

# REA NEWSLETTER

September 20, 2023

## Letter from Julianna

iHello Union Siblings!

As we settle into the year, know that we are solving problems at deeper levels than ever before & we have far to go in transforming our schools so they meet the promises of public education.

Please consider joining us in upcoming opportunities to build our collective power and community well-being through learning and supporting workers at every level of our society—our profession makes all others possible & our labor creates all wealth!

Be sure to attend your REA building meeting this month to get a whole lot more information than this email will provide AND to discuss issues that your heroic REA building reps can bring to your principal teams. We now have EVERY school/site REPRESENTED by a REA building rep!

Thanks to our member leaders, building reps & exec board, REA is growing in power and respect—because we believe in our union rights and our collective voice, our working conditions (which are student learning conditions) continue to improve each day. **PLEASE join me in thanking our amazing volunteer REA leaders for their work and dedication!**

We have been working around the clock ensuring that our contract is enforced and your needs are met. We will continue to embolden and empower members through organizing and advocacy—  
**WITH YOUR SUPPORT & SOLIDARITY!**

## WHAT WE'RE WORKING ON

- **School Nurses need protected time to work on Nurse-specific tasks and ensure health clinics are serving kids with coverage plans for when the Nurse isn't available.** DID YOU KNOW that all REA members, including nurses, get the same C&P time teachers do? Give your Nurse some love and support as we continue to work with RSD to ensure that cuts to their support staff (HSAs) are mitigated at the building level!
- **Navigating the state mandated changes to the 504 process:** A new state law requires schools shift some of the traditional work Counselors do to better align with the Comprehensive School Counseling Model in service of students. Under this law, counselors are no longer automatic case managers for 504 Plans; now other educators can be designated 'point of contact' by building administrators but the 504 **team** is still responsible for designing and managing 504s. Your Building Rep will share more about this at your building meeting. Please direct questions about the new process to your principals and/or Vickie Blakeney & always feel free to include REA leaders in your communication with admin to assure we are kept up on guidance as it will continue to change.
- **We are elevating concerns from ML teachers to make sustainable recommendations for improving the program.** This is connected to some of the bargained gains (including two task forces). Soon you'll get an email about how you can bring to light what needs to change in support of these efforts.
- **Student enrollment came in lower than projected in three elementary schools; three teachers have now been placed in open positions.** REA is doing all we can to assure that affected displaced members being compensated and supported as much as possible in the transitions. Here's RSD's start of school report to the School Board with some numbers.
- **Through labor management, we are making gains** with supports to teachers who are involuntarily moved or need class size relief options. We are working on building up safety teams & supporting your SIP and CARE Teams.
- **More resources to help students' SEL needs & behaviors** are coming soon to the RSD Student Support Notebook. We are ACTIVATING REA Reps to build more powerful Discipline/Behavior Support plans and Decision-Making in your buildings.





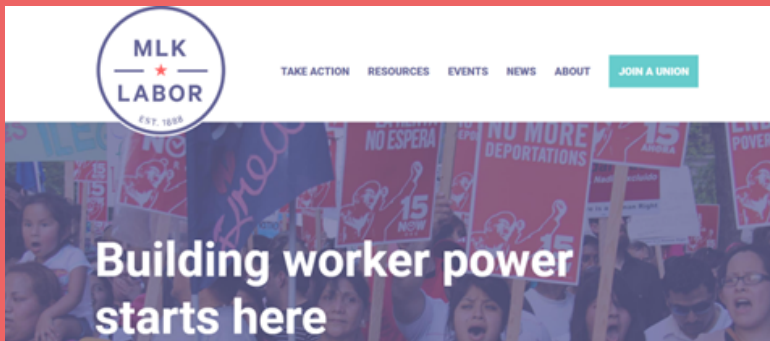
We're fighting to ensure  
Working Families can afford to  
live in Renton.

We support the **Raise the Wage Renton campaign & we are excited to announce IT IS VERY CLOSE TO GETTING ON THE BALLOT for a February election!**

Despite our efforts in the spring, few of our members gathered signatures & **WE HAVE JUST A FEW DAYS LEFT for RENTON VOTERS TO GET US OVER THE FINISH LINE!**

**[Read more here](#) & email Julianna to have a campaign volunteer drive to YOU to get your signature by Sunday 9/24!**

- This will DRAMATICALLY improve the lives of our lowest paid neighbors trying to stay housed in Renton
- **It will not make it to the ballot without OUR OWN MEMBERS signing on!!!**



**Strikes, Wins, Justice: HOPE for WORKERS IN OUR BACKYARD!**

*Do you want to work in solidarity with other unionized workers in our region?*

Each October, REA's Rep Council elects **5 delegates to Martin Luther King Jr. Labor Council; any member is eligible to serve in this role;** you'd attend in-person meetings on the 3rd Wednesday of the month (6-8 PM in SoDo). **[READ HERE](#)** about how MLK Labor and REA are building worker power together!  
We can do more to support labor justice!

Email Julianna or the chair of Nominations & Elections [courtney.stepp@gmail.com](mailto:courtney.stepp@gmail.com) BEFORE October 2 to be nominated to the role of MLK Labor delegate.

## WE ARE BETTER TOGETHER

Your union needs YOU!

Most of the proactive work unions accomplish are from the efforts of rank and file members working together on committees, initiatives & building-based advocacy- not just elected leadership roles!

If you are ready to be part of improving the learning and teaching conditions of RSD and/or achieving justice in our community & world, **[complete this survey](#)** to let us know your interests!

