Truth to Power”, advancing equity and justice, sharing their vision and plan for continued improvement/change, and leadership are the criteria to be considered. Consult your HS Counselors and send in names to the EEA office for an application: EvergreenEA@WashingtonEA.org Hurry! Deadline: Friday, April 10th

While social media and message apps are effective ways to keep in touch with friends and family, school employees need to take precautions to make sure their posts do not jeopardize their careers. Furthermore, if you are planning on using social media for your classroom, the District has an expectation that you are able to archive your communications in case of public information requests. Communications with students and parents, in the eyes of the District, are an extension of your classroom with the same expectations of professional decorum. If you choose to use social media as a class tool or communication method with students and parents, please make sure all communications are purposeful and archived.

MESSAGES & SOCIAL NETWORKING protect your career

Here are some suggestions to protect you in your role as an educator:

- ✓ Make sure your privacy settings allow only your friends to view your profile and your posts.
- ✓ Sort your friends by groups so that those in a work group, for example, don't have access to your posts in your close-friends group.
- ✓ Be vigilant about what others post about you. “Un-tag” photos of yourself that you wouldn't want students or parents to see.
- ✓ Be careful about linking your Facebook page with other social networking sites. If you update your status on a linked Twitter account, it will publish it to Facebook where others might see it.
- ✓ Don't accept friend requests from current or potential students and their family members.
- ✓ Don't accept a friend request from anyone you don't know personally.
- ✓ Don't join public groups that may be considered unprofessional or inappropriate.
- ✓ Don't post vulgar or obscene language, materials, photos or links that may be considered unprofessional.
- ✓ Don't post **ANY** information about your students, co-workers, or administrators. Especially, avoid posting anything that might be considered “negative.” Even though you may think it is safe, these things have a way of getting out and might even be subject to a public information request, if it deals with students.

Monitor what's being published about you. Do a Google search on yourself to see what information others can easily access about you. You may want to set up a Google alert that will send you an e-mail anytime you're published. Go to www.google.com/alerts to set up a notification.

Lastly, know that your EEA will always vigorously defend your freedom of speech and privacy rights, but use common sense when you're using social media and make that defense much easier. When speaking (or writing, posting pictures, etc.) make sure it is speech that you are proud of, not embarrassed by.

Seniority Lists

The District recently published, via the Sharepoint. [After Login, Click “Human Resources” then “Certificated Personnel”]

By Feb. 15th all employees will be listed by their current job categories as well as any 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 certified 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. **Do NOT neglect this!!!** Last year, many members were very concerned when they ignored this reminder and found errors or things they wanted to add later.