



Paraprofessional and SAEOP Organizer Application

Seattle Education Association, supported by a grant from the National Education Association, is hiring a full time organizer to build our union's strength among paraprofessionals and office professionals (SAEOPs). Please see the job description for further details.

This application is due by **Thursday, January 19th**. Please send applications to SEA@washingtonea.org.

Name: _____

Email: _____

Work Phone: _____

Home or Cell Phone: _____

School/Location: _____

Job Title and current program or assignment (for example, Special Ed IA in a resource classroom):

Other job titles you have held in SPS: _____

How long have you worked for SPS? _____

Please provide three references, including their current positions and phone numbers:

- 1.
- 2.
- 3.

Please respond to the following questions in a separate document. Typed responses are preferable, and you are not limited to the space below.

1. Why would you like to work as an organizer?
2. Please provide examples of times when you have organized your coworkers around a union issue.
3. Please describe what you think it takes to be a successful organizer.
4. Why is having a strong union important?
5. Have you worked as an organizer for a union or community organization before? If so, please describe that experience.

Seattle Education Association

Organizer, Educational Support (Classified) Professionals

Job Description

This position supports a strategic objective of SEA to build the strength of our SAEOP (office professional) and Paraprofessional departments and the overall strength of SEA. The primary responsibility of the position will be to identify leaders and potential organizing issues among Paraprofessionals and SAEOPs and to conduct organizing campaigns to build membership and address those issues. This position will also seek to engage ESPs in the work of the SEA Center for Race and Equity.

Responsibilities

1. Conduct one on one organizing drive among both SAEOPs and Paraprofessionals
 - a. Identify member leaders
 - b. Identify issues to organize members around
2. Engage ESPs in the work of the SEA Center for Race and Equity
3. Work with SEA staff and leaders, including the Seattle Classified Organizing Team (SCOT), to develop campaign goals and plans
4. Carry out organizing campaigns in coordination with SEA staff and leaders
5. Support the goals and plans of the Seattle Education Association
6. Assist in leading trainings for SEA, WEA and NEA members

Skills and abilities

1. This position requires strong relational skills; problem solving skills; written and oral communication skills; and the ability to travel including working extended hours in the evening and on weekends.
2. Experience with Microsoft Office Suite, presentation software, email, and surveys.
3. Ability to interact with individuals of diverse cultural and ethnic backgrounds in a professional manner and to build and maintain productive relationships in a team environment.
4. Proficient in project management and organizational skills
5. Must be a self-starter and be able to work independently
6. Possess valid Washington driver's license and be able to provide proof of insurance

Experience and Education

1. Current employee of Seattle Public Schools and an SEA member
2. Experience in school leadership positions such as the Building Leadership Team, Association Representative, etc.
3. Experience as an SEA leader and activist
4. Experience organizing school and/or community events

Salary and Benefits

This is a full time position equivalent to the contract year of the person hired. If the person hired currently has less than a 203 day contract with SPS, days will be added to the contract to equal 203 days. The person hired will remain an employee of Seattle Public Schools and receive pay and benefits as such (including retirement credit). Employee will retain the right to return to a position in the District upon completion of this assignment under the same terms and conditions as specified in our collective bargaining agreements for SEA officers who are similarly released. This is a one year position that may be extended. This position is under the direction of the SEA Executive Director.