

REA UPDATES

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REA Members,

The past month feels like a year as staffing shortages and unmet student needs are wreaking havoc on the mental and physical well-being of so many educators. Know that ALL OF YOU ARE HEROES TO SO MANY students & colleagues, even if your incredible talents and fortitude seem to go unrecognized. We see you. And you deserve better.

THE SUBSTITUTE SHORTAGE IS A PRIORITY REA IS WORKING ON AT EVERY LEVEL.

We have an upcoming Substitute Organizing Meeting scheduled for January 8. We are looking at ways to strengthen our sub language in our open bargain (eg. paid training, stipends for hard to fill jobs and special skills, benefits & more). We are suggesting health benefits be in place for subs before they've worked 90 days. We encourage schools to build STRONG sub support plans to increase chances that a sub RETURNS to your building. We support the hiring and retention bonus RSD has offered. We are planning a joint listening session with RSD to surface sub issues to help retention. Job fair flyer on page 7!

And still, many many of you are giving up your precious Conference & Planning at a time when, more than ever, you need MORE C&P, not LESS!

Our Contract spells out guidelines for building coverage when there is no sub. Did you know your staff can democratically change that plan? p. 90
IF YOU VOLUNTEER to cover, thank you!

Here's the problem: When we brought to labor management suggestions for additional remedies for members who are giving up MORE than one C&P period per week, we were told: If members are volunteering, this section of the contract (9.9.3) isn't activated.

WE DO NOT WANT TO MAKE MORE WORK FOR OUR RESP UNION SIBLINGS IN OFFICES BUT WE MUST MAKE IT CLEAR WHEN WE ARE NOT VOLUNTEERING TO COVER. When you get the announcement there's no sub and coverage is needed, we advise you say something like:

'Please schedule me to cover *but do not mark me as a volunteer* so RSD has the data needed to uphold our contract'

REA will be in a stronger position to negotiate additional remedies only if you are 'REQUIRED' to cover more than once in a week.

Please share ideas you have for increasing substitute success in RSD with REA!
In solidarity,

Julianna K. Dauble



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BARGAINING UPDATE: NEW PAID COVID LEAVE

COVID LEAVE LANGUAGE: AGREEMENT REACHED!

II. Leaves Available for In-Person Learning Environments

1. COVID Exposure at Work

In the event an employee is required to quarantine or isolate as a result of a COVID exposure at work, as determined through Contact Tracing, the District may provide remote work. In the event that the District cannot provide remote work, paid leave will be provided for the duration of the quarantine/isolation period consistent with the current PHSKC and/or DOH guidelines, but no more than ten (10) workdays per occurrence.

If an employee is unable to work remotely as a result of COVID symptoms, paid leave will be provided for the duration of the quarantine/isolation period consistent with the current PHSKC and/or DOH guidelines, but no more than ten (10) work days per occurrence.

2. Positive COVID test

Regardless of whether contact tracing determined an employee was exposed at work or not, an employee diagnosed with a positive COVID-19 test will receive paid COVID leave from the date they tested positive through the duration of their required quarantine. To be eligible for the paid COVID leave, the employees must provide documentation of their positive COVID-19 test to Human Resources.

Any staff who are utilizing their own accrued paid leave or unpaid leave but who then test positive and provide documentation of the positive test will retroactively have the COVID paid leave applied and any of their own accrued paid leave restored for the qualifying period (the date they tested positive through their last day of quarantine).

3. No Positive COVID test and No Exposure at Work:

Employees who do not test positive for COVID-19 and who are not determined by contact tracing to have been exposed at work, but who are still directed to quarantine or isolate consistent with current PHSKC and/or DOH guidance, may work remotely, if remote work is available and feasible. If remote work is not available and feasible, the employee may access their own accrued paid leave. In the case that contact tracing ultimately determines that the employee was exposed at work, and the employee used their own accrued paid leave to quarantine, that leave will be restored to the date of quarantine.

4. Extraordinary Circumstances

Extraordinary circumstances which require an exception may be referred to the Assistant Superintendent of Human Resources for consideration.

Any employee who has used all available contractual leave due to a requirement to quarantine or isolate will not be subject to disciplinary action.

COVID-related leaves will be revisited by the District and the Associations if there are unforeseen impacts to significant changes in applicable guidance.

