



April 5, 2024

REa Union Siblings,

May the next week bring you peace, joy, fun, rest and revitalization! Notice every bit of new growth in the natural world, be kind to yourself and loved ones and remember that if your heart is open, you'll find compassion, hope and a vision of a better world everywhere you look.

This last check in as we head to spring break includes:

- **ML Task Force Recommendations Finalized: Help DESIGN ML Options for next year- WE NEED VOLUNTEERS ASAP!**
- **Climate Survey (REa's) overview**
- **High School members- the Trimester Task Force needs input**
- **Clarification on displacements, nonrenewals, cut positions & how we can support each other through these changes**
- **June 14: REa Member Social & Retirement Celebration**
- **Get your May 10 Mariners Game tickets & bring along family/friends**

Finalized/Approved ML Task Force Recommendations

As a result of the bargained Joint ML Program Task Force, the District and REA have jointly agreed to the following for implementation in the 2024-25 school year.

1. Student transition support between elementary/middle and middle/high school by providing:

- 1 hour on BLIS or PLP* (as early as possible in February 2025) to have 8th grade ML Teacher or appropriate GenEd/Content teachers to meet with 9th grade ELA department chair, counselor and ML teachers to share strengths & needs of ML students;
- 1 hour on BLIS or PLP* for ML Elementary Specialist/ and/or appropriate GenEd/Content teacher to meet with 6th grade ELA departments chair, MS ML teachers, and MS Counselor;
- A template will be maintained in a shared folder for information shared between the schools/levels. Information will be based on what data points the receiving school requests to include (but not limited to):
 - Individual Newcomer/beginner/intermediate student needs and strengths
 - Data on attendance, family supports, other teachers' observations about the student, progress/experience in student's home country education system, other services being provided or sought, etc.
 - Recommended placement for the upcoming school year

*we continue to work with RSD on securing funding sources beyond BLIS and PLP for these meetings

2. RSD will update and communicate the Database/Resource Bank of SIOP/WIDA resources (TBD who will be doing this)

- Buildings will be expected to share this resource with staff at least each trimester
- Resources will be shared during New Hire Orientation and other Renton SD sponsored PD session as appropriate

3. REA/RSD jointly promote the existing modules of PD on SIOP and WIDA standards.

4. Place a pause on the SIOP Lead role for the SY24-25 to divert funds to allow buildings release time for teachers to engage in the following activities:

- Developing SIOP resources to add to SIOP/WIDA resource bank
- Release time for co-planning (if this model has been adopted by the school)
- Attend SIOP/WIDA training offered beyond the regular school day.

5. Menu provided to each school with OPTIONS for ML coaching/co-planning/co-teaching structures to implement starting SY24-25.

A design team will meet between April 23-May3 to:

- Create a menu of service options that schools may implement
- Create a checklist for readiness (staff readiness, qualified staff, dedicated planning time etc.)
- Create a draft of a yearly PD plan/template for each school to complete with:
 - Supports for the school's chosen service model(s)
 - Identification of who will be supporting each building's plan

***RSD will not provide compensation for the design team work. REA is seeking union funding for a stipend for members who serve on this team.**

EMAIL ME IF YOU HAVE ANY DESIRE TO JOIN THIS TEAM!!!!

THERE WILL BE FLEXIBLE WAYS FOR MEETING AND GIVING FEEDBACK ON THE MATERIALS TO BE CREATED TO GUIDE SCHOOLS IN STRENGTHENING ML INSTRUCTION NEXT YEAR!



Spring 2024 Climate Survey: USE YOUR UNION VOICE!

With ROBUST PARTICIPATION, positive change is not just possible-IT IS LIKELY!

**REA Member Only
Survey open April 3-17**

**Building Reps will get results
-including comments-
*in hard copy **ONLY***
at May Rep Council**

**Members see results at building
meetings and analyze data for themes**

**REA President and UniServ Rep will meet with
HR, Chiefs of schools and Directors multiple
times to identify positives & concerns in
support of YOUR BUILDING's goals!**

**Members help plan
For Reps to share results
w/admin:
to celebrate successes
& plan next steps**

High School Members-Did You Get That Email Last Night???

We don't love asking you to do another survey over break but PLEASE DO USE YOUR VOICE about how you experience trimesters in relation to your work and student learning.

Our Trimester Task Force is gearing up for two meetings with top district leaders this spring to set us up for serious discussion in the fall about HOW OUR SYSTEM MAY BENEFIT FROM CHANGES.

We do not have an agenda except deep analysis on the impacts of moving to trimesters.

IF you didn't get the email I sent late last night (April 4th) email me and I'll forward it-our building reps try to update our rosters but if you've moved from middle to high school or your worksite isn't accurate in our database, you may have been missed.

YOU CAN UPDATE YOUR CONTACT INFORMATION [ANY TIME HERE.](#)

**Clarification on displacements, nonrenewals, cut positions &
how we can support each other through these changes**

Most teachers with provisional contracts have been notified of their status for next year; if they are 'nonrenewed' they do not have a position in the district. If they are given a 'continuing contract' they are essentially guaranteed ongoing employment in the district until they resign, retire or are terminated for just cause.

