



EVERGREEN

Education Association

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William Beville
President

Happy New Year!

Happy New Year! Thank you all for your part in getting us back to school, on time, with an appropriate contract and MOU. Six years ago, we adopted the motto, “union is a verb” and the EEA membership have continued to step up to demonstrate our solidarity. As a membership of over 1800 certified education professionals, we have influence over the safety, wellbeing, and commitment our profession. Everyone recognizes when leadership is in short supply that the professionals closest to the kids will make the right decisions.

Now that our bargaining is done, we have two HUGE tasks as a union: 1.) Ensure the safety of our students, staff and families in this unprecedented time, and 2.) Bring joy back to working as an educator in this district. To do this, we must continue to be engaged with each other, we must stand up and demand safety, and we must strengthen our membership by welcoming our newest members and helping them whenever possible. This year, I have set a goal of bringing our members together as an organization, not just through battle with the district, but through comradery and sacrifice as professionals in this extremely important line of work for our fellow members. Your EEA Executive Board will continue the work of creating an environment that can bring us together, joyfully, in our profession. We want to put the “You” back into “Union.”

While we have settled our CBA with the district, we still have work to do with the legislature. Unfortunately, the time ahead is a bit bleak. Massive state budget cuts will look at our profession as a place to set the knife. While our legislature is under settled law that the paramount duty of the state government is to fully fund education, it will be this year that less pro-public education legislators try to take back what you have already paid for through your willingness to strike, your advocacy, and participation in action. We must make sure that the state realizes that they will not take away our local bargaining rights or our community’s rights to contribute to education through the levy process.

History teaches us that in the time of crisis, those in power try to exploit. We must be vigilant, professional, and ready to join hands (figuratively) to fight back when they come for our schools. But for now, Happy New Year. Enjoy the fruits of your labor and may your work with your students this year be fulfilling in every way!

– William H Beville

QUESTIONS? WE’RE HERE TO HELP! MEET YOUR EEA OFFICE STAFF

If you have had occasion to call the office with a question, no doubt you’ve spoken with Christine Johnson, the EEA Office Manager. An essential collaborator with the elected EEA Leadership Team, Christine works daily with the District to assure that your membership is secure. With the additions of the many different Leave options in our CBA, your first call after HR should be the EEA Office, where Christine can help you maintain your membership continuity. After this crazy closure, with this bargain, and remote learning, our office faced challenges never imagined before (1,800 ballots mailed in 72 hours?) When you have a question, your best and first contact with EEA will always be our amazing staff.

REPRESENTATIVE COUNCIL MEETINGS

YOU are part of the Union, and that includes representation at Representative Council meetings. EEA's governing documents allow for representation by each worksite at these council meetings at 1 representative for every 10 members or fraction thereof (31 members = 4 reps.) Very few sites have this level of representation. THERE IS ROOM FOR YOU! Nominate a leader at your school or yourself to represent your worksite at our upcoming meetings, and help direct where our association spends its money, time, and other resources. If you have a desire to be a representative, or think you know someone who would be good at it, let your Head Rep know and let us know here at the office too. EEA can be contacted via e-mail at EvergreenEA@WashingtonEA.org and by phone at 360.892.1740. The meetings this year will be held by Zoom until further notice (you can attend from your couch!) The meeting starts at 4:30pm on the following dates:

September 21
October 19
November 16
December 14
January 25
February 22
March 22
April 26
May 13

EEA General Membership Meeting:

Back on Jun 30th, the members showed up in large numbers to be informed of the newly bargained contract as well as celebrate the fact that school would start on time. For the first time, in my memory, we held a "mail-out" ballot election as dictated by our EEA Bylaws. The contract was approved by the body by a vote of 686 to 55. Upon ratification by the school board on July 7th, the contract became official. Within the constraints of bargaining under the worst conditions ever faced by this bargaining team, we were still able to make progress because of your actions and efforts. Some highlights from the contract are:

- Pay increases of 2.5% in year 1, Cost of Living (Seattle CPI) + 0.5% in year 2, (Seattle CPI) + 0.5% in year 3.
- Huge additions to our SpEd assistant support.
- Huge additions to our leave options, especially for bonding and parental leave choices.
- Equity and inclusion training, and affirmative action in hiring.
- Better ratios for our psychologists, nurses, and some SpEd staff.
- ALL ESAs now get credit for up to four years of service prior to working in schools.
- Rights to be included in Student Discipline decisions.
- The return of Assessment Day Early Releases to Elementary Schools
- Additional support with behaviors and re-engagement with students who are struggling with behaviors.
- Additional paid training days before school starts 21-22, and 22-23.
- No more paying a fee to use YOUR personal days.