REA's bargaining team is offering RSD ideas for continuity of operations should a school or the district have to close for in-person & move to remote learning for any reason; power outage, weather, COVID etc. We hope to minimize disruptions to schedules, continue learning for kids & provide additional planning time for staff. We'll keep bargaining on this!

We also have tentative Agreement (but work to do in implementing) new TPEP requirements for members who are expected to go back to comprehensive after 5 years on a focused evaluation. Look for updates soon!

ASKING FOR HELP FROM YOUR UNION: GRIEVANCE, COMPLAINT, OR GRIPE?

Need Union help? **Your first contact is your BUILDING REP!**

They will help you know your options as we always try to solve problems at the school/building level first.

Grievances

1. Violation the Collective Bargaining Agreement (CBA)
2. Violation of Law – for certificated staff this may require a statutory appeal so consult with UniServ
3. Violation of Policy/Rules
4. Past Practices
5. Unfair Discipline

Complaints

1. Not a violation of the CBA.
2. Employee believes they are being treated unfairly.
3. May involve colleagues, or members of other unions.
4. Typically should be taken to a supervisor by the employee with the complaint.
5. Board policies may provide a procedure for filing a complaint.
6. If the direct supervisor does not provide a satisfactory response, it may be put in writing and forward to the next level supervisor by the employee.
7. May be covered by laws regarding discrimination or sexual harassment if evidence exists to support the complaint.

Gripes

1. Not a violation of the CBA.
2. A complaint without facts.
3. Employee believes something is unfair or unjust, but is not unlawful.
4. Being treated differently, but not to a level of discrimination.
5. Personality conflicts. There is nothing legal or contractual that mandates that employees like each other or become friends.
6. Issues for which a supervisor has no control.
7. Management rights.

You need to be safe at work, have manageable workLOAD & have your rights protected by your union... but **MEMBERS** are the **UNION!**

The more **you** know about **your** rights, the more you can help other members & *get help in return.*



QUESTIONS ABOUT THE OPEN BARGAIN OR YOUR CONTRACT YOUR REP CAN'T ANSWER?

EMAIL: BARGAININGREA@GMAIL.COM

REPORT ANY SPECIAL EDUCATION CONCERNS TO SPECAILEDCONCERNS@GMAIL.COM

UPCOMING EVENTS & SPED SUPPORT

UPCOMING EVENTS

- December 6:
Rep Council 4:15-6:15 (Zoom)
- Dec. 8: School Board meeting (link here)
- Dec. 15:
Parent/Family LISTENING SESSION (invite only)
- Pre-Retired seminar (Zoom) Dec. 2 and December 9 4:30-7:30 Register for BOTH; email lfleck@washingtonea.org
- Nominations for WEA & NEA Representative Assembly open Jan.1-10

Did you miss our TWO DAY Special Education Law & Advocacy Training?
We are just getting started!

SpEducators from every level in RSD invested two full Saturdays to learn about Special Education Law & to start building a strategy for REA to move forward with all stakeholders.

For parents rights, check out [Pave.org](https://pave.org) and get connected!

For students rights, [federal law has come a LONG way](#) to assure the all-important IEP is developed by those closest to the student and that FUNDING SHORTFALLS CANNOT PREVENT A CHILD GETTING WHAT THEY NEED AT SCHOOL.

Educators have a right to training on SpEd issues ([CBA p. 91+](#));

**RSD has offerings (check out the ProDev portal often!)
And VECTOR has lots of online modules to build your knowledge of various disabilities & neurodivergent student needs**

On the next pages see what WEA has to offer members.

AND you need collaboration time with other staff on SpEd!
Organize your building to get TIME TO PLAN FOR INCLUSION at staff meetings or 'green days'.

FOR ALL: Safety at school is a legal RIGHT

REVISIT YOUR SCHOOL'S BEHAVIOR SUPPORT PLAN as needed!

AS A LAST RESORT, students may need to be excluded to protect safety for everyone. [State law is here.](#)

TOUGH CLASS THIS YEAR? USE THE CLASS COMPOSITION SUPPORT REQUEST FORM IT'S IN YOUR CONTRACT! USE IT!



HOW HAS COVID AFFECTED STUDENTS?



Inclusionary Practices Project & Special Education Support Center



Behavioral Health Impacts of COVID-19 for Educators & The Back to Classroom THINK Toolbox

Important

Registration is a **Two Step Process**

1. Register for the webinar using the link below
2. Use the registration link in your confirmation email to complete the Zoom pre-registration

You will immediately be directed to the course Zoom information page, including the link to access the course. Save this information. You can also add the event information to your calendar from this page.