When provisional members learn they are being nonrenewed it can be highly upsetting since sometimes their status wasn't made clear to them; this is especially hard when there has been a lot of changes to their evaluator, they didn't receive the kind of actionable feedback they needed to change their practice and so on. Legally the district can nonrenew a certificated member for no good reason at all.

Given the budget cuts we are experiencing we have asked if the financial shortfalls have impacted the number of nonrenewals we are seeing. We have been told that no principal has in any way been encouraged to nonrenew someone because of financial reasons. That doesn't make it easier for us to see newer teachers who have tried so hard to meet their evaluator's expectations fall short and be invited to leave our district.

DISPLACEMENTS are another story and occur when a provisional certificated member is being renewed (at least for another year) or a continuing contract member is not staying at their same school next year because there has been a reduction in FTE (staffing allocation). These members may either voluntarily or involuntarily be displaced into the pool of members who, the week following spring break, will be ranked in order of seniority (based on where

they are on the salary schedule) and offered any open position they are qualified for, without having to go through an application process. They may 'skip' their turn if their choices are not satisfactory. This is tricky because more positions will open during and after the displaced members have chosen their new assignment. When there are no choices left, everyone gets placed into a position.

More resignations, retirements and changes will still happen through the spring and summer and ANY MEMBER may apply for ANY posted job though there is no guarantee they will be selected for moving to another building. HR tries to place members based on their preference but, per state law, the district has managerial rights to place anyone into any position for which they are qualified.

If you wish to be released from your contract and take a job in another district YOU MUST RESIGN BY JUNE 30th, whether or not you sign your employment agreement (posted in Skyward). You can request release from your contract after July 1 and HR considers those on a case by case basis DEPENDING ON IF THEY CAN FILL THE POSITION.

Cut POSITIONS can mean a few things based on the contractual status of the individuals: the eighteen Rover positions were members all on one year leave replacement contracts and are essentially nonrenewed since they had no guarantee of continued employment. We hope Rovers will apply for other positions that become posted after the displacement process has completed! The impact of these cuts will be felt at our highest needs schools that struggle to find daily substitutes and we will be CLOSELY monitoring fill rates and impacts on members and students.

The nine district level facilitator positions that were cut is a bit more complicated since any of the facilitators could have voluntarily displaced or, based on seniority within their grade level and content grouping may have been involuntarily put in the displacement pool if they choose to stay teaching in Renton. These teacher leaders will be placed in open positions according to that process and will bring their skills and knowledge to the role they accept in a school.

WHAT CAN WE DO FOR THESE DEDICATED EDUCATORS AS THEY TRANSITION?

REA has been meeting with each of them who reach out to discuss options and assure they're aware of their rights. We have worked with many provisional members to help them use the evaluation process correctly and help them get any supports available; this does not guarantee they will be renewed, even if they score proficient.

We have met with impacted workgroups to answer questions and clarify options and assure the CBA has been honored; and we will continue to do so.

It is the IN BUILDING SUPPORT that we are asking from each of you. While it can be hard to share with your colleagues that you are leaving your school family, it is even harder to have that announced and your colleagues not acknowledge the hardship.

Please be sensitive and ask how you can support and recognize the incredible contributions each of our members has made to your community and especially to you, personally. It is ok to cry and be angry. It is ok to ask for help dealing with the emotions, just like we teach students: feelings are important, it is what we do with them that creates our future conditions.

Please reach out to me if you have any questions or have ideas for how we can recognize and lift up the heroic people who make our schools the caring places of learning and safety we all rely upon.

End of Year SOCIAL-ALL REA MEMBERS INVITED!

Retirees! PLEASE TELL REA YOUR PLANS!

We have planned for an amazing end of year ALL MEMBER SOCIAL at Renton Technical College on June 14th (flyer coming soon). Come enjoy a gourmet meal, socializing (adult beverages are donated by REA exec board members), maybe some games and a special program to HONOR OUR REA RETIREES!

If you are retiring this year, please email me and let me know how public or how private your decision is so the announcement is made on YOUR TERMS. We will keep your plans as

confidential as you wish but can't let you leave us without receiving a special retirement gift from your union. Family or close friends of retirees are welcome (in limited numbers) to attend our Retirement Celebration!

One last thing....

Because of extremely positive feedback on this information below, I'm including it again in case you missed it and as a reminder: **Every decision about how our schools operate** and every policy impacting how our students experience and navigate our world **is a political decision**.

If you have a few minutes over break, please click on any of these and learn more! Our union is ONLY AS STRONG AS YOUR INVOLVEMENT!

- **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.



In Solidarity,

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[REA Website \(Newsletters\)](#) **[REA/RSD Contract](#)**

For concerns related to Special Education in RSD, email specialeducationrea@gmail.com

For questions about REA's contract or negotiations, email bargainingrea@gmail.com

*The contents of this message may be confidential and are intended solely for the recipient.

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