



EVERGREEN

Education Association

OCTOBER
2020

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President

current covid-19 activity level

>75 cases per 100k
people in 14 days

- Almost entirely remote learning
- Limited in-person learning for high-need students
- No sports or extra-curricular activities



Based on Washington State Department of Health guidelines released August 4, 2020.

Hybrid is Not Happening (anytime soon)

We all want school to reopen. No one is under any misconception that online-only instruction is best for our students. The stress of isolation, the inability to provide timely support, the deepening of the divide for our students with the highest needs are being exacerbated.

However, this is what we have. The community, for whatever reason, has not produced the decrease in active COVID cases that will allow us to get kids back into schools under a Hybrid model. In our negotiations with the district, we

made it very clear: Minimally three weeks of “Moderate” before we even CONSIDER bringing in large groups of students into our schools and discussions of how that can be done safely.

There are no great options here. We continue to raise the level of efficacy of the Remote Learning Model. We find and fix safety concerns in our (mostly) aging buildings. We teach the houseless kids, the kids who have challenges to Remote Learning, the students who would fall through the cracks even in a normal year. We were making it work.

But how does the District respond to the news of increased cases? They are choosing to ignore the safety concerns and bring in even MORE kids for in-person instruction. This is in direct violation of our current MOU, violates the recommendations of the Clark County Health Department (“Almost ENTIRELY Remote Learning,”) and most importantly, places a high risk on the health of our educators who WILLINGLY are ready to be in buildings to serve the neediest kids, only. We will not be fooled by their exploitation of our educators into a “Pre-Hybrid” model using the 48-hour notice indiscriminately.

So once again, we must bring our concerns to bear. We will bring them to the School Board, to our Mask-Deficient Superintendent, to the Instructional Leaders, and unfortunately, next to our community: OUR SCHOOLS ARE NOT SAFE with as many students as they would like to bring in and during the “High” transmission of COVID19.

It will not be a popular message. Our parents are desperate. Our detractors are speaking loudly. Those who deny the existence of this major health concern will once again paint us as over-reacting. These are the same that are not taking this seriously and likely are causing the sky-rocketing cases in our area.

There will be a need for you to once again rise up and use your voice.

I will fight for you. I will write grievances. I will attend endless meetings on Zoom and in Person. I will demand that our health needs are met. But we have all seen from our past interactions that for the District to take our concerns seriously, we ALL need to step up and bring a unified message: ONLY WHEN IT IS SAFE! We will do whatever it takes to protect the health and safety of our students and members.

To do this, I am going to need more leaders. In every school, in every department or grade level team, and in every classroom (virtual or not.) If you do not know who your Association Representatives at your building or worksite are, now would be a good time to find out, or to consider becoming a building leader yourself (see below.)

--- Bill

ELECTION INFORMATION

Ballots are coming soon!

Who really knows what you go through each day in your job? Who makes the decisions on what happens in our schools? Like it or not, politics has a HUGE influence on the learning of our students and our everyday working conditions. Lucky for us, you can help put pro-education candidates in office! For obvious reasons, this will be a large turnout election. The question is, what will we do to make sure we get out the vote and support these candidates?

What can you do?

We are asking that each member pledge to **VOTE** in this election (no matter where you live) and get 3 others to also vote in this November election (no matter where they live). Those who vote have a voice. For your students, for the students who reside in whatever community you live, and for yourselves, make sure your voice is heard!

What else can you do?

- **Join WEA-PAC**, if you haven't already. It is through WEA-PAC that we are able to endorse candidates who will look out for us! **Sign up for WEAPAC HERE**
- **VOTE!** Ballots will start being mailed out on/around mid-October. They are due by 8pm on November 3rd, but I would not wish ANYONE to wait to vote.
- Let your Head-Association Rep know you are interested in **phone banking to get other members to vote**. These phone bank calls will only be to WEA members. They are easy calls, with no stress!
- Spread the word about our WEA-PAC endorsed candidates to your friends and family. **Social Media:** Like and invite others to like the Candidate pages of each (see below.)
- Donate to a campaign. Two hours of Professional Rate is: \$80 😊
- Sign up to help WEA-PAC endorsed candidates. [Please click here to let us know how you want to help!](#)

Does WEA-PAC have other recommendations for you?

WEA-PAC has made endorsements for Statewide and Local Elections. The following are all the WEAPAC endorsements for this Election: (* means WEA member, *** EEA Member)

Federal

- Carolyn Long (3rd Congressional District)

Senate & Legislative Districts

- Daniel Smith 17th, Senate
- Tanisha Harris 17th, Pos.1
- Paul Harris 17th, Pos.2
- Kassandra Bessert 18th, Pos.1
- Donna Sinclair 18th, Pos.2
- Sharon Wylie 49th, Pos.1
- Monica Stonier*** 49th, Pos.2

Statewide

- Jay Inslee Governor
- Denny Heck Lt. Governor
- Bob Ferguson Attorney General
- Gael Tarleton Secretary of State
- Hilary Franz Commissioner of Public Lands
- Chris Reykdal Superintendent of Public Instruction
- Pat McCarthy Auditor
- Mike Pellicciotti Treasurer
- Mike Kreidler Insurance Commissioner
- Charles Johnson Supreme Court
- G. Helen Whitener Supreme Court
- Raquel Montoya-Lewis Supreme Court

Clark County:

- Jesse James (*Clark County Council; District 3*) This race will decide the balance of power on the Clark County Council. This Council impacts health department decisions when it comes to reopening schools.

