



EVERGREEN

Education Association

JANUARY 2020

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@EEAOffice

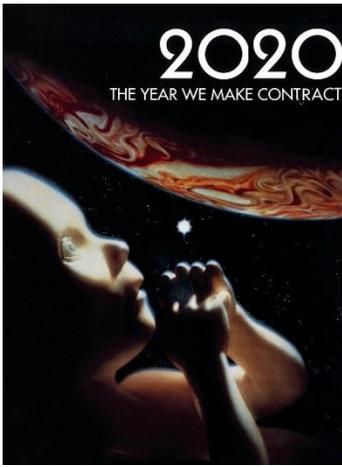
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William Beville
President

Welcome Back!

Dad Jokes aside, I hope the Winter Break treated you well and you found some time to rest and recuperate. The New Year comes with a new intense focus on the unmet needs of our members.



January begins a short legislative session in Olympia. We continue to work toward getting the legislature to supplement our state funding to fully fund SW Washington Schools in the 2020 school year. This plan must include appropriate comparisons in regionalization factors, (I'm looking at you: My Bridge-Crossing PDX'ers,) and recognize the rising needs of our students. Depending on the need throughout the short legislative session, there may be an all-call to ask for more people to go lobbying. You are encouraged to follow the legislature via updates at <https://www.washingtonea.org/ourvoice/>.

As the 2nd half of the year comes upon us, it is time to do the heavy lifting around our bargain. Each campus will soon have a cohort of members who will be serving as the Bargaining Support Team that includes your Association Reps. This support team, as well as our bargaining publication, the "Green Sheet" will be a conduit to the members to foster communication of progress and needs around this year's bargain. Don't forget to put on your calendar, June 2nd, for our first General Membership meeting of the year. Hopefully, at this meeting you can expect to get updated on the current status and details about our bargaining process.

February and March will be our "Reach-Out" months, to provide space for listening sessions for our unique Focus Groups in ESAs, Specialist Positions, and Special Educators. Unless otherwise stated, all the meetings will be at the EEA from 4:45-5:45 PM. Members of the Bargaining Team and I will facilitate these meetings.

Soon, we will be out of the "likely Snow-Day" window and can look forward to a handful of long weekends (yes, I know, we just came back) but that will allow us to continue to push hard for our kids. Let's enjoy the 2nd half of the school year and work hard to make 2020 the best year ever for the kids, our members, and the education profession.

Seniority Lists

The District will soon be publishing, via SharePoint, the Seniority List. 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. From the CBA:

ACTION BY SUPERINTENDENT

The Superintendent or his/her designee shall post the Seniority List based on an employee's current assignment on eNet no later than February 15 of each year. All employees with certification or an endorsement that would qualify them as eligible to be listed in another area need to notify Personnel in writing by March 1.

VOTING & NOMINATIONS

Representative Assembly (NEA RA). These elections started January 10th and will finish this Friday, January 17th (but please vote early so your Reps can get the ballots back.) The people you elected will be your voice at the state and national level for shaping the direction of our organization. Results will be posted in the next newsletter.

Furthermore, there is another set of elections coming soon. At the January 13th Representative Council meeting, nominations opened for leadership positions in the EEA next year. The following positions that govern the EEA as a local will be determined by your votes: President, Labor Ambassador, Elementary At-Large, Middle School At-Large, High School At-Large, Special Services Rep, Ethnic Minority Rep, Special Education Rep, and Substitute Rep. Nominations will close at the February Representative Council meeting with an election to follow, and on January 19th, nominations are open for WEA Elections. Please see the attached flier.

In the months of November and December, members were nominated to be delegates to the Washington Education Association Representative Assembly (WEA RA) as well as the NEA

Attention! SPECIAL EDUCATION STAFF -- WE WANT YOU!

missed planning time, co-teaching, on-the-job injuries, and other workload issues might have come up before (and continue to be issues,) but what is SPECIFIC to your job that we may not be thinking about? Kate is the liaison to the Exec. Board, as well and may be contacting you for 1:1 conversations as well to follow up on our SpEd event Thursday. If you are interested in sharing your 2¢, email us at the office: EvergreenEA@WashingtonEA.org

Our Executive Board Member, Kate Barrett, is currently planning cohort meetings around different job titles in the District. Topics like communication with Admin., Due Process paperwork,

EEA DEPENDENT SCHOLARSHIPS ARE AVAILABLE!

