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Highline Bond Passes!

By Sue McCabe

Highline School District voters have approved the Highline Bond Measure! Our success began with the formation of the Capital Facilities Advisory Committee (CFAC). Community members Rose Clark and Danielle Houle facilitated a volunteer committee of community members to evaluate the current conditions of the Highline Schools facilities. Over the course of ten months we came together to create consensus on a recommendation for the Highline School Board. We were committed to creating a bond package that our residents could afford and would approve. With a 65% voter approval, we met our goal! This is excellent news for our Highline students and staff.

Highline Citizens for Schools (HCFS), our campaign committee, created an energy of positivity which led to our success. Warm appreciation goes to all of the HEA members, HSD staff and HSD families who doorbelled, phone banked, and waved signs to bring this bond measure to a success!

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Thanks to both of our WEA UniServ Representatives, Elizabeth Beck and Alan Sutliff, for joining our efforts! A special note of gratitude goes to our Rainier UniServ colleagues from other locals that jumped in to phone bank Highline voters to support our efforts! Our HCFS campaign manager was impressed with your generosity and solidarity for Highline students and staff.

Please join me in appreciation of RESP Members Janie White, Karen Kawamoto, Valisia Simpson, Ariele Williams; REA Members Becca Ritchie, Julianna Dauble, Mary Jo McLaughlin, and Bellevue College Member Sue Nightingale.

You can count on me and other HEA members to support your campaigns in the future.

In Solidarity,
Sue McCabe
HEA President



Rainier Educators of Color Network By Alan Sutliff

On Wednesday, October 26, about twenty Rainier members of color met for the first time this school year. There was good representation from Highline EA, Renton EA, and Renton ESP. Highline EA member Marissa Winmill stated, "I decided to come despite my tight schedule because I know this is the group of educators who can authentically listen and share common aspirations and concerns without judgment but with validity and encouragement. I feel more valued and I can feel my value around them."

We had the pleasure of having three additional guests. Danielle Eidenberg-Noppe, a former ELL teacher, who has been an Education Ombuds for that last several years shared some ideas on expanding the role of the Office of the Education Ombuds <http://oeo.wa.gov/> to be a resource to educators. Shawna Moore, HEA member, then shared some moving examples of how she is working to provide safe spaces for all of her middle school students to be vulnerable, embrace themselves, and support each other.

The final hour was spent hearing from JD Sweet and Elizabeth Bland, both teachers in Central Kitsap, on their decade long work on culturally responsive teaching and student empowerment. JD is one of several WEA members around the state who are working with Ben Ibale, WEA Director of Human and Civil Rights, and the University of Washington in a project to develop trainings on culturally responsive classroom management. These dedicated teachers also do consulting and can be contacted through their website at <http://newphasenewways.com/>.

If you are on Facebook and this networking is of interest to you, please request to join our group www.facebook.com/groups/RainierECN.



Mark Your Calendar

By Becca Ritchie

This legislative session will determine the future of funding public education in Washington State.

This is a budget year. That in itself is a big deal. Add to that the Washington Supreme Court's McCleary Ruling stating our state has been underfunding our school system for decades, and the session has built into the perfect storm.

So mark your calendar and plan to join educators across the state. Two key dates have been set.

January 16, MLK Day, we will be heading to the steps of the Capitol in Olympia. We will rally followed by talking with our legislators who will be in session that day!

March 11th will be a day to hold a special meeting for the legislators from the 11th, 33rd, and possibly other Legislative Districts. This will be about mid-way in the session. It will be a time to deliver a clear message that it is time to fully fund education.



Resolution—Authorization of Legislature for Local Control of Assessment

By Becca Ritchie

Resolution by Justin Fox-Bailey from Pilchuck UniServ Council

This resolution passed the RUC Board unanimously at the October meeting with the suggestion that it be shared at locals and then with school boards.

Whereas Congress reauthorized the Elementary and Secondary Education Act of 1965 with the December, 2015 law known as the “Every Student Succeeds Act” or ESSA; and

- ❑ ESSA allows our state to grant school districts the option to choose a nationally-recognized standardized high school assessment in lieu of the Smarter Balanced Assessment; and,
- ❑ The ESSA Consolidated Plan Team has recommended that said option be allowed to local school districts as the law designates; and,
- ❑ Federal law does not now and never has required using state assessments as graduation requirements; and,
- ❑ ESSA declares that assessments required under federal law should only be used for the purposes for which they are designed and validated; and,
- ❑ The Smarter Balanced Assessment Consortium has declared that its assessment was not designed nor was it validated for the purpose of graduation; and,
- ❑ Despite this Washington currently uses the Smarter Balanced Assessment as a graduation requirement for students in contravention of ESSA; and,
- ❑ Many districts have already chosen to offer their high school students universal access to other nationally recognized standardized assessments; and,
- ❑ Universal student access to such assessments promotes equity for all high school students by removing barriers to college entrance; and,
- ❑ Local districts believe this to be in the best interests of their students even though the cost of the decision is borne locally; and,
- ❑ Washington continues to unconstitutionally underfund the education of all students;

