

E-FOCUS

AN ELETRONIC PUBLICATION OF THE HIGHLINE EDUCATION ASSOCIATION



12/08/23

Greetings HEA siblings!

This week has taken a decidedly political tone. On Tuesday I joined WEA leadership at a campaign kickoff event for the next Governor of the state of Washington, current Attorney General, Bob Ferguson. Ferguson's track record of protecting the most vulnerable in Washington and the decision to create the first ever civil rights branch at the AGs office aligns with our political and moral compass.



Wednesday evening, I joined many HEA [WEAPAC](#) members by attending a dinner and listening session with Representative Orwall and Senator Keiser from the 33rd legislative district, and Representatives Bergquist and Hackney and Senator Hasegawa from the 11th district.





We pressed our elected officials on the need for increased education funding, lower class sizes, increased special education funding, and presented them with a PK-12 funding proposal. This proposal has been created and signed off on by seventeen educational associations representing 30% of the PK-12 students in the state. The session starts in January, and we will be counting on your support to help us continue to move the needle on education funding.

I want to conclude this week's edition by thanking your building and site representatives for the time and effort they make to represent all of us. You take the [prize!](#)

Your, and their, efforts have helped us push for creating safer learning environments, protecting our members physical and financial health if we are injured on the job, and leaning on building administrators to ensure that discipline data is entered into Synergy. That data, both major and minor, will be the key to additional supports.

In solidarity,
Jeb

CONTRACT CORNER:

Let's turn our attention to section 4.12A of our [collective bargaining agreement](#) to a topic of the Shared Leadership Team (SLT).

A. Shared Leadership Team Composition: Each site has the flexibility to develop their own characteristics with the following guidelines which should be documented in writing:

1. The exact composition of the team (number of members, representations, etc.) is to be determined by the staff.
2. Staff will determine the term of office of their leadership team.
3. Each Shared Leadership Team should agree upon working procedures (i.e., how meetings are convened, who chairs, agenda, and communication with the rest of the staff).

In my site visits it's come up that many folks are unclear as to how their SLTs are established, staffed, compensated, and run, the answer is: you

determine that! Your HEA staff set up how you want your SLT to be populated and elected, you agree how meetings are run and chaired, and you agree on the agenda and communication with the rest of your staff. There should be a written document, that may be amended, that cements these agreements and helps to provide guidance and continuity. Your HEA bargaining team has worked hard to codify and empower shared leadership! If you need help working on this, [please reach out](#).

NEA MEMBER BENEFITS:

If you have questions about your federal student loans and if you are eligible for forgiveness, use the NEA Student Debt Navigator as your advocate. Click here for more info about NEA MB www.neamb.com/start

PANORAMA SURVEY:

The survey is live! Please take the time to complete the survey. The more data we have, the better we can see trends across the district.

NOMINATIONS CLOSED:

The field is set for the WEA and NEA representative elections. Candidates submitted their written statements this week. A special eFocus election edition will be published in January, followed by an electronic election.

Thank you for those who nominated, those who accepted, and those who donate and dedicate their time to represent the HEA at the state and national levels.

FOR YOUR CALENDAR

Rainier Educators of Color Monthly Meetup! 12/21/2023 4:30PM-6PM

Let us take care of dinner! [RSVP HERE](#).

Rainier Educators of Color Network hosts monthly meetups to support our BIPoC members and to increase our work in White Ally and Accomplice trainings. Checkout recnequityteam.com for more information.

ALL EDUCATORS ENCOURAGED TO ATTEND!



RSVP HERE!

{{Disclaimer}}

Washington Education Association

32032 Weyerhaeuser Way S.

Federal Way, WA 98001

United States

(Unsubscribing is not supported in previews)