



JANUARY 2023

REA UPDATES

Making Resolutions for a Brighter Future

While this time of year may be the darkest of all seasons, we find ways to be a guiding light for others, often without realizing it. Our culture's tradition of making New Years Resolutions could be considered one way we bring OURSELVES into the light.

As educators many of us think of the 'job' as much more than a career, it can become an identity. And that level of commitment can also mean that our ego gets wrapped up in the 'work'; especially when the work gets overwhelming, we are misunderstood by our evaluator or we feel simply inadequate because the expectations of society conflict with REALITY in public schools. It can feel like we aren't living up to some level of performance that is defined by idealism, not reality. That magical thinking trickles into our psyche by tv, movies and cultural expectations and I've seen it cause real harm. Burnout is real. Just the words self-care can land on us as 'one more thing' we're supposed to be doing that we don't have time for.

Listening to hundreds of members during building visits over the last few months has been powerful. School climates vary greatly but the through-line is that you all DO THE MIRACULOUS, day in and day out. While parents can show their appreciation, evaluators give us ratings, students grow in front of our eyes and our own families see our tireless dedication, only our colleagues sharing the work, that is our union siblings, can really GET IT.

This newsletter focuses on ways we can be stronger, together. Join us in realizing our collective power, ingenuity and creativity. Take advantage of the amazing things our union offers us. May this coming year be transformative for you in your aspirations, resolutions or whatever you want to call the new year's journey toward satisfaction with your work and personal life.

Julianne K. Dauble

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2022 IN REVIEW: LOOKING BACK AT TASK FORCE ACCOMPLISHMENTS THIS YEAR SO FAR

REA Bargained numerous task forces to elevate member voice in decision making and policy.

Read about each of these in MOUs on pages [192-201 of our contract](#)

We have made progress with these working groups so far this year:

Multi-Lingual (ML) WIDA Test: REA members met with RSD leaders multiple times to review & recommend changes to how the WIDA can be administered effectively and equitably. Read that group's adopted [recommendations here](#) and find out how you can support ML Learners & staff.

Social Workers were welcomed into RSD thanks to our negotiations and are providing VITAL support for families and students! REA met with district leaders to review their incredible work so far and we will continue to support their workload as we build our district SEL & family resources.

The newly bargained **Special Education Joint Labor Management team** that meets each trimester met in November to discuss critical issues facing ILC programs (this is found on page 104 of the CBA and is an ongoing workgroup)

2023: LOOKING FORWARD TO DEEPER MEMBER EMPOWERMENT

Diversity, Equity, Inclusion (DEI) We have ALMOST enough members to begin working alongside RSD's DEI group on recruitment, retention and support of BIPOC educators. Our new group will set a vision and mission beyond those goals to move RSD forward in undoing systems of oppression affecting historically marginalized communities in our school system. *Relatedly, new BIPOC mentor training opportunities are available through Rainier UniServ Council's Nakia Academy. Check your email for the application process!

Multi-Lingual Program Task Force has been formed and will be meeting in February and again in the spring to make recommendations about how to strengthen the ML program's instructional practices. We still need an ESA to serve on this, email Julianna if interested!

Building Leadership Stipend Positions task force is close to meeting to review & make recommendations for duties & compensation for optional leadership work some do beyond the school day and outside of PLP or BLIS activities. We still need a middle school member! A new **SEL Support Team** was created (see page 85 for bargained language) to oversee how our members can best respond to student behavior challenges. TWO NEW SEL FACILITATORS have just been hired so our FOUR REA Member SEL Facilitators are increasing the supports, resources and educator training needed for ALL our kids to access their education and thrive socially and emotionally.

The new **ILC Program Staffing Request** sub-committee is meeting next week to review data and the process and determine potential staffing allocation changes. This is intended to be transparent and clear to employees so look for updates soon!

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

WE NEED YOU 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 grow our union power through committees, task forces or to help lead one time forum events on topics of your choice!

REA Elections

Nominations close on Monday, January 9th for REA Executive Board positions and WEA and NEA Rep Assembly delegates.