The Evergreen Education Association offers up to seventeen (17) \$500.00 scholarships to the dependents of our members for the purpose of undergraduate study.

To apply for the Fred Ensmen & Virginia Oliver memorial scholarships, go to 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 24, 2020.

EEA STUDENT ACTIVIST SCHOLARSHIP

Do you know a great student, possibly a senior, who has gone above and beyond to advocate for social justice, equity, or other union values? Nominate them for the **John R. Zavodsky** Student Activist award. Each year, we will award one student with a \$1,000 scholarship to a higher education institution or trade development program. This will be awarded at our Special May 13th (in honor of the 1973 strike) Rep Council meeting. Please send nominations to: EvergreenEA@WashingtonEA.org, and coordinate with your HS counselors. **This year's deadline is April 10, 2020.**

SICK LEAVE BUYBACK

Remember that January 31st is the last day to submit the District's Application for Annual Cashout of Accumulated Sick Leave. For those who have an excess of 60 days sick leave, you may cashout 12 days (at 4:1) by submitting the District form to the Payroll and Benefits office.

State law does not allow for cashout of more than 180 days upon retirement. If you have 180 days or more of sick leave, you will want to fill out the District's Application for Annual Cashout so you can have the equivalent of 3 days' pay (1:4 ratio of the 12 days earned each year) put into your VEBA account for retirement. For those with >180 day accumulation, you need to set up your VEBA account (if not already established) and your selection on the District form MUST be for VEBA.

EMERGENCY LEAVE -- what is it?

Emergency leave allows you to use your sick leave in certain unpredictable situations (emergencies) so that you don't have to use your personal leave or lie and use your sick leave. According to the contract, you may use Emergency Leave

(which is deducted from your sick leave account) when there is: "a suddenly precipitated situation of such a nature that preplanning is not possible, or where preplanning could not relieve the necessity of the employee's absence." (Article V; Section A; Sub Section 1)

It is impossible to describe every Emergency Situation. Some examples of proper use of Emergency Leave are:

- Your pipes broke and your house is now flooding. You need to deal with this right away.
- You live in the Stevenson and a nasty weather system is moving in from the east and you need to beat the snow home.
- Your flight home on Sunday got cancelled and you couldn't get back into town until Monday night.
- You got in a car accident (without injury) on the way into work, causing you to miss work.

Please be advised that Emergency Leave is not a leave that can be used in place of personal leave. One cannot "plan an Emergency." For leave from work that could have been planned ahead of time that is not related to your health, personal leave is the appropriate leave to use.

EEA MEMBERS... DID YOU KNOW?

The NEA Auto and Home/Renters Insurance Program, California Casualty, automatically has coverage for your personal property brought to school and used for instruction. This is a unique member-only feature. The coverage is to a maximum of \$3,000 and would include items at school that you own like books, supplies, iPads, and laptops. This educator provision is on the home or renters policy and subject to a deductible. If you are already using California Casualty, this is already on your policy.

California Casualty is only available to union members and is not available to the general public. Our local Field Marketing Manager, Erica Reich, has a special quote portal landing page. This is a popular member benefit with almost 10,000 WEA policies in force. If you haven't seen the rates yet, you can get a quick quote by visiting www.readyforquote.com/erica or calling 1-877-509-1593.

ESA CORNER

Do you know what an ESA is? Education Support Associates are certificated members who serve our students' other diverse needs. These include: school counselors, psychologists, social workers, speech/language pathologists, OT/PTs, behavior analysts and nurses.

Upcoming Event: ESA Certification 101 Training.

Attendees will:

- Become familiar with recent policy changes affecting each of the ESA certification groups
- Explore new certification renewal requirements for ESAs, including the suicide prevention requirement
- Consider Professional Growth Plans (PGPs) as an option for certificate renewal
- Review OSP's eCert platform for professional development submission and certificate renewal
- Learn about the National Board Certification process

**REGISTER FOR
EVENT HERE!**



Leaves. Our CBA is actually very full of possible leaves for our members. These are hard-fought, and every leave was "bought" with negotiations with the District and/or state. It is important that you are aware of all the possible types of leave and use them as needed.