There are more aspects to the contract than are listed above. Opportunities for education on the new aspects of the contract will be available at Representative Council Meetings.

CLASS SIZE/CONTRACT LANGUAGE

Over the summer, we all look forward to seeing the eager faces of our new students... just not TOO many eager faces. We have contract protection around class size, but during this pandemic and even under normal circumstances, there are a handful of things to remember about our class size language.

- 1.) In most cases, class size numbers are not official until October 1. You may be overloaded right now, but the district has the month to sort it out. It is advised that if you are overloaded in September, let your administration know so they can be aware of the situation. **Let EEA know if you are overloaded at any time (including September).**
- 2.) In elementary school you are paid \$5.00 per student per day over the “class size” and you shall not exceed the “Maximum Class Size.” In Kindergarten only, you have an option to choose staff assistant help instead of overload pay, see your options in the chart below. Please know that Kindergarten teachers will only have 3 days to respond to the district’s inquiry with their choice (money or staff assistant). The default for no choice made is the overload pay. A Kindergarten teacher who chooses a staff assistant, but does not have one in the class, gets the \$5.00 per student per day overload pay. **In split classrooms, your ratio is to be no more than 23:1 and teachers are to get overload pay for the 22nd and 23rd student.**
- 3.) In Middle School, you’ll see the target “class size” listed and the class size that you should not exceed (Maximum Class Size) listed in the chart below. Please know that you are only paid overload pay based on your total load for the day, not for going over the listed “class size” in a period.
- 4.) In High Schools you too will have a target “class size” listed and then the class size that a given class should not exceed (Maximum Class Size). High School teachers are also only paid overload based on their daily load and not for being over the class size for a given period.
- 5.) In elementary schools, one exception to the numbers aren’t official until October rule, is when all classrooms in a grade level at a given school have the maximum students allowed enrolled for 5 consecutive days (September or October), a new class must be created.
- 6.) There are also exceptions to some of these rules based on what you teach (ie: PE, Band, etc.). There are also many caseload/class size rules for special service and special education groups. Please see pages Article IX in your contract for more clarification around these more individualized situations.

PLEASE SEE CLASS SIZE CHART ON THE LAST PAGE OF THE NEWSLETTER

WHEN DO I GET PAID FOR MY INSERVICE DAYS?

You are paid separately for your workdays and in-service days and your responsibilities for being an educator. You had to be present to be paid for these in-service days, leave cannot be used for in-service days. Payment for these days will come in your Sept 30st paycheck. A form was required to be completed the week of in-service. In addition to your per diem pay for these days, you will also be paid 8.8% TRI, spread out over 11 months, for the responsibilities related to your work.



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 won the drawing for this month, they each will receive a ZTech Smart Watch. Send in your email for a chance to win the prize next month!



Grade Level	Class Size	Maximum Class Size	Overload
Kindergarten	23	26	\$5 stipend, per student, per day, above the class size, or 2 hours staff assistant at 24, 5 hours each for 25 and 26 students. Staff will have three days to respond with their choice; after that, it will default to the stipend
1-3	23	26	\$5 stipend, per student, per day, above the class size
4-5	25	28	\$5 stipend, per student, per day, above the class size
All Elementary Split Classes	21	23	\$5 stipend, per student, per day, above the class size
Middle School	6 th Grade 26	6 th Grade 29	\$5 stipend, per student, per day, above the daily load of 140
	7 th -8 th Grade	7 th -8 th Grade 31	\$5 stipend, per student, per day, above the daily load of 140
	Mixed Grade 28 PE 31	Mixed Grade 31 PE 33	\$5 stipend, per student, per day, above the daily load of 140/160 PE \$5 stipend, per student, per day, above the daily load
High School	30	33 Daily Load 150	\$5 stipend, per student, per day, over the daily load of 150
High School PE	34	35 Daily Load 170	\$5 stipend, per student, per day, over the daily load of 170

CHECK OUT A NEW PODCAST FOM SW WASHINGTON LABOR COUNCIL!

The Southwest Washington Central Labor Council is very excited to bring you [Working To Live In Southwest Washington](#), a podcast about work - and life - in the lower-left-corner of the Evergreen State.

Look for it on [Apple Podcasts](#), [Google Podcasts](#), [Soundcloud](#), [Spotify](#), [Stitcher](#), [TuneIn](#), [YouTube](#), and other podcast platforms. Find us on your favorite listening service and click that subscribe button so you know when each new episode is released!