

REA Members,
Day 1 of 'August PD' is behind us. Two to go! We got this!

We are gearing up for a big 'ol party for you on Monday @ the Renton Community Center from 4:00-6:30. Drop in before 5:00 to get dinner, adult beverages, raffle ticket and your NEW REA T-shirt! We'll start the CBA trivia game (with prizes!) around 5:00. But socializing, connecting with REA leaders and a quick presentation and vote on our COVID MOU are also planned to get underway around 4:30. Bring your family! Some activities for kids will be available. [RSVP here](#) so we get enough food! Flyer is below.

If you have new hires in your building who aren't yet getting messages from REA, PLEASE forward this email to them, work email is fine to use (there is nothing political in this message, on purpose)! Newly hired certificated staff can [join the union here](#); we will also have membership forms at Monday's event.

There may have been, or will be, a few things on your building's PD agenda that we want to be sure you understand from the union's perspective. WE WON SO MANY THINGS IN OUR NEW CBA it is impossible to convey it all!

See below for a brief explanation and a link to more info on each of these:

- **How you are paid for PD & training outside the workday (PLP, BLIS, State Enrichment funds, extra hours @ curriculum rate, stipends)**
- **RSD's new Attendance Policy (this is not in the RSD Employee handbook)**
- **Sub rotation visibility + required vs. voluntary coverage pay**
- **Decision-Making Process & Behavior/Discipline Support Plan**
- **Class size remedies**
- **UDL & Inclusive Practices**

Also, we need REA member voices on newly bargained JOINT RSD/REA Work Groups! Please email julianna.dauble@washingtonnea.org if you're even remotely interested in centering educators' needs on any of these.

Compensation at either the Curriculum Rate (BA 0+0 per diem) OR your actual per diem pay for participating is provided.

Read more about each of these on [pages 192-201 of our CBA](#).

- **Diversity, Equity Inclusion** Committee: help set a mission, vision and goals, including work toward recruiting and retaining educators of color: Meeting schedule will be set by members
- **NEW Social Worker positions** will be reviewed and staffing recommendations made for next year: Meets at least once before Jan. 2023 then *at least* once again before Jan. 2024
- **ML/ELL Program** Task Force: review current practices, staffing data, supports and more to recommend improvements: meets twice in 22-23 and three times in 23-24
- **ML/ELL State-Testing** (WIDA): analyze current testing protocols and recommend changes as needed: meets once BEFORE Oct. 3, 2022 then as needed to make recommendation by Dec. 1, 2022
- **Building Leadership Positions** workgroup will review and recommend job descriptions, duties and compensation for building level leadership positions: Meets monthly beginning October, 2022

NEW MENTAL HEALTH SUPPORTS FOR YOU!!!

Only educators know how stressful our work really is. Do not wait til things are out of control to get help!

You should have already received an email from RSD with links to the new counseling services available to RSD Employees free of charge and separate from your health insurance benefits. [Here is the link to get enrolled](#) with the CANOPY program. Lots of resources are offered, check it out!

How you are paid for PD & training outside of the 7 hour workday: PLP, BLIS, State Enrichment funds & extra hours @ curriculum rate

Per Diem pay is your hourly rate taken from your annual salary, divided by 180 days and 7 hours per day (or divide your base pay by 1,260 hours).

The 'Curriculum Rate' of pay is the hourly/per diem rate for a starting teacher with a bachelor's degree and no additional credits (BA 0 +0) and is provided for various activities approved by your supervisor or RSD. This rate of pay equals ~\$45/hour.

[Here's the salary schedule link](#) with a breakdown of your base salary plus the additional pay we've bargained.

Professional Learning Hours are to be worked when you decide, outside of your contracted day. They still total 42 like last year, but we bargained down HALF of those to not be documented on eWalk leaving 21 Hours paid on a supplemental contract. The other 21 hours **are still** documented in general categories on eWalk and should be discussed at your initial evaluation conference, reviewed mid-year and verified at the end of the year. Review types of activities for PLP hours on page 134 of the CBA.

IF YOU ARE EXPECTED TO ATTEND TRAININGS SUCH AS SIOP or SOUND DISCIPLINE, PLP hours can be used. If you have already planned to use PLP hours for other things, you can request the Curriculum Rate of pay from the training provider. If you're part of a required NEW curriculum adoption you **MUST** use 7 hours of PLP for that training, any hours past 7 should be paid at the curriculum rate.

BLIS hours total 34 and come from your selection of activities from the menu decided by your building by Oct. 15, a paper copy of YOUR chosen activities turned into your admin by Oct. 25 and then electronically entered on eWalk by Oct. 31. Final verification of these hours is on eWalk by May 15 as part of the PLP form.

The THREE August PD days are specifically named State PD days on the salary schedule (and we hope will be named this on your paycheck for clarity!).

Our work year calendar also includes non-student **Enrichment** Days.

Both of these have state requirements for how they can be used (they can no longer be used for basic education work including report cards).

There are many responsibilities included in your base pay that are to be done when you decide: before/after school, during your planning, weekends etc. These are listed on [page 132 of the CBA](#).