- Sick and Emergency Leave. Paid. 12 days, frontloaded. (see the Emergency Leave explanation above) Sick Leave is an important right, and a great benefit for you and your loved ones. One thing to know: You need a Dr.'s note after 5 days.
- Health Leave. Unpaid. Up to 2 years. No guarantee of return to same EXACT building/position.

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- Family Medical Leave Act. Unpaid. [Complex Formulas in place: Every answer is “it depends”] Make sure and schedule a meeting with your cert. specialist in advance before you apply.
- WA Paid Family Medical Leave (New!) Paid. Up to 12 weeks Medical, 18 weeks bonding. You need to let the District (Cert. Spec.) know BEFORE you apply.
- Bereavement. Paid. Up to 6 days if involving travel. It is per occurrence.
- Personal Leave. Paid. Flat rate of \$72 per day. Up to 5 days. You can roll one (1) over to make it at most 5. NO RESTRICTIONS, but 24 hrs notification required.
- Parental Leave/Adoption. Paid. 2 days. Maybe combined with some sick leave. Recommend you create a plan with cert specialist, as everyone’s situation is different with available leaves.
- Religious Leave. Paid. 1 Day. MUST give 72 hrs. notice. No restrictions.
- Jury Duty. Paid. Depends. Must notify District and provide documentation.
- Subpoena Leave. Paid (less compensation). Varies in length. Limits are in the CBA.
- Self-Funded Leave. Paid (You saved it!) Deferred compensation from 1-5 years. Up to 1 year. Contact your cert specialist.
- Military Leave (new Law) Varies by situation.
- PD Attendance Leave. Paid, only if granted by the school board. Unpaid, but can apply for a sub through the old prof. dev. Sub pool. Email: EEAProfDevel@Everngreenps.org
- General Leave. Unpaid. Up to 2 years. No guarantee of return to same position if maxed.
- Rare Circumstances (Contact Your Cert. Specialist)

If you notice a theme, it is that your Cert. Specialist is key to many of these. They often get a bad rap, because they have to give bad news when you aren’t eligible for a leave, but my experience has been that they work VERY hard to make sure you get the full leave you are entitled too. They are human, and make mistakes, but I have had more than my fair share of experiences that they helped our members find alternatives they didn’t know they had. If you are coming up on a life-event that you know is coming, please shoot me an email and I can help get you set up with a meeting (or call them yourself if you know what you want.) We are all here to help, and give you support through your trying time.



If you missed the deadline for the carpools, but still want to go up to Olympia on your own, here are the details:

Schedule: No appointments set. Members will check in and request meetings that don’t conflict with previously arranged appointments.

Morning Briefings:

Time	Elected Official	Meeting Location
9:30 am	Sen. Emily Randall	Olympia Woman’s Club

Optional Activities:

Time	Elected Official	Meeting Location
10:00 am	Chris Reykdal, Superintendent of Public Instruction	Olympia Woman’s Club
10:30 am	Duane Davidson, State Treasurer	State Treasurer’s Office, Capitol Building
10:45 am	Chris Reykdal, Superintendent of Public Instruction	Olympia Woman’s Club
11:30 am	Kim Wyman, Secretary of State	Secretary of State’s Office, Capitol Building

Parking:

Vans and cars may use the farmer’s market parking lot that day as the Farmer’s Market is closed.

The Dash shuttle will be running that day, so drivers who want to come up to the Woman’s Club or the Capitol can take the shuttle for free.

If you are using GPS, the address for the GR Olympia office is: **724 Columbia St NW**. Just remember to **use the Farmer’s Market parking instead of the reserved spots in front of WEA GR building** since some of the offices in WEA GR building may not observe this holiday.

The Farmer’s Market parking lot will be on the right behind the Farmer’s Market. Ignore the signs that say 2 hour parking, we have made arrangements to park for longer.