

Unity

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The State of Our Union

By Olga Addae, SEA President

An SEA Budget Survey was given to Association Representatives at the January 25 Representative Assembly. I wanted to take the opportunity to explain the reason for the survey.

The SEA suffered a revenue shortfall this year. Due to this loss of revenue, the SEA operating budget was significantly cut by making reductions in several programs. Some of the major reductions for 09-10 operating budget were:

- Learning/Organizational Development: -\$7,500
- Political Action: -\$4,500
- Office Management: -\$19,250
- Building & Grounds: -\$47,223
- Communications: -\$6,500
- Governance: -\$64,747 (includes NEA RA: -\$29,000 and WEA RA: -\$22,000)
- Total reductions: -\$102,390

The SEA is anticipating that the state will cut the last LID day. While we maintain the right to bargain, it may mean a loss in one day's pay to certificated staff. Also there could be a RIF resulting in fewer employees. Both these issues could impact revenue.

Therefore, in order to present a balanced budget in 2010-2011, further cuts to the SEA operating budget would need to be made or SEA would need to increase dues. The SEA is asking for member input. If you support a dues increase to maintain programs and services, what items would you buy back? Also, what amount of a dues increase could you live with? Here is the list of programs and services that would be cut in order to present a balance budget in 10-11.

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SEA Building Visits

SEA staff and SEA leadership have visited almost every building in the district for feedback on bargaining issues. If we have not visited your building, it may be because we are just having a hard time scheduling a meeting or it may be because your building does not have any elected association reps to set up the meeting. As all of you know, we have a one-year contract and we will soon be at the bargaining table again. Here are the most common themes:

- Workload is an issue.
- "No" to performance pay.
- Too many meetings. Resources need to be in place for the mainstreamed ELL and Special Ed students in regular classes.
- Concern over principals not being accountable regarding the evaluation system and the quality of the person doing the evaluation.
- Collaborative Planning Time
- Class size/Staff Ratios/Caseload have to be addressed.

We are holding focus groups to discuss some of the issues above as well as some of the ed reform issues that the district has as priorities, like:

- Aligning pay for teachers to the district's strategic goals
- Adding performance as a factor to be considered in layoffs
- Establishing performance-based career advancement opportunities
- Matching high needs students and schools to highly effective teachers and principals

There will be a survey coming out soon that will help us get data on members' opinions on all the issues we may face in negotiations.



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The State of Our Union: *(Cont'd from p.1)*

AFL-CIO (-\$45,000): The AFL-CIO/NEA Labor Solidarity Partnership agreement allows unions to work together to strengthen and unify the union movement. It allows another vehicle for our voice to be heard in Olympia. It also gives members jurisdictional protection, representation and voting rights. The SEA has 12 delegate seats at the King County Labor Council, but over the years only 2-4 delegates have been consistently attending.

0.5 FTE SEA staff (-\$21,880): In the SEA front office we currently have 1.5fte. This would cut the front office staff to the equivalent of a 1.0fte position.

Release time VP (-\$44,250): This would cut the release time of the Vice President in half, making it a 0.5fte release time position. This needs to be voted on by the Association Representatives (AR's) when nominations open at the February 22 Representative Assembly. The questions that must be asked: Can the work of governance be accomplished by a half time VP? Would anyone be willing to run if it was only half time?

AR's Dues rebate (-\$30,000): Currently AR's get a pro-rated rebate on their SEA dues if they attend 5 or more meetings. The thinking was that the SEA supports the belief that AR's should be paid for time and effort. It should be noted though that the negotiation team members are not paid a stipend, and volunteer time during summer to bargain a contract.

Governance stipends (-\$29,155): The stipend paid to the President and Vice President is to reflect days of work during summer and the duties and responsibilities that come with the job. This would cut their stipends in half. If so, do members feel they should work in the summer? If so, how much? Or should they be compensated for the extra responsibility?