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SUMMARY

Effective: September 1, 2022

Type of Pay	Description	Hours	Work Days	Documentation of Hours Completed	Reflected on Pay Warrant	Impact of going on leave
Base	From REA Salary Schedule	1260 for 1.0 FTE*	See REA Work Calendar	n/a	REA BASE	Pay will be reduced if in unpaid status.
Supplemental Pay Items						
State PD Days (13.2.4.1)	State Professional Development Days Building/District Directed	21	August 25, 26, 29, 2022	Attendance at school building	STATE P.D.	Pay will be reduced if in unpaid status.
Enrichment Days (13.2.4.2)	One-half (1/2) Asynchronous day that is building/District directed	3.5	On or before October 7, 2022	Electronic form	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
(13.2.4.4)	One-half (1/2) day PLC work	3.5	March 20, 2022	Electronic form	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
(13.2.3.3)	One (1) day separated into five (5) building hours and two (2) PLC hours	7	Elementary: December 2, 2022 Secondary: November 4, 2022	Roster at school building	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
PL/BLI Hours (13.2.1) (13.6)	Professional Learning Hours (21 hours) Building Learning Improvement Hours (34 hours)	55*	Flexible, completed during the REA calendar	Electronic form	PROF/BLIS HOURS	Pay will be reduced if hours are not completed prior to going on leave.
PLP (13.2.2)	Personal Learning Plan	Equivalent of 21 hours*	Flexible, completed during the REA calendar	Supplemental Contract	PLP	Pay will be reduced if supplemental contract is not returned or hours are not completed prior to going on leave.
General Pay Information						
<ul style="list-style-type: none"> * Items are prorated based on contract FTE All pay is defaulted to spread over 12 months, September to August. Employees who start after September 10th, and are contracted for the school year, will have pay spread from the start of their assignment through August. Employees who start after the start of the year are eligible for supplemental pay days if they are on contract when the day occurs. Short term assignments are spread for the duration of the assignment. Exhaustion of paid time off will result in leave without pay. This will reduce pay. 						

RSD's new Attendance Policy (this is not in the RSD Employee handbook)

RSD LEADERS AND OUR MEMBERS really struggled with absent employees last year. While the district always had the right to investigate employee attendance issues, they have created a new framework that isn't subject to bargaining. [Here is the policy.](#)

THIS FRAMEWORK IS NOT INTENDED TO PUNISH ANYONE FOR TAKING CONTRACTUAL LEAVE!

This really is about assuring that staff are not unfairly leaving their colleagues in a lurch since we know there is an ongoing sub shortage. Let us know if you have questions!

Sub rotation visibility + required vs. voluntary coverage pay

There isn't a short way to describe the changes to our sub rotation. Please read page [97-99 of the CBA](#) for WHO is on the required rotation and other details. WE BARGAINED HIGHER PAY for volunteering to cover ~\$135/hour which is 1.5 times the per diem of MA+90 on the salary schedule. If you are REQUIRED to cover during your planning time the pay rate is \$90/hour (MA+90 per diem). THERE IS NOW A CAP on how much time you can be REQUIRED to cover: THREE planning periods per week (this does not count volunteering).

YOU SHOULD HAVE EASY AND CONTINUAL ACCESS TO THE SUB ROTATION TO KNOW WHEN YOUR 'TURN' IS COMING UP. YOUR OFFICE MANAGER IS KEEPING TRACK OF YOUR VOLUNTEERING AND PLACE ON THE REQUIRED ROTATION TO SUBMIT THE APPROPRIATE PAY CODE.

Decision-Making Process & Behavior/Discipline Support Plan

We bargained the requirement for your building to VOTE on your decision-making process AND it must include new things to assure democratic practices are in place for how buildings are run. Your building

rep will have more information and your admin should be sharing last year's DMP with you over the August PD days as a starting point.

We have new student behavior supports in place including a SEL District team who can be called in when building based resources haven't supported students adequately. [Read pages 85-87](#) for this process.

Class size remedies

If you are a classroom teacher there are new pay increases if your class size goes over the targets. For elementary this means \$13/student per day. For secondary we won an adjustment to how overload remedies kick in-no longer do daily totals matter. For each section you teach you receive \$2/kid over target. For all levels

if you're still in overload on the 11th day of school this pay is RETROACTIVE to day one.

UDL/Inclusive Practices

Your building is required to provide training on Universal Design for Learning to support inclusion of students with IEPs in all settings. IF YOUR ADMIN DID NOT SCHEDULE THIS ON YOUR AUGUST DAYS, you should expect to have this training on a green/Building Professional late start Friday.

There are many other supports the CBA provides to support inclusive practices. You'll get a message from our Special Education Teacher Representative on Exec Board soon with more info on these supports and more!

In conclusion....

We are starting a new year with a new vision for how REA can grow in strength, democracy and transparency. YOU ARE VITAL IN THIS TRANSFORMATION. Wearing RED on Wednesdays is ONE small thing you can do to show your commitment to your union siblings and our community. Learning the contract and being open to committee work, attending building meetings and supporting your building rep are key to making things really work FOR US in Renton.

See you on Monday!



GENERAL MEMBERSHIP MEETING CELEBRATION!



Join us in-person (families welcome)
for dinner, beverages, info about our new
contract, games & prizes!

AUGUST 29, 2022

Food served @ 4:00

Activities from 4:30-6:30

**Renton Community Center @ Cedar River Park:
1715 SE Maple Valley Hwy, Renton**

**Members who attend will also
get their REA #Red4Ed T-Shirt
& will vote on this year's COVID Health/Safety MOU.**

**Come chat with REA committee chairs
& have your questions about the contract
answered by your Bargaining Team members !**

[RSVP HERE](#) or scan this code:

