

E-FOCUS

AN ELETRONIC PUBLICATION OF THE HIGHLINE EDUCATION ASSOCIATION



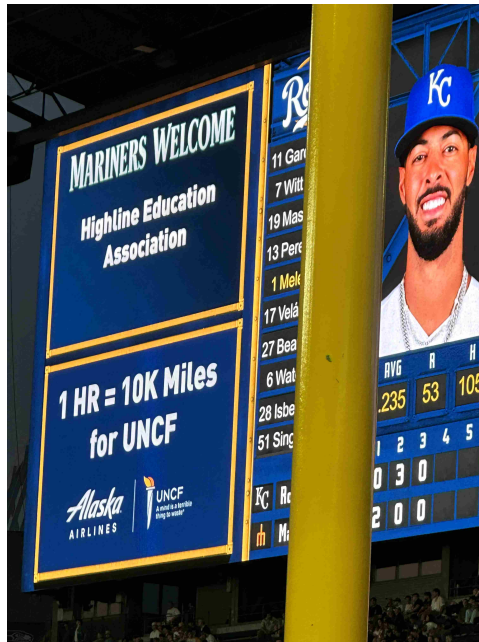
September 1, 2023

Hello HEA siblings. It was great seeing so many of you in person this week during DID trainings. Please take this three-day weekend as that last moment to recharge your batteries and get ready for an awesome year. Thank you for the many invitations to visit your schools, please keep them coming; as a people person, I want to spend as many hours in buildings as possible with members.



Union Night:

It was wonderful to see HEA in the park at the Mariners Union Night Celebration last week! Not only did we get a score board shout out; we also cheered our team on to claiming a share of 1st place in the west!



Building Reps:

Our first building rep meeting will be on Monday, 9/11. It will be a virtual meeting starting at 4:30pm, ZOOM link upcoming. Building reps and former reps please be on the lookout for a google form that will come out in the next week. This form will help us update our building rep list. This might be a wonderful time to have your elections completed for your new representatives on the 15:1 member to rep ratio. (22 members = 1 rep; 23 members = 2 reps; 38 members = 3 reps etc.)

In the Works:

We are acutely aware of the para educator shortage, please look at the workload mitigation LOA on pages 199-200 of the CBA while the district works on increasing staffing levels. Shout out to the coordinated email campaign of our elementary teachers! They are highlighting the workload impacts of the new Standards Based Grading requirements. We are working on it!

Please keep your HEA executive board grade level leadership team looped in on issues that you're facing. Those folks are: Katie Utesch (McMicken) for elementary, Leslie Sokolik (Glacier) for middle, Amanda Stanley (Highline) for high.

General Membership Meeting:

Thank you to those who attended our General Membership meeting earlier in the week. Your executive board rolled out the three areas of focus for the year: Member Engagement and Education, HEART, and the Bargain. Attendees were presented with information about VEBA and our contributions to this tax-exempt program. Because we did not have the quorum required for a vote, building reps will vote on continuation at our first meeting in September.

Parent Square:

The Parent Square communication tool replaces remind. It is the position of HEA and the District that personal devices should not be used for parent communication. Please communicate using Parent Square on district devices and not personal devices.



At the last school board meeting, the local carpenters union showed up and shared their story as to why Union. HEA is proud of our work that led to the district approving a Community Workforce Agreement. Now we need to press and hold them to it.

Freedom Foundation Is at It Again...

We're aware that some Highline Education Association members recently received an email from an anti-union group called the Freedom Foundation that had some highly inflammatory - and in our opinion, inaccurate and/or misleading - information about WEA.

Keep in mind that the Freedom Foundation's goal is to weaken unions like WEA for the very reason that we ARE doing powerful work on behalf of educators across Washington state. In fact, WEA is seen as one of the strongest state affiliates of NEA and we are looked to as a model for unions across the nation.

When educators come together in our union, we have incredible power to improve public education. That's why the Freedom Foundation frequently contacts HEA members trying to lure us to walk away from the most powerful voice we have. But we won't be fooled.

We know the Freedom Foundation is an organization of the ultra-rich who work to dismantle and privatize public education - and to undermine working families' power by weakening unions. They know that together as a union we are improving public education through increased educator wages, better staffing, improved funding, expanded access to the resources our students need, and a voice at the table with our employers.

The Freedom Foundation will say anything to get members to drop our union because they know we are the state's strongest voice for quality, equitable public schools and colleges, good jobs, and respect for educators. If you have specific questions about any of their claims, please feel free to reach out to us. But we hope you will simply get in the habit of hitting the delete button on their emails or recycling their flyers. We are proud to be HEA members and proud of our union's work to improve public education in our area and across the state.

Salary Schedule:

The school board voted to approve the 23-24 salary schedule this week. Included is the strike-through version so you can see where you were and where you are now. A clean version of the schedule will be up on the HEA website once it's digitally available.

*In solidarity,
Jeb*

HEA SALARIES 2023-24

{{Disclaimer}}

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