## PROTECT YOURSELF WITH THE HELP OF NEA

We have no reason to believe our data was compromised in the August internet outage. That doesn't mean we shouldn't take steps to protect ourselves against online threats. NEA Member Benefits has great advice and resources to protect your identity and cr threats. NEA Member Benefits has great advice and resources to protect your identity and credit. **[Learn more here.](#)**

## DID YOU KNOW?

### Your school Needs Your Input on Decision-making and Behavior Support Plans

REA reps work with your principals to plan for when and how to review your building's Decision-Making Process and Discipline/SEL Behavior Support plan. THESE ARE LIVING DOCUMENTS that must be voted on by YOU, reviewed mid-year and revised as needed.

There should be ample time for you to review these things, ask questions, give feedback for changes and ultimately VOTE on your building's decision-making process. We are proud to have negotiated democratic process for these vital documents so PLEASE USE YOUR VOICE! Check out what our contract requires related to this on pages 81 & 85.

### Evaluation Changes Coming This Year!

REA negotiated the terms by which we will be implementing new student growth goals requirements for members on the Danielson framework evaluation (TPEP). Here is the MOU (Memorandum of Understanding) added to our 'CBA' (Collective Bargaining Agreement) that spells out rights you have as we spend this year piloting the changes. Earlier in August Principals and REA member leaders learned alongside each other and planned for how to roll out the new SGG rubrics and expectations at your August days. We continue to work with RSD on all of this so reach out with questions!



## ALL MEMBERS ARE INVITED!

**Saturday, September 30th**

**9-4 PM**

**South Seattle College Campus  
Lunch & Childcare included**

**REA has budgeted for members to attend!**

**The wildly popular Labor Notes event  
called the 'Troublemakers Saturday School'  
is back in Seattle!**

Learn new skills and get valuable knowledge!  
Become empowered in the workplace!

**Workshops include:** Beating Apathy, Building Leader Committees, Fix the Climate!, Power/Participation in Bargaining, Building Power through Grievance Handling, Organizing using Health & Safety, Race and Labor, Turning an Issue into a Campaign, Campaigns Fighting for Racial and Gender Justice, Bringing the Meeting to the Workers, New Organizing and more!

Flyer below, [website is HERE](#) to register  
REA will reimburse you or **just ask  
Julianna** to sign you up &  
we'll see you there!



# LABORNOTES PUGET SOUND TROUBLEMAKERS SCHOOL

**Union members, leaders, shop stewards, and workers from around the Puget Sound area are coming together for a day of workshops and sessions to connect and learn from each other about how to build the movement we need.**

**The planet is heating up, wages are way behind inflation, and corporations are taking home more profits than ever.** But we are seeing a huge surge in organizing! Unions of all kinds are organizing and taking the fight to their bosses. We see brand new unions, labor-organized community campaigns, workplace actions and strikes and more challenging the power and winning.

**Join Labor Notes and labor activists from around the area to strategize, share skills, and learn ways to organize to win.**

**Troublemakers Schools are day-long mini-conferences that cover organizing skills and highlight real-world examples of taking on the boss - and winning.**

Whether you're new to union activism or are an experienced union activist, there's something there for you!

**SATURDAY - SEPTEMBER 30  
9AM - 4PM PDT  
SOUTH SEATTLE COLLEGE  
6000 16TH AVE SW  
SEATTLE, WA 98106**



**LABORNOTES.ORG/  
PUGETSOUND2023**



**Registration costs: \$40.** Includes lunch, printed materials, interpretation and childcare. For those who need it, there is a \$15 low-income/student rate available.

**ALSO AVAILABLE:** registration plus HALF OFF a one-year subscription to Labor Notes: \$55.

## **Interpretation:**

**Spanish interpretation will be offered for the plenary sessions and some workshops.** If you or someone in your group will need interpretation into another language, please contact Sarah at [sarah@labornotes.org](mailto:sarah@labornotes.org) or 718-284-4144. | Contaremos con servicio de interpretación simultánea durante las sesiones plenarias y algunos talleres.

## **Childcare:**

If you will need childcare, please contact Sarah at [sarah@labornotes.org](mailto:sarah@labornotes.org), 718-284-4144 by September 9.

## **Accessibility:**

Given the persistence of COVID-19, we encourage participants to test before they attend, stay home if you or someone in your home is experiencing COVID symptoms (refunds available), and wear masks.

The opening and closing sessions will be at the Brockey Center, and workshops will be in classrooms in a connected building. All spaces are wheelchair accessible and close by. Parking is a short walk away in the South visitor lot. Large rooms will have microphone amplification. For questions about accessibility or to request an accommodation, contact Sarah at [sarah@labornotes.org](mailto:sarah@labornotes.org) or 718-284-4144.

# Catching up & Reaching out

Our Website,  
**[RENTONEA.ORG](http://RENTONEA.ORG)**  
is Getting Stronger,  
Like Us!

There you'll find our CBA (Ctrl +F  
is *our* best friend), meeting  
calendar, leader contact info,  
past newsletters & more!

**Need to update your  
Contact Info?**

If you're not getting REA emails:

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](#)**



All school districts are struggling to meet students' needs; society isn't providing enough safety net services for those furthest from educational justice. Express yourself to our state legislative, executive or union

leaders here:

[WEA's Take Action Site](#)

[Email Governor Inslee](#)

[Contact OSPI](#)

RSD SCHOOL BOARD MUST  
ALSO HEAR FROM US! Attend a  
meeting or [enter your thoughts  
on public record here.](#)

## Renton Education Association

575 Andover Park West, Ste 205  
Tukwila, WA 98188

**Office Phone: 206-246-4006**

**President's Cell Phone: 206-858-1065**

**President's Email: [julianna.dauble@washingtonea.org](mailto:julianna.dauble@washingtonea.org)**

WEA Staff are also here to help!

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)