

Feb. 2, 2023 Update For All REA Members

Scroll down to read about each of these topics:

Sunday, Feb. 5th All-Member Organizing Zoom Reminder (1:00-2:30)

**Racial & Social Justice Updates: RECN Conference &
Black Lives Matter at School Week**

**Upcoming Rep Council Debate on Renton Ballot Measure to Raise the Minimum Wage
& REA's Open Meetings Policy**

What is March 20th? HR Job Postings, Attendance Policy & Sub Reminders

New Elementary: Hilltop Heritage Staff Q&A

HOPE for This LEGISLATIVE SESSION! Take Action!

Railway Workers Letter of Solidarity: Moving Forward Together

Resources Explaining Our Union Structure, Dues & Benefits

Sunday, Feb. 5th All-Member Organizing Zoom Reminder (1:00-2:30)

This Sunday all members are invited to zoom with each other for organizing and support. These groups have at least one member who invite others in their workgroup to discuss issues you may be facing:

Counselors (elem & secondary), PreSchool Task Force (all are welcome, especially kindergarten teachers), ILC Teachers, High School Teachers (trimesters, class size, lunch scheduling), Middle School Behaviors (Risdon working on a strategy, others welcome), Split Grade Level Curriculum & Workload (Elementary), Racial/Social Justice next steps, Raise the Wage Ballot Measure cross-local strategy, or General Evaluation Support (Julianna in this room from 2:00-2:20)

[RSVP HERE FOR ANY OF THESE TOPICS OR SUGGEST YOUR OWN](#) AND INVITE COLLEAGUES!

Racial & Social Justice Events: Annual RECN Conference & Black Lives Matter at School Week

THIS FRIDAY EVENING AND SATURDAY is the annual RECN conference **#LeanIn!** It is all virtual, **FREE** & offers Clock hours. Hear from other union members and activists fighting for racial and social justice. Get connected to campaigns and movements and learning opportunities! [Register HERE](#)



NEXT WEEK, **February 6-10**, is the [2023 Black Lives Matter at School week](#). Black Lives Matter at School is a national coalition organizing for racial justice in education. We encourage all educators, students, parents, unions, and community organizations to join Seattle's events sponsored by [NAACP Youth Council](#) (N-YC), [Puget Sound Black Lives Matter at School](#), [Seattle Caucus of Rank-and-File Educators](#) (SCORE), and [Washington Ethnic Studies Now](#) (WAESN).

****Here is the list of upcoming events and ways to get involved!****

Links to all Seattle events: linktr.ee/blmatschool2023

Fundraiser: <https://tinyurl.com/BLM-at-School-Fundraiser>

National BLM at School Curriculum: bit.ly/blmatschoolguide

[BLM Queer Organizing Behind the Scenes Resources](#)

Friday, Feb 3: [WAESN Podcast](#) - BLM @ School Oral History with DeShawn Jackson and Julie Trout from John Muir Elementary

Monday, Feb 6: WAESN - Ethnic Studies in Seattle Oral History Webinar at 6-7pm PST.
<https://bit.ly/ESinSEA>

Tuesday, Feb 7: "Counselors Not Cops" Youth and Educators panel at 5pm at [Roosevelt High School](#)

Wednesday, Feb 8: Protest to "Defend Ethnic Studies and for Counselors Not Cops" at Seattle School Board meeting at 4-5pm PST at the [John Stanford Center](#).

Thursday, Feb 9: Young, Gifted, & Black Student Talent Showcase at 6-8pm PST at [Franklin High School](#). Here's the [Zoom Webinar link](#) for those who'd like to attend virtually. Here's the [Youth Sign-Up form](#) for any youth interested in showcasing their talent. [Facebook event](#).

Friday, Feb 10: [For the Culture: An Ethnic Studies Documentary](#) (directed by Cece Chan) from [6-8pm on zoom](#)

Even if you can't attend one of these events, you can support this justice work by donating funds for the events this year (BIPOC ASL interpreters, compensating youth speakers and performers, zoom costs, buying t-shirts for youth, etc.) [Donate here](#).

Also, check out the book [Black Lives Matter at School: An Uprising for Educational Justice](#), edited by Denisha Jones and Jesse Hagopian

The four national demands of the Black Lives Matter at School movement are:

- 1.) End "zero tolerance" discipline, and implement restorative justice
- 2.) Hire more Black teachers
- 3.) Mandate Black History and Ethnic Studies in K-12 curriculum
- 4.) Fund counselors not cops

For more national information on the week:

<https://blacklivesmatteratschool.com>

Upcoming Rep Council Debate on Renton Ballot Measure to Raise the Minimum Wage & REA's Open Meetings Policy

This Monday, February 6th, between 4:30-5:00 election results will be announced and ratified by Rep Council. Also on the agenda (somewhere between 5:00-6:00) is a motion from the ROC and PAC to recommend REA endorse the **Raise the Wage** ballot measure. Read more [about the initiative here](#). Join campaign organizers this Sunday if you'd like to be part of planning a strategy for Rep Council to adopt in March.

REA Meetings are open to all members in good standing. Even if you aren't a voting representative you're welcome to attend and participate in debate. Email apnguyen@washingtonea.org for the zoom meeting link. Please note that March's rep council will be IN PERSON, email us for more info)

What's going on March 20th? Human Resources Job Postings on MLK Labor, & Attendance Policy 'Conversations' & Substitute Reminders

MARCH 20th: Certificated Staff Enrichment Day: March 20, 2023 is a 3.5 hour Certificated Staff Enrichment Day designated as PLC time. (REA 13.2.4.4) This day is in person and should be scheduled in the AM. Principals have been asked to communicate with you about building expectations on start time. Human Resources will send out an electronic form on March 20 to certificated staff to document attendance.

