

E-FOCUS

AN ELETRONIC PUBLICATION OF THE HIGHLINE EDUCATION ASSOCIATION



4/12/24

Greetings from Spokane!

I want to start out thanking our HEA Delegates who are donating their time to ensure we are well represented. Your team flew to [Spokane](#) yesterday afternoon and hit the floor at 7pm, at 10pm we broke for the night, and we are back at it again this morning. On Sunday we will return to the 206 exhausted but rejuvenated. Great things are happening in Public Education!



I hope you had a lovely Spring Break and were able to do all the things you needed to accomplish to gear you up for the final 9 weeks of the school year. Fair enough, a week was not enough, but I see summer around the corner.

Your bargaining team met this week, analyzed the bargaining survey, and aligned our bargaining priorities. We are holding two key listening sessions soon and would like your participation. On Tuesday, 4/23 at 4pm, the Joint Inclusive Services Team (JIST) chaired by our very own Sara Fox, is hosting an inclusion focused session. You can join that meeting [here](#) and the link will be in the next eFocus as well. On Monday, 4/29 at 4pm, your HEA bargaining team is hosting a listening session where we are gathering stories to share at the table, link provided soon. Your bargaining support teams and building reps will remind you as well!

And finally, displacement letters were delivered this week. This is a difficult period for our members as you can imagine. What can you do? If you are retiring you could let human resources know, when contracts are delivered at the end of the month, you could quickly reply accepting or declining the offer; these moves will allow HR to remove the displacement or to rehome folks as soon as possible. On behalf of our displaced members, thank you.

In Solidarity,

Jeb

Substitute Coverage
Three days over 90%!

April 8th		April 9th		April 10th		April 11th		April 12th	
Total absences	146	Total absences	142	Total absences	149	Total absences	149	Total absences	176
No sub required	31	No sub required	36	No sub required	41	No sub required	36	No sub required	60
Filled	105	Filled	95	Filled	89	Filled	99	Filled	109
Unfilled	10	Unfilled	11	Unfilled	19	Unfilled	14	Unfilled	7
Central office Specialist-3									
Fill rate 91.3%		fill rate 89.6%		fill rate 82.4 %		fill rate 97.6 %		fill rate 94 %	

For Your Calendar

4/18/24 Rainier Educators of Color Monthly April Meetup! HYBRID! 4:30PM-6PM
Dinner will be provided for in person participants. Attending in person? [RSVP here!](#)
Puget Sound Skills Center | Medical/Dental Bldg.
18010 8th Ave S.
SeaTac, WA 98148
🙄 Can't make to our in-person meetup? Register for zoom link [here.](#)

Listening Sessions
4/23/24 4PM [Zoom link here](#) | JOINT INCLUSIVE SERVICES TEAM (JIST) - Chaired by HEA Exec. Board
Sara Fox | Join us for an inclusion focused discussion!
Meeting ID: 972 569 4008

4/29/24 4PM | ZOOM LINK COMING! | HEA Bargaining Team Listening Session
Your HEA Bargaining Teams wants to hear from you!