OUR UNION IS RUN DEMOCRATICALLY so please consider running for a position of leadership! **YOUR VOICE IS NEEDED!**

VOTING IN THESE ELECTIONS IS CRITICALLY IMPORTANT TO THE HEALTH OF OUR UNION!

The WEA and NEA Rep Assemblies are held in Spokane and Orlando this year, respectively. REA will support your learning and pay for your expenses to attend these annual conferences where we debate all issues related to education policy and direct our state and national orgs to take action that **WE BELIEVE IN.**

CHECK YOUR HOME USPS MAILBOX for your unique voting credential from WEA/REA.

If you didn't get the email with the nomination form or voting credential reach out to apnguyen@washingtonea.org

HOUSING JUSTICE FOR FAMILIES

A regional issue that affects us all!

REA is a proud member of the MLK Labor Council and our delegates to that group have been connecting with labor leaders from all trade sectors in our region. Other Education Associations in MLK Labor have endorsed the Seattle House our Neighbors Campaign (Initiative I-135). At rep council in December, REA building reps debated and voted to endorse the campaign (in name only).

Learn more or volunteer to help bring about this new strategy for affordable housing to our large city neighbor [here](#)! What works in Seattle could work for Renton.

Washington state doesn't allow rent control so families suffering in the current housing market deserve

the collaboration of unions and community organizations. We

are always STRONGER TOGETHER!



WORKER SOLIDARITY MATTERS

If you didn't catch a recent congressional/Biden administration action, here's the scoop: Railway workers reached an impasse in bargaining basic protections for their safety on trains AND were unable to win minimal sick leave provisions through their union negotiations.

The US has a law over 100 years old that allows congress to force railway workers to NOT strike in these situations. A strike was, arguably, the only tactic left for these workers to win these fundamental rights.

Since the railway bosses knew this law existed, they did not have to bargain in good faith; congress could have sided with workers but didn't.

The National Council of Urban Education Associations (of which REA is a member) adopted a resolution at the winter conference to write a letter of solidarity with the railway workers to show support for the basic rights all workers should have for safe working conditions and sick leave.

NCUEA is also to condemn congress for allowing railroad bosses to get away with such blatant exploitation of workers while earning record-breaking profits themselves.

REA Rep Council voted to write our own letter of solidarity to the railway workers and to tell congress that unions are watching these actions, that we believe in the power of collective bargaining, and we stand with workers over profits of private corporations.

REA's letter will be published soon, with the approval of exec board.

HOW DO YOU ANSWER THE QUESTION: WHY ARE YOU A MEMBER OF REA?

The basics of being in our union include:

- Representation on matters pertaining to the MEMBER bargained and adopted [CBA](#)
- Referral to WEA Legal for potential representation related to job-related discipline such as suspension or termination
- Access to trained member leaders at the building/school, district, council & state level as well as WEA union staff for any job-related questions e.g. working conditions, certification, retirement, evaluation, unemployment, discrimination etc. even if they are not covered in the CBA
- Membership access to prestigious organizations that advocate for public schools & unions through your local association (REA), UniServ Council (Rainier or RUC), state & national associations (WEA & NEA), Labor Council (MLK Labor), Political Action Committee (WEA PAC), WEA-Retired, National Council for Urban Education Association (NCUEA) & numerous special interest caucuses & member led organizations & committees within these groups
- Power to attend union meetings & events to determine the priorities for our union through debates, elections & governing document amendments
- Power to vote on union matters, governing documents, local officers, executive board, building representatives, state & national assembly delegates
- Potential reimbursement of attorney & legal fees up to \$35,000 if acquitted of job-related criminal charges
- Ability to run for elected union office at all levels, including delegate to annual WEA & NEA Rep Assemblies-the supreme governing bodies of our union
- Invitations to special events hosted by other local unions such as art builds, rallies, community justice events & performances
- Relationships, connections & camaraderie with your colleagues in confidential spaces & social settings!
- & much more!

UNION MEMBERSHIP: ARE YOU GETTING ALL THE BENEFITS?

