



EVERGREEN

Education Association

NOVEMBER
2020

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William Beville
President

As of this moment, the Presidential Election has not been called. This is actually helpful to the message I want to share with you today. It is about perspectives. It's early to make any sweeping generalizations from this election, but one thing that was eye-opening to me was this thought: "Not everyone thinks the same way that I do." In a very divided country, it is likely that both sides were shocked to find that SO many differ from their own core beliefs. This happens when listening has been made a lost art.

In my communications with members, I find there are many opinions that members feel like "everyone thinks so." I am not above reproach in this, either as I have put out messaging from this office that members have contacted me to say that they disagree. It is very easy to think that we are all on the same page on an issue, only to find that there are many others who feel differently. Some of these are different ways to address universal concerns such as safety, human rights, dignity and personal freedoms. Some of these are different approaches to pedagogy, methods, curriculum and assessment. Let me assure you of one thing: Someone in our large group feels differently, if not the exact opposite of your beliefs and these and many other issues.

It is critical that we open up respectful channels to share our point of view. We have many different decisions to make concerning our jobs that it is important to know that there will ALWAYS be different points of view.

Decisions such as:

- When is it safe for me to be back in my building?
- How much effort do I need to apply to on-demand learning?
 - How much PD is too little or too much?
- What decisions should be made by an educator instead of an administrator?
 - How available should I be to my student families?
- What is the right way to address the human rights of our students and members?
 - What part do educators play in our larger community?
- What issues should be solved by Union leaders instead of individual self-advocacy?

So, I will speak for myself; I commit to opening up to listen in a more meaningful way. I acknowledge that I have not taught in every position and grade-level in the district, and my experience both informs me and blinds me to the challenges all of you face every day.

"Moreover, the more deeply a view is ingrained, the less likely we will see it as influencing us—or see it at all. If you want to know what water is, don't ask the fish." – Mitch Stokes

Tolerance has become somewhat of a dirty word, sometimes used to excuse systemic poor behavior of others towards groups of people, but I still believe tolerance has a place. I want to seek an ability to see a point of view that is different than my own, at least long enough to understand it. I hope that you see that in the decisions I make, and also reach out to hear feedback before we make decisions together.

Election results are nigh. Let's start by realizing that not everyone sees the results the same way.

Happy Friday,
-Bill



**COVID-19 ACTIVITY LEVELS Nov. 2:
131.42 cases per 100,000**

Recently, the Local leaders of large locals to discuss the lack of information that we are being provided by the local health department. There seems to be unfettered access by superintendents, but when we requested a meeting from Dr. Melnick, we were denied. We have released a Press release to again request access to firsthand discussions around the growing case numbers in our area and what the impacts to safety these may pose in consideration of all the in-person instruction going on now and planning for an additional move to hybrid. There will be more information to follow. In the meantime, address concerns with your Social Distance Monitor, or contact us in the office with concerns that aren't being addressed or for emergency situations.

SO, YOU WANT TO START A FAMILY? JOIN US TO LEARN ABOUT YOUR LEAVE OPTIONS



WHAT: So, You're Thinking of Starting a Family Zoom Training
WHEN: Tuesday, November 17, 2020
TIME: 4:30 – 6:30 PM
WHO: Training provided by Lisa Raine, UniServ Director, WEA-Riverside

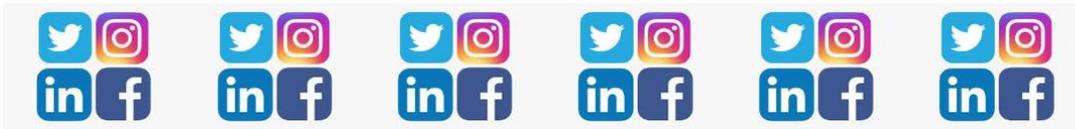
WHY: A great session for those who want to know more about their leave rights in preparation for welcoming a child

You may recall your EEA Bargaining Team was successful in bargaining many improvements in the leave section of the collective bargaining agreement. Such improvements are important for all members but are especially important as many of our members contemplate starting a family and exploring their leave options. Some of the top questions we receive are from members who are trying to maximize available leave when welcoming a child. Often meeting with your certificated specialist is confusing and can be stressful. We realize folks try to help as best they can, but also recognize this is an area where members may appreciate a more in depth understanding of their options. So, no matter if you are the one having a baby or are the supportive partner, or prospective adoptive parent please join us for a special Zoom Training Session! This session would also be helpful for EEA Executive Board Members and Association Representatives.

