

E-FOCUS

AN ELETRONIC PUBLICATION OF THE HIGHLINE EDUCATION ASSOCIATION



3/08/24

Greetings {{FirstName or 'Highline EA Member'}}},

This edition is all about bargaining! Earlier in the week you received [your bargaining survey](#). Please take the ten to fifteen minutes to complete the survey. We added three open ended questions at the end of the survey for you to add your thoughts. Two of the questions have specific prompts. One is there for you to add something that you think is important, because it's missing from the survey, or because you think it's significant and want to expand on it. Your bargaining team thanks you for your time. The survey closes on March 15th.

Yesterday we held our first joint bargaining session. The twenty of us in the room spent the early portion building community, the middle section digging into the particulars of bargaining the Highline Way, and then we got to work. We reached a tentative agreement on the 2024-25 calendar, with the exception of job-alike dates, which will be added later in bargaining. Once the color coding has been added and we've done a final check that it looks correct, it will be posted on the HSD website as a "tentative" calendar, since it could change during subsequent negotiations and will not be finalized until the new contract is ratified. Once that tentative calendar is ready for posting, we will link it in a future edition of the e-Focus.





Last Wednesday HEA had a strong showing at the school board meeting. Thank you to the eight members who came to Azteca for fellowship and appetizers. We will continue that rekindled tradition on [March 20th](#), please join us at the Burien Azteca starting at 4:30pm. At the meeting our Social Workers and Librarians (for NEA's Read Across America Week), were honored (see photos above). Additionally, teachers at Parkside come to celebrate the great things happening at their school. Please note you can sign up to speak at any school board meeting to sing the praises of your colleagues, students, or program, you don't have to wait to be invited!

Best,
Jeb

Data Discernment

The district has adopted your executive board's plan to do something with the Staff Panorama Survey! In this week's admin packet the following information has been relayed to all building and site leaders:

To ensure use of this valuable data across schools and departments, each school and department leader is asked to do the following, at a minimum, prior to spring break (April 8th):

1. Engage with members of your team/staff (school leadership team, labor partners, team leads, etc.) to identify the following from your data:

- a. one area of strength
- b. one area for improvement
- c. one shared commitment/next step

2. Share these three items with your entire staff/team during a regularly scheduled meeting time OR name a time when this will occur by the end of April.

Daylight Saving's Time

Cruel reminder, spring forward this weekend. On the bright side (pun intended), more light after school!

Send Us Your Red Shirt Photos!

Over the next few weeks HEA and your bargaining team would love for you to gather your red shirted colleagues and grab a photo. [Send it in and we'll feature you on our website.](#)

Congressional Art Competition!

Calling all artists! Representative Jayapal's office is participating in the [Congressional Arts Competition](#). The winner will have their art hung in the U.S. Capitol for eleven months. I'd be thrilled to walk the Cannon Tunnel next year and take a selfie with amazing Highline Art!

Guest Teacher Fill Rate

It's getting better. A request from Cheryl, our Guest Teacher coordinator: Please enter your absences early! 75% of the jobs posted after 6pm the day before, or the morning of, do not get filled.

March 4th		March 5th		March 6th		March 7th		March 8 th No school	
Total absences	141	Total absences	118	Total absences	119	Total absences	134	Total absences	
No sub required	27	No sub required	30	No sub required	35	No sub required	31	No sub required	
Filled	91	Filled	83	Filled	76	Filled	85	Filled	
Unfilled	26	Unfilled	5	Unfilled	8	Unfilled	18	Unfilled	
						Central office Specialist-1			
Fill rate 79.8 %		fill rate 94.3 %		fill rate 90.5 %		fill rate 82.5 %		fill rate %	

[School Board Meeting Wednesday March 20](#)

Please don your red HEA shirt and join us at the School Board Meeting. Let's gather at 4:30pm at Azteca for some appetizers and fellowship and then walk across the street for the 6pm start.

Rainier Educators of Color Network Monthly Meetup | Thursday March 21 4:30PM-6PM HYBRID!

[RSVP for in person meetup here!](#)

[Register for zoom link here!](#)

