

Unity

Raising Our Collective Voice: Organize, Organize, Organize

By SEA President Olga Addae
and VP Brian Lindquist

The golden rule for building unity and power is Organize, Organize, Organize; and that is what our members are doing. We want to thank each and every one of you for your time, energy and leadership. Remember the 3 part approach to organizing: Advocacy/Contract Enforcement, Internal Organizing (focused on the bargain), and External Organizing. Association Representatives have been busy on all 3 fronts:

AR's continue to send SEA information regarding contract enforcement questions and concerns. Internally our negotiating team has been busy at work designing the first bargaining survey. Dates are set for the contract negotiations to begin in Spring. At the February Representative Assembly the AR's were asked to return to their buildings/programs, post to the SEA Board and have their SEA monthly meeting on the following:

- Requests for names of members willing to be a Bargaining Support Team Organizer (BSTO)
- Distributing Certificated bargaining survey... (Classified surveys are being mailed)
- Discussing the proposed Amendments to By-laws for the Ratification Process
- Conduct another Calendar Survey

WOW! A lot for a person to do, that is why SEA Leadership is hoping each school/program will have at least 3-5 BSTO members. They will be integral in helping the AR with bargaining surveys, getting home email addresses and phone trees, etc. This is the first step to creating Building Action Teams; it is too much to ask AR's to do this alone. The more members we have actively participating in Association work the more powerful we become.

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Bargaining Input

Between November and January, the SEA held multiple bargaining input sessions to hear what our members had to say. The input given at those meetings can now be found on the SEA website under the members only tab. The input is only what our members said and not necessarily all the things we will bargain. In some places, you may even notice contradictory information.

We have used this information to develop our bargaining survey, which will be conducted by AR's in their buildings/sites. We are surveying our members to find out priorities before actually going to the negotiations table with the district. There were some things mentioned at the input sessions that affect individual groups. You may not see those items on the survey but the negotiations team will strongly consider the ideas as we move forward.

Please make sure you complete the bargaining survey.

This Unity Newsletter, as well as past Unity's are available on our website. To view these publications, visit www.seattlewea.org. Past Unity articles can be found in the "Unity Archives", located under the "Resource" tab on the home page.



5501 4th Ave S • Seattle WA 98108

206.283.8443

Raise Our Collective Voice

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External Organizing has been keeping our Legislative Action Team busy, too. We have had 2 member Lobby days in Olympia. The team brought back vital information and encouraged members to act, email and call their Legislators. By raising our collective Voice through ourvoicewashingtonnea.org we will continue our fight to keep public education public. Our WEAPAC membership continues to grow; we have more than 800 WEAPAC members. We are on our way to achieving our goal of 30% of our total membership. Remember automatic payroll deductions start March 1st.

["For every minute spent in organizing, an hour is earned."](#) Anonymous

Colleagues Request for Sick Leave Donations

Barbara Price, a PE teacher at The New School, is requesting sick leave donations while she is out having surgery and caring for her ailing mother.

Ann Gateley, a Special Education teacher at Garfield High School, is in need of sick leave donations while she is experiencing complications from pregnancy. She is expected to be out for the remainder of the school year.

Heather Snookal, a teacher at Garfield HS, will be going on maternity leave soon and is in need of sick leave donations.

Janna Gross is requesting sick leave donations in order to continue helping support her father after the death of his wife of 40 years, and settle him into an assisted living facility.

Heather Hoffacker is in need of sick leave donations because of an ongoing immune deficiency.

All donations are very much appreciated. If you can help, see your school secretary for a Sick Leave Donation Form or call Roxana Melville at 252-0293/email remelville@seattleschools.org.

NEA's Read Across America is March 2nd!

In honor of Read Across America, WEA offered \$50 grants to newbie members across the state. It was very competitive. An e-mail was sent out to 10,000 new members mentioning the offer. WEA granted \$50 to 100 of them.

Each grant will be used for Read Across America activities and/or to purchase any items that will improve a classroom and/or school such as books or supplies.

CONGRATULATIONS! to SEA members, Theresa Lourde of View Ridge and Heather Tullius of West Seattle High School. They were 2 of the 100 that received grants.

For more info on Read Across America, please visit, <http://www.nea.org/readacross>.

Know Your Contract:

Calendar of Staffing dates (certificated positions):
(See p. 3 for dates for resume/interview workshops)

April 13 - 20 - Phase I hiring for SEA represented certificated staff. Any employee who is continuing in 2009-10 is allowed to submit applications/resumes for interview by the school/program interview team. (No outside hires unless there are no eligible candidates for the position currently working in the District.)