Budget cuts are never easy, and we must balance program and member advocacy. We must also consider the cuts already made, and prioritize the budget to align with the beliefs of the Association and member needs.

Please be certain you fill out the survey and return it to your AR or the SEA office by February 12th.

Thank you for your time and consideration of this matter.

Two Elections: Old School and Electronic "school"

WEA is conducting an election in February, so is SEA. One is paper ballot, one is online (or by phone, if you'd prefer). These elections are our opportunity to elect our representatives who will speak for us – so our vote is important. Only members can vote.

WEA Election: to elect for three positions:

1. WEA Board Directors from Seattle
2. NEA State Delegate to the NEA Rep Assembly
3. State Delegate at-Large to the NEA Rep Assembly

Association Reps will be receiving paper ballots and Voting Rosters for this election this week and have until March 3 to get balloting completed and back to SEA. (A.R.'s: Remember there is a SEA Rep Assembly on 2/22 if you're done by then.) All the voting packets will then be delivered to WEA in Federal Way. Itinerant staff and substitute employees should ask the A.R. at the school for a ballot and vote a challenge ballot (because your name will not be on the school roster).

SEA Election: to elect our representatives who will be :

1. Delegates to the WEA Representative Assembly in May
2. Delegates to the NEA Representative Assembly in July

Voting in this election is electronic. This is a new practice for SEA but we are excited about the ease and the security. Voting starts February 22 and ends March 2. You can vote online or by phone at any time between these dates/times. Here's what you do:

Online: Vote online at <https://www.Bp4A.com/WashingtonEA>

By phone: Vote at 1-800-538-9774 (for candidate statements, you will be directed to the internet).

Important instructions:

1. **Initial Login** requires a member to enter their **SPS employee ID number**. DO NOT enter any leading zeros (0).
2. The initial **PIN** number is the member's **zip code** that is on file with SEA. (If your current zip code doesn't work, try the one you previously lived at.)
3. On the first successful login, you will be asked to enter a PIN number that only you know. **Remember this number so you can login again if you need to.**

Know your contract, Know your rights



CSIP is all of ours, as is the budget

What will be the focus for students in these tough budget times? This is the question facing our membership as we start the 2010-11 budget and staffing process in March. The Collective Bargaining Agreement gives staff the right (and the responsibility) to develop the CSIP plan and then determine the implementation including deciding on how the budget will be spent.

Article II, Section A. 4 Provides that the role of the Building Leadership Team is to facilitate the development of the Continuous School Improvement Plan; professional development plan and the budget. That means your BLT will be asking everyone for their thoughts on, and ultimately their vote on, a budget for next year.

Now is the time to review your decision-making protocols and determine a plan and timelines for when your staff will discuss the budget and make decisions as necessary. There is a Waiver Day on March 19.

PESB opens new certification portfolio registration

The Professional Educator Standards Board recently opened online registration for the *ProTeach Portfolio*. Teachers seeking their professional certification can log onto WWW.WAProTeach.org and prepare their portfolio online.

The first portfolio submission date for teachers who register now is June 28, 2010. The *ProTeach Portfolio* has a number of advantages for teachers establishing their credentials in Washington State including: Scoring is conducted by qualified Washington educators in a secure online environment and verification of teacher eligibility is conducted through existing data maintained by the Office of the Superintendent of Public Instruction, making registration immediate and simple. [More information.](#)

Legislative Update

Lobbyists meet each Friday morning to review current and upcoming bills. In the early afternoon each Friday afternoon a conference call is held with staff and leaders around the state with updates and potential calls for support on specific items.

When is a threat a threat?

When is a threat a threat? Is it when someone says, "that teacher makes me so mad I could just kill them", or "that supervisor makes me so mad I could break their neck"?

The answer is that it depends on several factors including, but not limited to, the following: context, previous behavior, and the amount of fear it creates. Both examples could be considered a threat and could come under the provisions of the District's Threat Policy. A "threat of violence or harm" means a communication that creates fear of physical harm.

