



**March 29, 2024**

REA Union Siblings,

With so much transition afoot, I find it helpful to spend a few minutes each day reflecting on how change is the only constant. Absorbing the acute (needless) suffering of people across the globe while reckoning with the fact that so many people in our community are struggling to find hope is difficult enough without adding on uncertainty about your job next year.

Specific positions are being cut in RSD due to systemic underfunding of schools compounded by drops in enrollment and exacerbated by the drying up of ESSER/COVID relief funds.

Members who are directly impacted by these cuts have, rightfully, been personally notified before admin are announcing the changes to next year's staffing more broadly. As your building meetings happen over the coming weeks, please keep your heart open to how words and tone can be interpreted in these tense times. And know that our union family is prepared to support each other. It is important to note that we currently believe that all REA members with continuing contracts will have jobs in the district next year.

**Attend a ZOOM DROP IN (during your lunch break or C&P) for Q&A about the cuts and displacement process with REA leaders on either:**

**Monday, April 1, from 11 a.m. to Noon or Tuesday, April 2, from Noon-1 p.m.**

**[Link to the ZOOM DROP IN is here](#)**

**Or email or call if you have specific questions that your building rep can't answer about your situation as we embark on the displacement process.**

All RSD staff do impactful work. Some departments will feel the loss of positions more acutely than others and we can't predict when some impacts WILL be felt as work gets shifted.

While all cuts to public education systems are unfair, compared to many other districts in our state experiencing the same situation, our district has taken a careful and thoughtful approach to minimize impact to direct student services.

We know leaders in RSD prevented loss of some critical positions because they sought and won grants, DECREASED their reserve/ending fund balance to historic lows, shifted programmatic funds to intentionally keep people employed, didn't fill positions this year to avoid cuts to save jobs next year, expected every department to cut spending on non-essentials (which they did), and even started making real cuts THIS year to central office staff and supplies.

**The biggest loss to the REA bargaining unit will be the 18 Rover Substitute positions that have been ESSER funded; these will not be funded next year and were on one-year contracts.**

**There will also be up to 8 district level facilitators who will be displaced following the CBA process. We've been assured there are enough classroom teacher jobs for these members to stay employed in RSD if they choose to take an open position.**

Losing these positions WILL HAVE AN IMPACT ON US ALL but we want to say again that no REA member with a continuing contract is being cut. The displacement process will begin soon after spring break but we are awaiting notification of exact timelines and can assure you that HR is moving as fast as they can.

Know that RESP, RPTA, RPA and many other unrepresented employees (including administrators and managers) ARE LOSING their jobs; we must be sensitive to that and the relatively fewer cuts made to REA positions.

While we commend the efforts RSD has taken to protect job losses overall, there is much more that can be done to not let this happen ever again.

On Wednesday night at the school board meeting I spoke to what our ELECTED School Board Directors *and* district administrators can and should do (see below) so we don't keep having to CUT staffing at a time when WE ALL KNOW SCHOOLS NEED MORE FUNDING and MORE STAFF to meet the ever increasing social, emotional, physical and academic needs of our kids.

**But it isn't just on district leaders.**

WE, educators, ARE TRUSTED by the public and have a responsibility to model civic engagement and courageous action in seeking justice and to realize the promise of public education.

WE MUST COLLECTIVELY STAND TOGETHER and declare: **there is enough for everyone to have enough if we are willing to step up and fight for what is right.**

**What we all can do:**

First and foremost, **check in with and support each other** during these changes and remember we are all in this together.

**Do your part to increase school funding by:**

- [Directly contacting your legislative representatives](#) about your experiences and what these cuts mean to kids-this does make a difference!
- Support [candidates for office](#) that are UNEQUIVOCALLY IN SUPPORT OF [WEALTH TAXES and new revenue](#)
- Commit to learning about what improvements are needed for WA's [prototypical school funding model](#) to provide staff allocations that match reality
- [Learn how regressive our tax system](#) is and how to talk about it so we can build the political pressure needed to amply fund schools
- Learn about the mega wealthy, [anti-union groups](#) who have undermined school funding in WA historically and the [NEW group that seeks to take BILLION\\$](#) away from schools this year!
- FIGHT AGAINST the [statewide ballot measure that would repeal the capital gains tax](#)
- Understand how devastating the school voucher initiative would be and make [taking the 'Pledge'](#) something you and your networks do right away!
- Read and promote [SJM 8007](#) that calls upon Congress to fully fund IDEA so our state and district don't have to backfill inadequate Special Education dollars
- Support local initiatives and [share resources](#) to help families STAY HOUSED in Renton

Voting isn't enough. Democracy is not a spectator sport.