April 21 - May 5 - Interviewing and submit recommendations to HR.

May 11 - 18 All vacant positions will be advertised for 504 (employees with medical accommodations) and cert employees with superseniority.

May 15 - Deadline to notify certificated employees of RIF.

May 22 - Certificated Job Fair for cert employees with 504 accommodations and superseniority cert employees.

May 22 - June 26 - cert employees in regular displaced pool will be offered jobs. As vacancies occur, any qualified cert with superseniority or 504 will select the job first, then qualified regular displaced employees will apply for open positions and be interviewed.

After June 26 - Regular displaced staff will be assigned to positions.

Superseniority is what we are calling the right that employees have when they are displaced because of school or program closure or move.

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Know Your Contract: (cont'd)

Calendar of Staffing dates (classified positions):

April 24 – HR's self-imposed deadline to notify RIF'd classified employees.

May 4 – 11: Phase I hiring. Any current employee who is continuing in 2009-10 is allowed to submit applications/cover letters for interview by the school/program interview team. Classified employees may apply for a position with the same or shorter work year of same or lesser FTE than he/she currently holds.

May 11 – 26 – Schools/Programs have 2 weeks to screen, interview and submit recommendations to HR.

May 26 – 29 – HR will verify the recommended candidates who meet the minimum qualifications and make official job offer. New vacancies will be posted on website.

June 1 – 8 – Phase II. Remaining 504 and superseniority displaced staff will receive priority for remaining positions beginning with a Job Fair. Assignments will be made by seniority.

June 11 – Classified Job Fair for employees with 504 accommodations and super-seniority status.

After June 15 – HR will call remaining displaced employees in seniority order beginning with any remaining 504 employees, the superseniority and then regular displaced employees to offer the remaining vacant positions. Employees are offered jobs in one of their verified job titles at the same pay level or below, regardless of FTE. As new vacancies occur, HR will continue to offer positions according to these criteria.

Article II provides a minimum criteria for budget decisions

Staff to make collaborative decisions about budget, priorities and professional development.

Staffing decisions have to be made by March 13. Staff has a right to decide on the staffing that is appropriate for the priorities of their school/program. If your staff decided in their C-SIP plan (called the Academic Achievement Plan in the contract) that there needed to be an increased emphasis on math, you may provide additional expanded math instruction and cut back on another service like foreign language, computer lab, or head teacher. Most school staffs have voted on a process by which they make their decision about the budget. As a refresher, the contract for all bargaining units states that a Building Leadership Team is *For purposes of collaborative site-based decision making, each building/program will establish its own committee structure.*

However, at a minimum, each school must form a Building Leadership Team and each program will determine a decision-making process that meets the needs of the program. The collaborative decision-making process will be communicated to the entire staff through a written document, which will include a decision-making matrix.

The composition of the BLT will be, at a minimum: The principal, and five (5) elected SEA-represented staff. One of the five elected seats will be designated for and voted upon by classified SEA-represented staff. If the BLT exceeds 7 SEA members, representation of classified staff should at a minimum be two, ideally one paraprofessional and one SAEOP. To the extent possible, the Building Leadership Team will reflect the racial and ethnic composition of the school staff and school community.

The process by which the BLT is selected must be ... by a process that is supported by the SEA-represented staff at the school. The structure of the BLT will be reviewed with the staff each year. The documents created will be provided to the SEA and Education Director with a copy forwarded to the Director of Human Resources.

The charge of the BLT primarily is to promote and facilitate the collaborative decision-making process which affects academic achievement and to identify how to support the needs of students and staff in buildings. The more specific responsibilities of the Building Leadership Team are to oversee the facilitation and development of:

- 1) An Academic Achievement Plan (aka Transformation Plan), including the configuration and structure of the school's classes and/or program offerings.
- 2) A school-wide professional development plan to support the Academic Achievement Plan.
- 3) The school's budget.

Begin to plan for next year's professional development. Set aside the time later this Spring to review next year's priorities and brainstorm what professional development your staff needs to improve instruction. You can decide professional development that all staff will participate in or professional development that is chunked for one group of staff and another for a different group. Classified staff have Professional Development/Leadership funds on which to draw for activities that are after work hours or on days they would not normally report to work.

Requesting a Sabbatical?

Deadline for requests for Sabbaticals has been extended to March 16, 2009. Applications are online at www.Insidesattleschools.org. Completed forms should be submitted to Evelyn Lutz, evlutz@seattleschools.org.

