

DECEMBER 16, 2021

REA UPDATES

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Ready. Set. Rest!

REA Members,

As we say farewell to 2021, I want to express my gratitude to each of you for showing up and making impossible situations work. No words can capture the challenges of this past fall; only you know just what has made your work so hard, but we all know we all have needed more support than what's available to us.

I had personal goals to work alongside REA members and leaders to get ahead of expected workload issues this fall. Those goals were not accomplished just as I'm sure each of you had expectations for the start of this year that didn't come to pass. What we DID do, though, has been nothing short of heroic. We've come through a pandemic with too few mental health supports. We've endured staff shortages no one could have imagined. We've gotten sick and had family who've needed us more than ever. We have been worn down and disappointed with responses to our pleas for help. And still we rise.

Looking to 2022, a LOT of opportunities will emerge for you to become more involved with advocacy, organizing and instilling equity for kids and adults in our system.

Our 'OPEN Bargain' negotiations begin in January and you will be invited to listening sessions for your work group or school. Your input on our [EQUITY Survey](#) and our BARGAINING Survey (going live early January) will be critical to help achieve justice in our policies and practices. Without your input we cannot win the best possible contract to protect your work-life balance and improve your job satisfaction and student success.

We expect our committees to build up their membership and actions to support our bargain this winter and spring. YOU are wanted and needed to make committee work meaningful and successful!

You will be invited to actions and events when the time comes to show support for the bargaining team and to voice your needs to decision-makers.

We have a Special Education Community Listening Session planned for Feb. 2, 2022 and we need more members to help plan that in the coming weeks.

Lots to do. But for the next two weeks: REST. Have FUN. Do the things you haven't been able to get to that make you a WHOLE person. Occupy every delicious moment of respite., you deserve joy and relaxation more than anyone outside of public education could possibly imagine.

In solidarity,

Julianne K. Dauble



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ELECTIONS: EXEC BOARD, REP ASSEMBLY DELEGATES & A NEW REA CONSTITUTION

Look in your USPS mailbox for an election notice and ballot instructions.
Nominations for all elected positions are open from January 1-10th.

Open positions for REA Exec Board:

Vice President

Treasurer

Elementary Intermediate Rep

High School Rep

Each is a two-year term. Learn more about these EXEC BOARD positions [in our bylaws here!](#)

*Our new bylaws created TWO NEW positions to Exec Board: **Special Education Teacher and ESA reps**. Those elections will occur AFTER members vote to ratify the proposed CONSTITUTION in the spring.

Nominate yourself or another member to **attend our state or national union conventions (aka 'Representative Assembly') as an REA Delegate!**

Both RA's are an incredible opportunity to be part of charting the course of our state & national unions. You'll be connected to other member leaders, debate meaningful policy and positions on a wide range of education topics, learn about political action and get support if you want to write your own New Business Item for consideration!

***WEA Rep Assembly will be held virtually April 7-9th**

***NEA Rep Assembly location will be announced soon (location has changed, it will likely will be in-person though out of state), the first week of July. If in-person, travel expenses are paid for by REA.**

For questions about elections, contact the Nominations & Elections Committee directly @
REAnominationsandelections@gmail.com

MEMBERS VOTE ON A NEW REA CONSTITUTION!

REA's most important governing document is our CONSTITUTION. We were required to overhaul it as part of our restoration of democracy in REA.

The Constitution & Bylaws Committee has been working on this task since winter 2020 using WEA legal guidance and staff support.



Only the GENERAL MEMBERSHIP can amend the constitution by a 2/3 majority vote; it will be on the same ballot as REA leadership positions.

Please read the [proposed Constitution here](#) before voting in January!

Our current Constitution [is linked here](#), for comparison.

Questions about our Constitution, Bylaws, or parliamentary procedure should be directed to:
joe.bento@washingtonea.org

UPCOMING EVENTS & COVID IMPACT

BARGAINING UPDATE

UPCOMING EVENTS

- Dec. 17-Jan. 7: REA [EQUITY SURVEY](#) is open!
- Jan. 10 Rep Council (all members welcome to attend as guests)
- Jan. 12th: RSD School Board Meeting 7 PM
- Jan. 20: REA Political Action Committee Meeting 5:30-7:30 (zoom)
- Jan. 26: RSD School Board 7 PM
- Jan 31: REA Exec Board Meeting
- Feb. 2: Special Education Parent/Family LISTENING SESSION

Hopefully by now you've read our [updated MOU](#) including paid COVID Leave, extra pay for Special Education staff who provide recovery service planning and ADDITIONAL PAY (1.5 per diem) FOR VOLUNTEERING TO SUBSTITUTE when there is a need. We also won 1.5 per diem for the second time being mandated to sub in a Monday-Friday week.



We are still negotiating conditions for a possible return to Remote Learning in the case of an emergency closure (for a school or the district).

REA is committed to winning additional planning time should we go remote which will likely mean late start schedules for the first couple of days. We are pressing the district to assess tech needs of families to ensure equity of access to any remote instructional setting. When we reach an agreement, we will let you know!

**QUESTIONS ABOUT THE OPEN BARGAIN OR YOUR CONTRACT YOUR BUILDING
REP CAN'T ANSWER? EMAIL: BARGAININGREA@GMAIL.COM
DIRECT SPECIAL EDUCATION QUESTIONS TO
SPECAILEDCATIONREA@GMAIL.COM**

CATCHING UP & REACHING OUT

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 send new members:

- Our [Collective Bargaining Agreement](#) (or CBA or 'contract')
- REA's UPDATED [Memorandum of Understanding](#) (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 UniServ Director is Alan Sutliff: asutliff@washingtonea.org