Threats need to be reported to administrators and/or security specialists and/or SPS Safety and Security Department. The Safety and Security Department will work with administrators in the internal investigation of the threat and develop a safety plan. Based on the significance and credibility of the threat the District may report the threat to the police.

Workplace violence is increasing, and sometimes it is easy to view threats as just an "off hand" comment, however, when you view it in the context of the violence that has occurred over the last several months, it is better to err on the side of caution, as well as prevention. The Seattle School District takes every threat seriously, whether it is made by a parent, a student, or by staff. Threats will be reviewed and investigated, and could result in possible disciplinary action.

as of Feb 2

February 1, 2010 was the only scheduled WEA Lobby Day. Mike Lawson, Olga Addae and Glenn Bafia met with Seattle legislators in Olympia. Potentially, there will be rolling lobby days that will occur starting the week of February 22nd. Log on to: www.seattlewea.org for more information.

New voting method:

To Elect Seattle's Delegates to NEA and WEA Rep Assemblies

- Login at: <https://www.Bp4A.com/WashingtonEA>. Enter your SPS ID number (with no leading "0"s).
- For your PIN number, enter your zip code.
- Then, when prompted, enter a new PIN number that only you know and that you will remember.
- Follow the prompts to vote.

Voting is Feb. 22 – March 2

If you plan to be a National Board candidate:

OSPI opened the application for the state's conditional loan program on **Friday, January 15th, 2010**.

The round of conditional loan applications closes on **February 12th, 2010 at 5pm**. More information about the conditional loan application and program can be found at:

<http://www.k12.wa.us/Certification/NBPTS/Candidacy/Loans.aspx>

Colleagues Request for Sick Leave Donations

Music teacher, Jamie Korocho is having complications from MS and is in need of sick leave donations.

Cherie (Cheryl) Stafford at the SPS Warehouse is experiencing medical difficulties and is in need of sick leave donations.

Katie Rohr-Smith, IA, Hawthorne, previously at TOPs & Lafayette, is requesting sick leave donations.

Libby McCullough (Guevara), Loyal Heights teacher, previously at Cooper, is in need of sick leave donations.

All donations are greatly appreciated. If you can help, see your school secretary for a Sick Leave Donation Form or call Roxana Melville, 206. 252.0293 or email remeville@seattleschools.org

WEA's 4-day National Board Jump Start Seminars for 2010-11

WEA will offer two, 4-day National Board Jump Start Seminars for 2010-11 registered National Board Candidates:

Jump Start is a 4-day seminar that provides early support to new National Board candidates. Jump Start is intended to complement yearlong candidate support provided by university and district programs and is led by a dynamic team of National Board Certified Teachers (NBCTs).

- June 28-July 1 (WSU Spokane Campus)
- August 2-5 (Edmonds-Woodway H.S.)

The latest information about Jump Start can be found at:

http://www.washingtonea.org/index.php?option=com_content&view=article&id=1044&Itemid=101

We anticipate opening registration in mid-April. Interested candidates can be added to our email registration list by sending a message to Sheila Beaver at: sbeaver@washingtonea.org.

Calendar



Upcoming Association Meetings:

SEA Board meeting: Mon., Feb., 8th, 4:30 p.m. at SEA.

To address the body in the Speak Out section, email: rredmond@washingtonea.org.

Parapro Meeting: Tues., Feb., 9th, 5:00 p.m. @ SEA.

Rep Assembly: Mon., Feb. 22nd, 4:30 pm., at Washington.

Sub Meeting: Tues., Jan. 23rd, 4:00 at SEA.

Upcoming Interview Training:

Interview Training- Thurs., Feb. 25th, 4-5pm, JSCEE, Rm. 2776/2778. Register by contacting Richard at 206.283.8443, or rfisher@washingtonea.org.

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