Yes, you have to be here (or somewhere) on October 9th

Live classes will not happen on Friday, October 9th, but teachers who wish to be paid for a day of work must “attend” in-service on that day. October 9th is one of the 5 extra days paid for in addition to the TRI responsibility contract. To get paid for October 9th, you must use the link provided by the District to login for attendance just like for the August days. At this time, there are no known approved “outside” of the District Inservice opportunities, but if you **HAVE** been pre-approved, please let us know at the office. Pay for this October 9th in-service day will be on the November 30th paycheck, providing you get it done by the November cut-off.

Leaves & Substitutes

A smaller pool of substitutes has been trained and are ready to work when you are using your leave options. The District is also looking into bringing back in subs for classified staff as well.

Absence Process:

Absent 2 days or less:

1. Document the appropriate leave into AESOP (this process remains the same) and select no substitute required (this includes Wednesday's)
2. Notify students/parents and the main office that instruction will be on-demand for the day (AESOP will support the schedule change)
3. Instructional plans will need to be created and posted for on-demand learning (due to the missed live sessions)
4. Attendance will need to be recorded by the secretary who will need to check classlink logins and/or parent/student communication

Absent 3 days or more:

5. Document the appropriate leave into AESOP (this process remains the same) and select no substitute required (this includes Wednesdays)
6. Notify building administrator so class coverage can be arranged for the live sessions (teachers covering classes should complete a Form A for class coverage)
7. Instructional plans will need to be provided for the teacher who is covering live sessions (google classroom access needs to be provided to the covering teacher)
8. Instructional plans will need to be created and posted for on-demand sessions (work with administrator/coach/PLC teams for ongoing instructional plans)
9. Attendance will be documented by the covering teacher for live sessions by checking classlink logins, student engagement and/or parent/student communication
10. Secretary will need to check attendance through classlink logins and any parent/student communication
11. If unable to cover an absence, contact substitute office at x4587

Accommodation Requests Update:

The District has received more childcare requests that they are currently considering. They are reaching out to principals to discuss each one who has submitted accommodations to verify so that the principals know who will be available. Once they get through this next grouping lists will be assembled by school so that the information will be shared with EEA, and individual circumstances and accommodations can be addressed.

Senior Supplemental Contracts

You may not know, but your contract gives you an opportunity to enhance your retirement package for the future by allowing you to do extra work near the end of your career, thus making that money count toward the calculations for your future retirement. Located on page 41 in your contract it says:

Any employee having completed fifteen (15) years of work in the District will, upon written request made by October 15 of each year, be issued a supplemental contract for up to ten (10) days (the total days available will be prorated to your FTE) at his/her per diem rate for curriculum work or other projects offered by the District during the school year, September 1 through August 31. No more than two such supplemental contracts will be issued during the employee's career with the District. The total dollars expended for such supplemental contracts will be \$120,000 for each school year of this Agreement. Should the total value of the requested supplemental contracts for either year exceed the available funds, then all of these supplemental contracts would be reduced proportionately in length to the degree necessary to utilize fully, but not exceed, the available amount.

If you have completed 15 years of work in this district and wish to take advantage of this opportunity, contact Personnel to get the necessary form to fill out. Remember this form needs to be to Personnel by Thursday, October 15th.



HAVE YOU HEARD ABOUT EEA HEALTH AND WELLNESS?

For some inspiration, follow our new Instagram account @EEAHEALTHANDWELLNESS where we will be posting only good things for our members. You can also be added to our newsletter list by emailing us at eeahealthandwellness@gmail.com. Two lucky members will win a drawing for this month. Send in your email for a chance to win the prize next month!

WEA Children's Fund

Educators spend their days focused on children's needs both inside and outside the classroom. The WEA Children's fund can help provide the extra supports for our neediest students in the form of basic needs. If you know students that can use some help or if you have the means for donation, visit the WEA Children's fund website at <https://www.washingtonea.org/childrensfund/>. The WEA children's fund is also always looking for donations for this cause. Our members are traditionally been among the top 3 users of this fund in the state. That's great and means that we are using resources to take care of our kids. However, this fund relies on member donations. Consider donating today by clicking on the following link: https://salsa.wiredforchange.com/o/1624/donate_page/childrensfund

Additional Representatives needed! – Next Meeting is Monday, October 19th

Not many campuses have their full allotment of representatives. Remember, each campus may have up to 1 rep per 10 members. If we accomplished this, EEA could have a representative council of nearly 180 people. Thank you to the people who logged in for September's rep council meeting. Meetings are currently being held by Zoom. Please nominate yourself or others here: <https://forms.gle/biBnSWZevJSHinzbA> We look forward to "seeing" you there!

The EEA is coming to talk with you!

The EEA executive board members will be "visiting" their liaison schools multiple times throughout this year in our continued effort to meet with members to better understand your needs, check your campus climate, and build relationships within our union. In the midst of a pandemic, these meetings will be held "virtually" and we need our One-on-One interview data more than ever. The EEA both wants to be responsive, but at the same time convey the message that YOU ARE THE EEA, and it is all of us together that create positive changes. Check your home emails for an invitation to sign up for a time to drop into a Zoom.