**Teach Truth is Coming Back To Renton!**

REA has yet to plan for this year's Teach Truth event ([more here](#) about this year's options!).

We have ideas but nothing has been set. Last year we hosted an outdoor Restorative Justice circle ([that flyer is here](#)) with the Houston Family and their supporters to address the historic injustice they lived through.

More on that story can be found [here in video](#) or in a [Seattle Times article](#) from last fall or a [Renton Reporter article](#). The Houston family has requested we work with them again this year, we need members to step up to help plan!

To build a justice-oriented union we truly need more members to join our Racial & Social Justice Committee and even the DEI RSD Committee. If you're interested, reach out and I'll get you connected with other member leaders right away!

**Labor Solidarity & Education About Palestine**

MLK Labor Council has two upcoming events that were unanimously supported by delegates at our last meeting.

The first is the "Land Day" 2024 commemoration march on Saturday, March 30, at 2 p.m. at Lake Union Park, 860 Terry Ave N, in Seattle. "Land Day" is an annual commemoration of Palestinian protests against land confiscation by the Israeli government on March 30, 1976. The day also serves as an important time to honor Palestinian heritage and culture and to highlight the ongoing issue for land rights and sovereignty. It is a celebration of resilience, resistance, and collective community. Flyer below.

Then, on Tuesday, April 2 MLK Labor Council is hosting a Labor Teach-in on the subject of Israel and Palestine. This is in partnership with PROTEC 17 and UAW 4121. The teach-in will explore key historical events, concepts and ideologies that underpin the current round of violence in Gaza. Space is limited. Please RSVP at: <http://tinyurl.com/labor-teach-in>

In Solidarity,  
Julianna K. Dauble  
Renton Education Association President



## LABOR FOR LAND DAY

### What is Land Day?

"Land Day" is an annual commemoration of Palestinian protests against land confiscation by the Israeli government on March 30, 1976. The day also serves as an important time to honor Palestinian heritage and culture and to highlight the ongoing issue for land rights and sovereignty. It is a celebration of resilience, resistance, and collective community.

### Why should I care about this?

In the labor movement, we fight for fair compensation for workers everywhere, seeking greater liberation under capitalism. An intersectional approach is crucial as we are human beings with multiple identities. Amidst our diversity, a call to action unites us.

We know that we need basic resources to survive before we can even consider thriving. Our fight for better working conditions would be MEANINGLESS without also pushing for access to necessities like food, water, shelter, safety, etc.,

In our struggle, we have already understood the importance of solidarity. We must take this worker power to further the fight for liberation from ALL forms of oppression like capitalism, but also racism, gender inequality, ableism, etc.,

Honoring and celebrating Land Day is intrinsically part of our collective journey of liberation and doing what we do best, calling for accountability and demanding better because we deserve better.

# Labor Teach-in



**Introduction to Palestine and Israel:**  
Events, concepts, and ideologies

**April 2**  
**5:30-8:30pm**  
**Labor Temple**  
(5030 1st Ave. S., Seattle)

DINNER PROVIDED AT SUNDOWN, 7:30PM  
LIGHT APPETIZERS AT 5:30PM



**REGISTER NOW** <http://tinyurl.com/labor-teach-in>

Join other Seattle-based union members and Labor partners for a workshop exploring key historical events, concepts, and ideologies that underpin the current round of violence in Gaza, and the occupied Palestinian territories.

This workshop will be an opportunity to bring your experiences, thoughts, and questions forward.

Please come prepared to participate, ask questions, and listen to each other -- we will be using each other's knowledge and inquiry to strengthen our own thinking around the context and the conflict.

**Questions? Please email:**  
[corina@mlklabor.org](mailto:corina@mlklabor.org)



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