Besides bargained wages, hours & working conditions we win in negotiations and labor management, REA members get:

- For non-employment related matters, access to free attorney consultations & discounts through [WEA's Attorney Referral Program](#)
- Coverage by NEA's \$1 Million [Educator Employment Liability Insurance policy](#) for civil proceedings on job-related matters
- HUGE discounts and special access to other benefits through [NEA Member Benefits](#)
- Subscription to [WE 2.0](#) (WEA print Magazine) & [NEA Today](#)
- Access to [WEA-sponsored professional development](#) & conferences- including certification, evaluation, special education, inclusive practices, behavior interventions, Multi-Lingual instruction, anti-racism, social justice, advocacy, organizing & much more!
- Access to funds for students in need of clothing, school supplies, eyeglasses, computer accessories, lap desks and more through the [WEA Children's Fund](#) and grants & scholarships for local projects of your choosing, continuing education/certification and more!



MEMBER BENEFITS PRESENTATION!

**FINANCIAL
WELLNESS DURING
A RECESSION**



FEB. 01, 2023

5PM-6:30PM

[REGISTER HERE TODAY!](#)

**MAKE THE MOST
OF YOUR UNION
MEMBERSHIP!**



*This session will present
foundational elements to take
control of your financial life
during an economic downturn.*



*We will demo the
website
www.neamb.com/start*



*Access everyday discounts,
travel programs, financial
support & resources for
members.*

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- .. \$150,000 Life Insurance benefit for unlawful homicide while on the job



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Member Scholarships Available-Apply Now!

WEA-Retired offers \$1,000 non-renewable scholarships to aid WEA members in:

- 1) enhancing skills for their current position,
- 2) obtaining an endorsement in a new area or
- 3) attaining or maintaining a teaching certificate.

Applicants must be a WEA member. The scholarships cannot be used to pay for incurred debt for past classes, reimbursement for pre-paid classes, or personal expenses.

The scholarship must be used within one year of being accepted and for the purpose stated in the application. The scholarship cannot be used to pay for incurred debt for past classes, reimbursement for pre-paid classes, or personal expenses.

The completed application must be received by **MARCH 10, 2023**, not later than 12 p.m. [APPLY HERE](#)

All questions must be addressed in order for your application to be considered.

Other factors considered will include, but are not limited to:

- Meeting the criteria for the category of the scholarship
 - Following directions
 - Providing complete answers
 - Demonstrating need

Recipients will be notified in early May 2023.

Questions? Contact Linda McGee at mcgee4748@gmail.com.

Grants for REA Organizing and Helping Students in Need

If you're interested in taking the next step in union advocacy, reach out to your building rep, exec board or other REA leader to discuss grants for organizing! Read more about ONE way REA can get new resources to improve our schools [here](#).

Have a student who needs something? The WEA Childrens Fund is available to provide kids with basic school supplies, clothing and more. It is easy to apply! Click [HERE for info!](#)

Zoom Courses

Upcoming January 2023

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, you will receive a confirmation email with the Zoom pre-registration link. Once course is full you will be added to an automatic waitlist. Courses are available to all. Courses are free. Clock hours will be provided within 10 business days

Inclusionary Practices Series: The Why of Learning: The Engagement Network w/Katie Novak (1.5 hours)

Monday, January 9, 2023 4:00PM - 5:30PM

In this session, we will explore the theory and practice behind the UDL guidelines for engagement and explore the concept of a growth mindset and how it can help deepen engagement.



Register: <https://cvent.me/y8kmbq>

Youth Mental Health First Aid (8 hours)

The course introduces common mental health challenges for youth, reviews typical adolescent development, and teaches a 5-step action plan for how to help young people in both crisis and non-crisis situations. Pre-work will be required for this course.

• **January 11 & 12, 4:30PM-7:30PM**

or

• **January 17 & 18, 4:30PM-7:30PM**

Separate Options: You only need to sign up for one set of dates

Register: <https://cvent.me/bRVg3A>

UDL 101 (6 hours)

Part 1, January 10, 2023, 4:30 pm-7:30 pm

Part 2, January 12, 2023, 4:30 pm-7:30 pm

UDL 101 is an introductory course for Universal Design for Learning. Universal Design for Learning is a framework that eliminates barriers to core knowledge and skill development for all students.