WEA's Inclusionary Practices Project (IPP) and Special Education Support Center (SESC) is providing professional development via Zoom. When you register, if you are one of the first 500 participants (1000 for this special event) You will receive a confirmation email with the Zoom pre-registration link. Once registration is full, the course will no longer be available in the drop down menu. We do not maintain a wait list. Courses are available to all. Courses are free. Clock hours will be provided within 5-10 business days.

● **Monday, December 6, 2021 4:00 pm – 5:30 pm**

Dr. Kira Mauseth, from the Washington DOH Behavioral Health Strike Team, will share current youth behavioral health symptoms and how those correspond with the phases of disaster, as well as, the newly released COVID-19 Back-to-Classroom THINK Toolbox.

The COVID-19 Back-to-Classroom THINK Toolbox includes:

- Impact of Disasters on Children and Teens
- The Importance of Resilience
- Impact of COVID-19 on School Staff and Mentors: How to Effectively Practice Self Care
- Tools for Teachers – Interventions for the Classroom
- Tools for Coaches, Mentors, and Other School Staff
- Tools for Parents and Caregivers

Learning Objectives

- Participants will understand the mental health impact of COVID-19 on youth, the importance of resilience, and an awareness of what to expect as we return to the classroom.
- Participants will understand the value of and how to effectively practice self-care.
- Participants will receive tools and resources for teachers, school-wide staff, and families that mitigate the effects of trauma.

REGISTER: <https://forms.washingtonea.org/Forms/pdonline>



Check for the most updated flyer(s) here:

<https://bit.ly/WEA-IPP>

Asynchronous Canvas courses will be available soon!

For more information or questions about our course offerings please email Thera Grady (tgrady@washingtonea.org) or Rosy Wokabi (rwokabi@washingtonea.org)

After each course, in approximately 5 -10 business days, you will receive a course evaluation via email. Once you've completed and submitted the course evaluation, you will receive a clock hour verification form via email. Please check your spam/junk folders for the emails. Use the clock hour verification form to process your clock hours and/or attendance according to your district policies.

Connect with us!



[@wa_sped_center](#)



[@SpecialEdSupportCenter](#)

Updated 11/12/21

**CHECK OUT LOTS MORE AMAZING PD OFFERED BY
WEA AS PART OF YOUR UNION BENEFITS [HERE](#)**

NEW TO REA? Or need to update your Contact Info?

If you hear of a member not getting our emails, ask them to:

1. check junk/spam & accept us as sender
2. If nothing is there, we don't have a home email on file. Have them email LFleck@washingtonea.org to fix this!

[UPDATE YOUR CONTACT INFORMATION HERE](#)

Here's what we are sending new members to catch them up:

- Our [Collective Bargaining Agreement](#) (or CBA or 'contract')
- REA's [Memorandum of Understanding](#) (or MOU, = additions to the CBA that we bargained this summer around the impacts of COVID)
- REA, RESP & RPTA's [Safety MOU](#)
- RSD's [School Board Information](#) (they need to hear from you!)
- Past REA Newsletters are here
- Slides to follow up our [General Membership Meeting](#) with safety guidance, info on committees and lots more
- New Hire [Orientation Presentation](#) with links to join the union & other WEA & NEA resources



EVERY DISTRICT in WA is struggling with COVID impacts. Of course Renton is special in many ways :) Please contact state legislative, executive or union leaders to express your views, here are some [clickable contact points](#):

- [WEA's Take Action site](#)
- [Email Governor Inslee](#)
- [Contact OSPI](#)
- [RSD SCHOOL BOARD MUST HEAR FROM US!](#)
[Attend a meeting or enter your thoughts on public record here.](#)



REA Staff are here to support us! Our Field Staff is Lani Nguyen: apnguyen@washingtonea.org
Our Membership Staff is Lori Fleck: lfleck@washingtonea.org

Our NEW UniServ Director is Alan Sutliff: asutliff@washingtonea.org



Classified Hiring Fair

The Renton School District needs you!

November 18th 11am-1:00pm

Virtual event via Zoom

We are hiring immediately for the following positions:

- Substitute Teachers
- Substitute Paraeducators
- Bus Drivers
- Nutrition Services
- Custodians

\$500 signing bonus | \$500 retention bonus | Flexible Schedules

Scan the QR code below to register!

