

# E-FOCUS

AN ELETRONIC PUBLICATION OF THE HIGHLINE EDUCATION ASSOCIATION



11/09/23

Happy Thursday HEA!

I'd like to start this week's early edition off with a thank you. Thank you to all our union siblings for their service, to your family members for their service, and to your friends for their service. Happy Veteran's Day, we appreciate you.

Hopefully you found today's DID productive. During our last bargain we wanted to provide time within the school year to work on and learn about procedural changes that impact our daily educational experience. For years we have had new projects and changes thrown at us with no time to right size it in our own world. Hopefully today worked and you leaned in and took full advantage of the opportunity.



Yesterday afternoon led me to Innovation Heights Academy for the Living the Promise celebration. It was delightful to experience and share in the appreciation that the staff have for each other. Good things are happening at IHA, and I'm happy that I got to participate.

Have a great three-day weekend, and again, a big thank you to our veterans!

In Solidarity,

Jeb

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## **DISCIPLINE FORMS**

Keep up the good work! This year after great work from our student behavior and support committee, HSD has agreed to streamline discipline reporting and destigmatize reporting. Our hope is to collect data that accurately portrays the lived experience of educators. All schools should be using the same electronic referral forms, and all major and minor discipline should be logged in Synergy. If this is not happening at your building, please reply to this email and let us know.

## **RETURN OF THE CONTRACT CORNER**

What is this Building Improvement Fund or the colloquial "Furniture Fund" that I have heard about? Well, this is one of those things that your SLT gets to work on to improve the quality of building and classroom learning environments! This is not typically a fund for consumables, or printers, or website subscriptions, instead this should be a more permanent fixture, think more along the lines of whiteboards, flexible seating equipment and learning carpets. Each school is allocated money based on student enrollment and factored from the BA+0 cell on the salary schedule. How are you going to spend that use it or lose it money?

- X. Building Improvement Fund:** Each building will be allocated funds as indicated. The principal and staff will jointly determine the expenditure of the fund. If consensus cannot be reached, then the principal shall make the final decision regarding expenditures. The funds may only be expended for projects that improve the quality of building and classroom learning environment. Clarification Note: the building improvement funds which are listed as a percentage of base – it is intended that the base referred to is education BA with 0 years of experience (the formula that generate the base is described as BA+0/0).

Student FTE enrollment on October 1	
0 - 350	.05 Base (BA+0/0)
351 - 700	.07 Base (BA+0/0)
701 - 1000	.09 Base (BA+0/0)
1001 - up	.11 Base (BA+0/0)

### HEA ELECTION RESULTS

Congratulations and thank you to Bertha Crandall for stepping up to serve as our second elementary rep on the Executive Board, it's great to have you! Also, Renee Agatsuma and Ben Folgers return to represent HEA on the [Martin Luther King County Labor Council](#), we appreciate your continued dedication.

### NOMINATIONS OPEN

Want to represent HEA at the [Washington Education Association Representative Assembly](#) or the [National Education Association Representative Assembly](#)? Well, then get yourself or your colleague nominated! Reply to this email with the name and home email address of the person you're recommending. WEA RA takes place in Spokane the week after Spring Break and NEA RA is in Philadelphia over the Fourth of July Weekend.

### **For your calendar:**

11/16 Rainier Educators of Color Monthly Meetup at PSSC- [RSVP here!](#)

12/1-12/2 Pre-Retirement Seminar | 12/1 5pm-8pm, 12/2 8:30am-2pm  
\$15 registration fee. [Register here!](#)



YOUR PRESENCE IS REQUESTED  
RAINIER EDUCATORS OF COLOR

# R.E.C.N MONTHLY MEETUP

**ALL EDUCATORS  
ENCOURAGED TO ATTEND!**

**11/16/23 4:30PM-6PM**

**PUGET SOUND SKILLS CENTER  
18010 8TH AVE S  
SEATAC, WA 98148**

11/16/2023 4:30PM-6PM RSVP  
FORM



**RSVP HERE!**

{{Disclaimer}}

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