Thanks to our membership with MLK Labor Council, **RSD jobs** are beginning to be posted to a wider audience-those seeking UNION employment! This is one [benefit we've had](#) of many since REA joined MLK Labor. Have questions? Reach out to your MLKLabor Delegates (Dr. Tally Dale, Bobby Lambertz, Jon Welchman, Tai Kaku, Rosemary Shaw or Julianna).

Due to last year's **absence rates**, HR has been requesting information from members who have shown a 'pattern' of using more than average leave this year. Many principals are handling these situations gracefully and gently asking members if they need information about a possible long term leave. Other times principals are making the request for a conversation about how much leave someone has used this year that members report is intimidating and feels disciplinary. These conversations are intended to assure staff are using leave correctly. And.... WE BARGAIN LEAVE FOR A REASON-if you are using your time off responsibly, you have nothing to worry about. YOU DO NOT NEED TO SHARE YOUR MEDICAL INFORMATION for absences less than 5 consecutive days. If you want more information about taking an extended leave, we've put together [this fact sheet](#) (it isn't pretty but the info has been needed by some of you)!

A note about substitutes: PLEASE make sure your lesson plans include seating charts and information that helps subs be successful! You should have emergency plans easily accessible to anyone who needs to cover your class.

IF YOU PUT IN FOR AN ABSENCE AFTER 5:30 AM you are unlikely to get a sub-ROVERS are assigned before 6 AM. HELP THE SUB OFFICE HELP YOU! HR has communicated it is better to put in for a sub then cancel rather than wait until after 5:30 AM to call out.

*Our substitute REA reps are working hard to support subs who are REA members report concerns using the new tracking form. If you know a sub who isn't an REA member, they can join in just a minute by going to www.washingtonea.org/eJoin Once they've joined, they'll get the link to report concerns our union can work on.

New Elementary: Hilltop Heritage Staff Q&A

The new elementary school, Hilltop Heritage, is opening in the fall. It is a RIZ school and so all positions require internal applicants go through the application/interview process. Middle and high school boundaries will not be changing but the 6 elementary schools on the east hill will shift. REA encourages any member interested in learning about the staffing process to attend this RSD event:

Human Resources is hosting a meeting via Zoom for staff with questions regarding impact of boundaries related to the opening of Renton's new elementary school, Hilltop Heritage. This meeting will take place on **Tuesday, February 7th from 4pm-4:45pm** on Zoom.

Join Zoom Meeting

Here is the link to [join the Zoom Meeting](#).

All staff and admin are welcome to attend the presentation. Topics that will be covered include:

- **Overview of how boundaries may impact staff allocations**
- **Review displacement process in accordance with CBAs**
- **Anticipated allocation and displacement timeline**

In order to ensure we are providing as much information and addressing as many questions/concerns as possible, we are asking staff to submit questions or topics you want to be covered in this information session by completing the [23-24 Elementary Boundary Changes](#) questionnaire.

There's Hope This LEGISLATIVE SESSION! Take Action!

There are some important education and funding legislative proposals being worked on in Olympia. To get legislative updates from WEA, Text ADVOCACY to 833-258-6815 or [click HERE](#) for other ways to stay informed and BE HEARD by our lawmakers.

Tomorrow is Special Education day in the House and Senate fiscal committees! We support both [HB 1436](#) and SB 5311 as necessary measures to fund special education programs. Soon you'll be asked to use postcard templates for a statewide campaign - with hand-delivery of messages in time for Lobby Day. In addition to these bills advancing, REA members are writing a Senate Joint Memorial calling upon Congress to fully fund IDEA. Email Julianna if you'd like to be part of these efforts!

The state supreme court is currently deciding on the constitutionality of the capital gains tax the legislature passed that was then challenged in court. We anxiously await their ruling as the legislature is planning on using that revenue to fund education and safety net programs.

Other fair tax bills are proposed that would greatly benefit our school system. You can watch [this press conference](#) Julianna was invited to speak at for a historic [wealth tax bill](#) that would bring \$3BILLION to education, disability services, housing justice and tax RELIEF for low/middle income families! Only people who own over \$250 MILLION in assets would pay. This bill was dropped in a coordinated effort with other states around the country to generate attention to the upside down tax system we face. Read more [about that here](#).

Railway Workers Solidarity: Moving Forward Together

Rep Council voted to have Julianna write a letter to NEA Endorsed members of Congress regarding their recent vote to block railway workers from striking over sick leave and safety concerns. Exec Board has approved the letter ([you can read it here](#) and share if you wish) and it will be sent to Congress soon.

Have Questions about our union structure, dues or benefits?

Check out our [New Hire Orientation Presentation](#) (lots of links embedded to learn about the WEA & NEA family)

- Why Join the Union? [One-pager of some benefits](#)
- Welcome to REA [letter](#)
- Key [bargaining wins](#) from 2022

- Your [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
- RSD's [School Board Information](#) (they need to hear from you!)
- Monthly REA President Newsletters (so far from last year) are [found here](#).

If you have a question or concern that you think has to do with our contract (or 'Collective Bargaining Agreement' aka CBA), you can also use the email bargainingrea@gmail.com.

Reach out to Julianna.dauble@washingtonea.org to get connected to REA leaders who can help.