



OCT.7, 2022

# REa UPDATES

It's the U 'N' I in UNION that make us strong

As you adjust to this year's routines know that more than ever your wisdom, creativity, dedication and hard work are appreciated and valued by your union and our community-even if the job feels thankless so much of the time and student needs are greater than ever.

Our WEA UniServ staff, Alan Sutliff, and I have begun our building visits and WE SEE YOU doing heroic things! We met with dozens of members for 1:1 conversations and small group meetings at Hazen and Risdon over the past week. This is what good unionists do: meet workers on the shop floor to surface issues, identify emerging leaders and connect members to resources. We all know that there is no magic solution to the unmet needs students bring or the lack of time to do everything-but we have huge potential to build our power, address workload and meet students where they are to move them forward.

We are looking forward visiting EVERY school in RSD over the next few months as part of our ongoing work in organizing members to create learning conditions kids deserve and allow for some semblance of a satisfying work-life balance for you.

Your Union needs YOU if we are going to achieve democratized workplaces focused on justice for all. We know 'one more thing' feels impossible sometimes but when you MAKE REAL CHANGE by ELEVATING THE VOICES OF EDUCATORS, the time you spend on union work is worth it!

Please nominate yourself or a colleague ([click here](#)) to help with member-led **job-alike problems of practice discussions**, **member-only forums on social and eco-justice topics**, **RSD/REA Joint Task Forces** we bargained in our new contract or an **REA COMMITTEE**.

The world, and our union, is run by those who show up. See you soon!

*Julianne K. Dauble*

**Renton Education Association**

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# KNOW YOUR RIGHTS

Here are key sections of our **Collective Bargaining Agreement** (CBA or 'Contract') that are critical for you to understand.

**\*Click on any of the red text to reference the sections noted below\***

**If you think a contractual violation may be occurring**, reach out to your admin directly or your building rep for clarification. Reps can bring issues to site-based labor management as needed. REA's exec board and grievance committee are here to support you and your reps!

## Unfilled Absences/Sub Coverage

**No employee can be required to lose C/P more than 3 times per week**

**Sub Rotation list must be shared in an accessible and transparent manner so you know when it is your turn**

Volunteer coverage is paid at~ \$135/hr

Mandated coverage is ~\$90/hr

Learn more in [section 9.9](#)

## Overload Remedies

Class Size and caseloads matter!

When you have more kids on your roster than the targets we've bargained,

**do you know what to expect for remedy?**

Check out sections:

**9.8 for GenEd, 10.8 for SpEd &**

**10.9 for ESAs** for your specific situation & compensation or other options

## Taking Time Off

**Sick leave and personal days** are a benefit your union has proudly bargained for you.

Absences must be reported as soon as possible to assure coverage. **Personal**

**Days(3 each year)** that go unused turn into extra pay in August-now ONE of those days can rollover to the next year if you

anticipate needing 4 days. **Special Leave (2 days each year)** can also be used for any reason but come out of your sick leave balance so be sure you are using the correct type of leave for your needs.

**Restricted Days** for personal and special leave and more about leave benefits are described in [Section 7 of the CBA](#).

## Student Behavior Supports

**Each school** must have a discipline/behavior support plan that includes clear expectations for how you can access additional help for struggling students. **REA Members must give input on & vote to approve this plan as part of your Decision-Making Process (p..**

Our SEL Facilitators are REA Members and are building a new team (with newly hired social workers!) to support you with additional resources and guidance **when you've tried everything your building can offer through your CARE Team. Not sure if your school has a CARE Team? ASK!**

Read more on pp. 85-87 of the [CBA](#)

## Evaluation Processes

Whether you're on Danielson or the alternative system, **there are timelines and practices (pp. 62-79) that must be followed to assure a fair process that allows you to grow as an educator.** Don't wait to ask questions if you and your evaluator disagree on data collection or scoring!

## Documenting Hours & Pay Beyond the Minimum Work Day

**PLP and BLIS hours are pay beyond your base salary & are YOURS to determine, if they meet our bargained requirements.**

Non-student days that are unpaid are ideal opportunities to fulfill the professional responsibilities that your base salary covers. **See page 132 for those duties that are to be done WHEN YOU decide to do them.**

Have contract questions? Email  
[bargainingrea@gmail.com](mailto:bargainingrea@gmail.com)

# UNION LEADERS ARE MEMBERS FIRST!

## Building Reps are Our UNION's FIRST RESPONDERS!

A huge THANK YOU to our new (& veteran) Building Reps who do the most important work of our union: defending our contract, supporting due process rights of members and advocating for reasonable site-based working conditions.

**Many schools have openings on their Building Rep Team. Does yours?**

Curious about the role and responsibility of REA leaders?  
Our [bylaws](#) define our work.

Check the REA website for updates & more info! Ask your rep how you can get involved!

## Welcome to our new REA Exec Board Members!

**Rosemary Shaw**, High School Rep  
from Renton High School

**Margaret Saelens**, Middle School  
Rep from Risdon Middle School

**Courtney Stepp**, Primary  
Elementary Rep from Benson Hill  
Elementary

## Workers WIN with CROSS- Labor Solidarity!



REA is a proud member of the MLK Labor Council. **WE ARE ELECTING THIS YEAR'S DELEGATES** at our next

**Rep Council Meeting on Nov. 7!**

Delegates represent REA members at monthly meetings (many on zoom), learn about what other trades are doing and vote on collective actions and resolutions in solidarity with union workers all over King County.

Email your building rep or our N&E Committee or Julianna to nominate yourself or a comrade for this role!

Our Exec Board's racial make up is less diverse than Washington's state population.

**We need to correct this** and are holding an **At-Large Exec Board Member election** SOON!

Any member who identifies as a **Person of Color and wants to serve** is encouraged to run for this one year position! The outcome of our next exec board election will determine if we need to continue the role of At-Large rep to achieve a similar ratio to WA's racial demographic on our board.

Learn more about our elections processes by emailing  
[REAnominationsElections@gmail.com](mailto:REAnominationsElections@gmail.com)

# MEMBER OPPORTUNITIES: WHEN THE PEOPLE LEAD, THE LEADERS FOLLOW!

**WE NEED MEMBERS** to get engaged **THIS YEAR** for our union to have the capacity to build sustainable teaching & learning conditions.

**[CLICK HERE](#) to nominate yourself or a colleague to help with any of these opportunities:**

## PROBLEM SOLVE & SHARE RESOURCES WITH COLLEAGUES WHO DO SIMILAR WORK IN RSD

These discussions will be led by MEMBERS as REA wants to create the space you need to freely collaborate on issues related to **your specific work role**. Whether you're a teacher or ESA, help lead or join job-specific meet-ups that focus on meeting your needs through sharing expertise & knowledge!

## FORUMS TO BUILD THE INTERSECTION OF THE LABOR MOVEMENT & JUSTICE

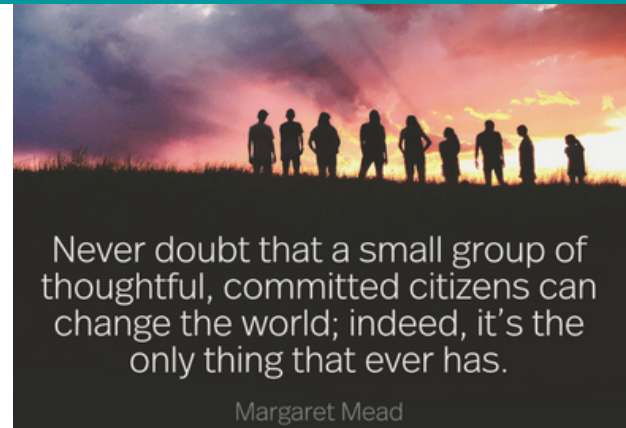
Climate change, anti-racism, economic justice, immigrant rights, LGBTQ+, reproductive rights are struggles that unions are engaging with in new ways. What interests you? Do you have connections with organizations working on these issues? Help lead conversations within REA & our labor allies!

## STANDING COMMITTEES STILL NEED MEMBERS!

**REA Member Leaders invite you to join:**

Political Action, Social Events,  
Organizing, Safety, Nominations & Elections,  
Grievances, Constitution & Bylaws

**We need a CHAIR & Members to join Racial & Social Justice and the Communications Committee!**



Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

Margaret Mead

## JOINT TASK FORCES NEED MEMBERS TO WORK W/ RSD!

THESE HAVE NARROW TIMELINES & ARE COMPENSATED BY RSD

Read about each of these in MOUs on pages 192-198 of our

[new contract](#):

### **Multi-Lingual (ML) Program:**

review & recommend changes to ML instruction model & supports

**Diversity, Equity, Inclusion (DEI)** (need members of Color, especially) to set mission, vision, goals, including recruitment & retention of educators of color

**Building Leadership Stipend Positions** review & make recommendations for duties & compensation



# FALL EVENTS

REA Exec Board Meeting

Oct. 17

**Non-Student Day:**  
Secondary onsite PD, Elem. non-workday

Nov. 4

**Rep Council:**  
In-Person @ McKnight

Nov. 7

**Veteran's Day (no school)**

Nov. 11

Last Day a teacher can be moved from  
Focused to Comprehensive Eval.

Nov. 30

**Non-Student Day:**  
Secondary non-workday, Elem. onsite PD

Dec. 2

First Observation Cycle Completed  
for all certificated employee evaluations

Dec. 16

**REA's  
yearlong  
Calendar  
of  
Meetings  
[here](#)**

## Education IS POLITICAL!



Our statewide political action committee is dedicated to  
electing PRO-EDUCATION candidates.

JOIN WEA PAC **HERE**  
for a few dollars a  
month be part of the  
PAC-TION!

CHECK OUT YOUR  
PERSONALIZED FALL  
**VOTER'S GUIDE**

**REA SUPPORTS THE RSD BOND!**  
**Check out what it will pay for [here](#)!**

**OUR OWN MEMBERS NOT VOTING COULD  
DECIDE THIS ELECTION!!!!**

- Ballots mailed to homes Oct. 19th
- Register to vote online/by mail by OCT. 31
- Last day to register to vote IN PERSON &  
**BALLOTS DUE Nov. 8**

For King County Election Info [click here](#)



# 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](mailto:LFleck@washingtonea.org) to fix this!
3. OR [UPDATE YOUR CONTACT INFORMATION HERE](#)

**Here are things we send to new REA members (clickable links in blue):**

- [New Member Welcome Letter](#) w/resource link
- New Hire Orientation [Presentation](#) (lots of links embedded to learn about the WEA & NEA family)
- Our [Collective Bargaining Agreement](#) (or CBA or 'contract') that spells out your rights and responsibilities
- [REA's CALENDAR](#) of meetings, school breaks & late start Friday content
- [Archive of Monthly REA President Newsletters](#) are found here & will be updated soon!



EVERY DISTRICT in WA is struggling with labor shortages, student needs beyond what our societal safety net provides for. 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.



WEA Staff are here to support us!

Our Field Staff is Lani Nguyen: [apnguyen@washingtonea.org](mailto:apnguyen@washingtonea.org)

Our Membership Staff is Lori Fleck: [lfleck@washingtonea.org](mailto:lfleck@washingtonea.org)

Our UniServ Director is Alan Sutliff: [asutliff@washingtonea.org](mailto:asutliff@washingtonea.org)