Register: <https://cvent.me/QDRqyx>

SPED Law (6 hours)

Part 1, January 18, 2023, 4:30 pm-7:30 pm

Part 2, January 19, 2023, 4:30 pm-7:30 pm

Understanding the Federal and State laws for providing special education programs in our public schools is imperative to ensure the compliant delivery of services to qualified students. This course provides an overview of the rules and regulations required for providing special education services.

Register: <https://cvent.me/yzqa1N>

Clock hours will be provided for the 6 hour special education law portion of this training.

Zooming In and Out on Inclusionary Practices with Shelley Moore and Katie Novak 3 Part Series (6 hours)

January 11, 2023 / February 6, 2023 / March 27, 2023

4:00PM - 6:00PM

In order for inclusion to be fully realized, there is critical systems change/complex change work that needs to be done (zooming out).

This includes both strategies and vision for what a newly designed inclusive and equitable system looks like. What are all the systemic pieces needed as a part of a UDL approach? In this series, every time Katie zooms out, Shelley will zoom in with a specific story about what this looks like, sounds like, and feels like for an individual student.



Register: <https://cvent.me/W0ovr7>



@wa_spced_center



@SpecialEdSupportCenter

UPCOMING EVENTS

***REA Member Drop in Zoom: 1:00-2:30**
Jan 8, Jan 22, Feb 5 [RSVP HERE](#)

Jan. 23: REA Exec Board (hybrid) 4:15-6:15
Feb. 1: NEA Member Benefits Presentation February 1 (zoom)
Feb. 6: Rep Council (zoom) 4:15-6:15
Feb. 9: Rainier UniServ Council Board Meeting (hybrid)
Feb. 27: REA Exec Board
March 6: Rep Council IN PERSON (location TBD)
March 20: REA Exec Board
March 24-26: NEA ESP Leadership Conference in SEATTLE this year
March 29: WEA Mock Rep Assembly (delegates only)
April 13-15: WEA Rep Assembly (Spokane)

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

Education IS POLITICAL!

The legislative session begins January 9!

**Almost every decision
affecting our schools is political**

This year our state budget will decide how much money RSD receives for salary increases, mental health supports, class size, special education funding, housing support for struggling families and so much more.

Text ADVOCACY to 833-258-6815

to get regular legislative &
updates by text message

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



Pro-Education. Pro-Labor.



New REA Member Sunday Zoom Drop Ins!

You're invited to collaborate with your union siblings, in breakout rooms on topics of your choice, every other Sunday (January 8, January 22 and at least through Feb. 5); these can continue if there's interest beyond Feb. 5.

Drop in between 1:00-2:30 and we'll place you in your breakout room of choice.

The zoom link will be sent when you [submit this form](#).

These are union-only spaces so you're free to explore any topics a PLC might take on but with members from other buildings (with no evaluative or admin oversight) OR anything political, related to organizing, WEA or NEA Rep Assembly business items, or even something outside of school specific altogether e.g. racial, social, economic or climate justice campaigns etc.

Who might want to join a Sunday zoom breakout session?

Job-alike educators from across RSD e.g. Special Education teachers, grade level/department specific teachers, IFs/Coaches, ESA groups, REA Committees, members working on campaign/organizing initiatives, or any other group of union folx who need some space and time to build power, share knowledge and skills, and support each other.

THIS IS WHAT REAL UNIONISM IS ALL ABOUT! What are the issues? What are the solutions? How can WE make change?

REA's OPEN MEETINGS POLICY

Monthly building meetings led by your REA Building Reps are critical opportunities to get information and share your concerns and thoughts about how your school is being run.

We bargained NEW democratic provisions for you to have a voice in your behavior support plan AND your school's Decision-Making Process at the beginning and MIDDLE of the year.

SHOW UP TO BE HEARD!

REA Rep council and Exec Board meetings are also open to all members who wish to observe and discuss issues.

Email apnguyen@washingtonea.org or julianna.dauble@washingtonea.org for the zoom link for virtual meetings or info about in-person meeting you can attend as a guest.

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!
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 and student needs beyond what our society provides for through safety net services. 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

Our Membership Staff is Lori Fleck: lfleck@washingtonea.org

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