Please RSVP to the following form: <https://forms.gle/vbFcbJwZnzcunZa78>

Voice, Influence and Power

Your EEA leaders are always ready to advocate for you in difficult situations, but we always are also advocating for leaders to emerge to advocate for themselves! (That's a lot of advocacy!) Last Month's recipient of the Voice Influence and Power recognition is awarded to the Kindergarten Grade level team at Pioneer Elementary. They unified together to jointly sign a letter to share with the District and Admin to advocate for safety and relief from excessive workload. We support the use of their voice in demanding support for doing what I don't think anyone will argue with me: Currently the toughest job in the District (Including mine!)



While social networking, such as Facebook and Twitter, and message apps such as SMS and WhatsApp?, are effective ways to keep in touch with friends and family and to connect to the broader world, 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 now has an expectation that you are able to archive (either through them or by yourself) your communications for public information requests. Communications with students and parents, in the eyes of the district, are an extension of your classroom with the same professional decorum expectations. 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.

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

- **Know who can see your posts:** Any done on school equipment WILL be viewed by the District
- **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 or their family members**
- **Don’t accept a friend request from anyone you don’t know personally**
- **Don’t join 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 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 when it deals with students
- **Monitor what’s being published about you:** Perform a search on yourself periodically 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.

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

WHISTLEBLOWER HOTLINE

The WEA has contracted with and outside firm called “The Network” to administer a “hotline” phone number to receive notice of misconduct. The number is 800-884-1257 and is meant for anyone to report serious malfeasance concerns concerning WEA Staff or EEA Officers involved in possibly criminal behavior related to union work (such as embezzlement, misappropriation of funds, etc.) Contact the Whistle Blower Officer (aiverson@washingtonEA.org) directly or use this number.



EQUITY CORNER

Did you know EEA has an Equity Committee?

We are here to serve you!

Who: Adam Aguilera (co-chair), Kristie Peak (co-chair), Chris Ampersand, Jenni Bradley, Corinne Contreras, Lynnelle Gamage, Carmela Lemon, and Marla Morten currently serve on the EEA Equity Committee

What: We support members in promoting equity within the learning community, help recruit and retain educators of diverse identities, support professional development opportunities related to equity, and advocate for racial and social justice in Evergreen Public Schools.

When: We meet at least monthly and more as need arises.

Why: EEA's constitution Article II Section 2 (Purpose) -- To actively promote a culture of equity and inclusion.

Please feel free to contact any member of the equity committee with concerns or issues you'd like to discuss.
eea_equityteam@washingtonea.org

CLARK COUNTY FOOD BANK



EEA CONTRIBUTIONS

Did you know EEA donates to the Clark County Food Bank?

So far this year, EEA has contributed **\$14,396.99.**

After an original contribution of \$14,096.99, we are donating \$150.00 each month.

Have you heard about EEA Health and Wellness? Follow us on Instagram @eeahealthandwellnes where we will be posting only good things for our members.

Sign up for our newsletter at:
eeahealthandwellness@gmail.com

You will be signed up for drawings each month, don't be left out!



call for
nominations!

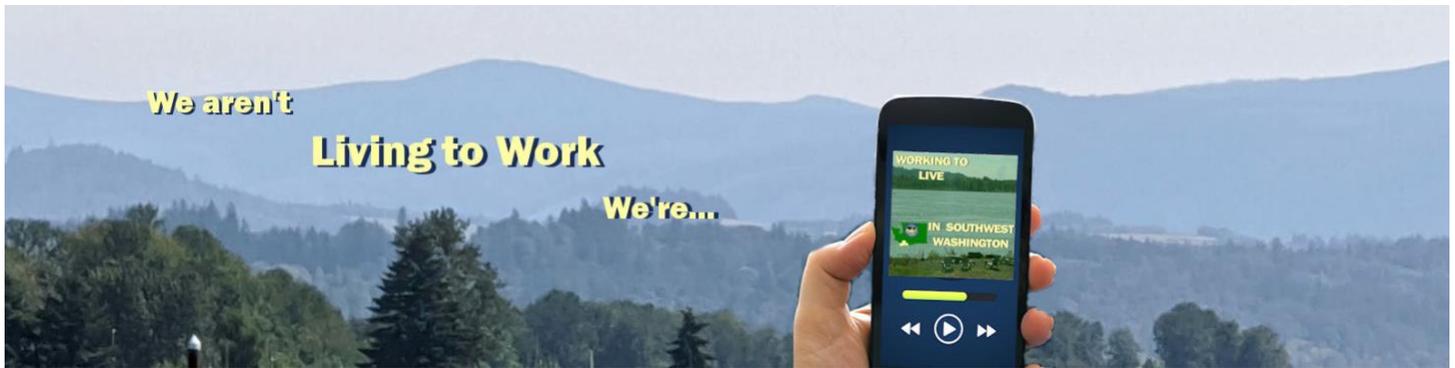
WEA/RA AND NEA/RA
NOMINATIONS OPEN:
NOVEMBER 19, 2020

Each year we hold WEA and NEA representative assemblies. In some of the largest deliberative bodies in the nation, these assemblies give members the opportunity to direct the WEA and NEA leadership and priorities. These are not "board meetings", meant only for leadership, but rather an annual opportunity for the "rank and file member" to direct the organization. It is always our goal to get a diverse representation of our membership at these assemblies.

As the 6th largest local in the state, the EEA can send as many as 29 delegates to the WEARA and 12 delegates to the NEARA. Nominations close at the December 14th representative council meeting. If you have an interest, you may nominate yourself or a colleague by contacting the EEA or you may nominate "in person" at the November 16th or December 14th meeting. Those elected would have their housing, travel, meals, and sub release expenses covered if the meeting is not held virtually.

Delegates would more than likely meet once before the assembly to caucus, attend the assembly, and caucus while at the assembly. Dates and locations for the assemblies are as follows:

WEARA – Spokane [or Virtual,] WA April 15th – 17th. NEARA -- Denver, CO [or Virtual] July 1st – July 6th



This is a great Podcast hosted by our local SWWACL Council President. The topics and guests are from our local community and include some EEA leaders as well.

Find it here on [Spotify](#)

Or [HERE on the SWWA Central Labor Council Website](#)



[It's Friday. Go HOME!](#)

Among the many different things negotiated in our CBA that is about to go away is a small benefit that may go unnoticed and/or be underutilized by many. From the CBA, it says: **Only for the 2020-2021 School Year.**

Staff will be dismissed on the last workday of each school week after the safe departure of students. In a normal workweek, meetings shall not be scheduled on the last day of the week at the end of the workday. In the rare exception an IEP or emergency student meeting must occur, the impacted employees may submit a Form A for the time, paid at per diem rate, or may make arrangements to leave early on another day in recognition of the additional work time. This discontinues at the end of the 2020-2021 School Year.

While this comes nowhere near making up for all the extra time spent working outside the contract, it was something negotiated to give our members peace of mind that when you want to "sneak out" early on Friday after your meetings, you don't actually need to sneak out. As soon as students have safely "departed" from their school day, on a non-early release last day of the week, you are free to "go home," or the virtual equivalent. Since we are in mostly remote learning, this would be the last ½ hour of the contract day. Also, there should not be any meetings, IEP or otherwise, scheduled on Fridays (or other last days of the week) after school gets out unless there is no way to avoid it. If this does happen, fill out your Form A paperwork and get paid for that meeting! Last Chance! This won't be there next year.