Calendar

Support Workshops for Laid Off/ Displaced/Rif'd

Non-rep workshop

Tuesday, March 24th, 8-10AM@ JSCEE

Certificated workshops

Tuesday, March 17th, 4-6PM @ JSCEE; cover letter & resume writing

Thursday, March 19th, 4-6PM @JSCEE; interviewing

Wednesday, April 15th, date/location to be determined; interviewing

Classified workshops

Thursday, April 9th, 4-6PM @ SEA; cover letter, site application & interviewing

RIF Resource Program

Thursday, May 21st 4-6PM @JSCEE Auditorium

Maximum 40 attendees for workshops. To reserve your spot, please RSVP by calling, 206.252.4800.

Upcoming Association Meetings:

SEA Board meeting: Monday, March 9th, 4:15 p.m.

at SEA. To address the body in the Speak Out section from 4:15 - 4:30, email:

rredmond@washingtonea.org

Parapro Meeting: Tuesday, March 3rd, at 5:00, SEA.

Rep Assembly: Monday, March 16th, 4:15 p.m., at Washington MS.

Substitute Meeting: Tues., March 24th, 4:00 at SEA.

Upcoming Interview Trainings:

Thursday, March 19th, 4-5pm @ SEA.



Bargaining & Calendar Surveys in buildings now

•**Certificated staff:** AR's received or were mailed surveys to distribute to you re: bargaining issues. Please complete and return by March 9th.

•**Classified Staff:** Bargaining Surveys will come to schools/programs via school mail. Please complete and return by March 16th.

•**Calendar Surveys are due March 9th.**

Be sure the Negotiating Team knows what matters to you. Take the time to share your opinions. There have been many questions regarding why our members are voting again on the calendar issue. The reason is that this is a bargaining topic. In past years, we have submitted our survey results through the bargaining process and the district has accepted them. This year when the results were submitted, the district chose not to accept them but to try and negotiate a different outcome. They have submitted a proposal and SEA decided to bring it back to the membership for your feedback.

How shall we ratify our contract?

The SEA Board is recommending that members vote on any Tentative Agreement to the contract at a General Assembly (meeting). This is the same process that has been used in the past. The quorum at the meeting would have to be 20% of each bargaining unit in order to conduct a vote. Association Representatives will be voting on this proposal at the March 16 - so LET THEM KNOW WHAT YOU THINK.

The AR's are posting the Bylaws proposal and the Rules Proposals. Read them and let your AR know what you think.

SEA Board of Directors:

Officers:

SEA President : Olga Addae
(206) 283,8443 ext 107

omaddae@washingtonea.org

SEA VP: Brian Lindquist

(206) 283,8443 ext 115

blindquist@washingtonea.org

SEA Treasurer: Verleeta Wooten

Garfield H.S. (206) 252,2416

vmwooten@seattleschools.org

High School Cert Reps:

Mark Epstein, Rainier Beach

mdepstein@seattleschools.org

Noam Gundle, Ballard

njgundle@seattleschools.org

Michael Lawson, Franklin

milawson@seattleschools.org

Middle School Cert Reps:

Kathy Saxon, Denny

kmsaxon@seattleschools.org

Debra Tarpley, Washington

datarpley@seattleschools.org

Elementary Cert Reps:

Marianne Bratsanos, B. Hill

mabratsanos@seattleschools.org

Kent Daniels, Orca

tkdaniels@seattleschools.org

Dazanne Davis-Porter, Brighton

dldavis@seattleschools.org

Joyce McDonald, Minor

jomcdonald@seattleschools.org

Donna Shy, Bryant

dlshy@seattleschools.org

Centrally dispatched Cert Rep:

David Abrams, Franklin

ddabrams@seattleschools.org

SAEOP Reps:

President: Debbie Passi, N. Beach

dpassi@seattleschools.org

VP: Vivian Belcher, Blaine

vbelcher@seattleschools.org

Parapro Reps:

President: Marguerite Jones, WSH

mbjones@seattleschools.org

VP: Grace Saturnino, Aki Kurose

mjsaturnino@seattleschools.org

Substitute Reps:

President: John Dunn

dunn570@seattleschools.org

VP: Wynne Stout

wstout@gmail.com

WEA Board:

Brian Lindquist, SEA

blindquist@washingtonea.org

Verleeta Wooten, Garfield

vmwooten@seattleschools.org

ESP At, Large & NEA Board:

Marguerite Jones, West Seattle

mbjones@seattleschools.org