Therefore, we urge the Legislature to:

- ❑ Delink the federally-mandated high school assessment from our students' graduation requirements; and,
- ❑ Allow local districts the ESSA-designated discretion to select a nationally recognized high school assessment in lieu of the Smarter Balanced Assessment; and,
- ❑ Fund the local district choice on par with current per-pupil funding for the Smarter Balanced Assessment.



Time to Convert!

By Tobi Rosenberg—BCAHE Secretary/Treasurer

WEA and AFT are working jointly to improve student success by proposing legislation for state support for the **conversion** of part-time to tenured faculty positions. Why?

“Part-time” does not accurately describe those who often teach more than the annual full-time workload to make a living. “Overloading,” however, contradicts best practices and results in less effective teaching. Moreover, “part-timers” get their workload by teaching at more than one institution. “Freeway flying” does not serve students either; daily racing between schools through freeway traffic impedes our connecting to students, colleagues, and support services, all fundamental to student success.

These and other bad practices result from inequities fomented by “part-time” or contingent employment. While tenured faculty struggle to keep up with the steeply rising cost of living, disparity in pay earning “part-timers” around 50 or 60 cents on the tenured dollar makes it even more difficult for “part-timers” to make a living wage.

“Part-time” employment often prevents us from participating in college governance; further marginalizing **what is a majority of faculty members** at most schools from mainstream campus life. At the same time, it places an overwhelming burden on the few tenured faculty to do the work of the college, whose primary mission is student success. The overuse of contingent faculty affects students in other ways. Our crowded, noisy work spaces are unsuitable for grading, preparing classes, or conferencing with students. “Part-timers” are also denied mentorship and professional development opportunities, which would help us to better serve students.

Absence of tenure not only denies “part-timers” job security but it also threatens the creative rights of faculty. Tenure is meant to facilitate the risk-taking and innovation necessary to balance challenging and pleasing students. Without tenure, student success suffers. For example, worry over student evaluations, which make or break our continued employment, undoubtedly contributes to the deterioration of classroom rigor and grade inflation.

Research shows that although “part-timers” are superb educators, their use by academic institutions correlates with lower student retention and graduation rates. A brighter future for our students must start with a brighter future for “part-time” faculty across the state, where, over the past 5 years, there has been a **0% increase** in the number of tenured positions. Let’s demand that our administrators and representatives support students by offering more opportunities for tenure through conversion of part-time to full-time tenure-track positions.



November WEA Board Meeting

By Sandy Hunt

WEA Board Approves Short and Sweet Legislative Goal

After a very thoughtful discussion, our Legislative Action Committee produced a very clear goal for the 2017 legislative session: **Fully Fund Public Schools!**

With the school-funding deadline *less than one year away*, it is time to, "Fully fund K-12 basic education as required by state law, the Supreme Court's McCleary decision and the Washington State Constitution." This includes funding smaller K-12 class sizes, additional support staff, as well as professional and competitive base salaries and benefits for ALL educators INCLUDING HIGHER EDUCATION EMPLOYEES. At the same time, we must maintain the rights to invest in our local schools through local levies as well as the right to collectively bargain educator compensation at the district level. Local families and educators know what their students need to be successful, and they have the right to make decisions about their community's children and public school system.

Too Bad James....

Our membership is standing strong! The Freedom Foundation continues to target educators around the state with emails encouraging them to drop their union membership. The goal of this shadowy group and its backers is to reduce our voice where it counts—in our schools and classrooms. Our membership gives us the organizing power to influence local, state, and national policy makers which translates into better policies for our schools and learning conditions for our students. Please exercise your rights to keep informed, to keep involved, and to keep your membership!

Thank you Deb Strayer for representing Rainier UniServ....

SHOW ME THE \$\$\$\$. The Benefit Services Advisory Board (BSAB) is conducting a complete review and evaluation of the *WEA Select Medical Plan*. Debra Strayer of HEA has been a long-serving appointee to this board. Last spring members around the state were surveyed about their most important criteria in a health plan. From a range of options, membership reported they would prefer:

- Plans that have lower monthly premiums and higher out-of-pocket costs at the time of service

- Middle-of-the road plans covering more than the basics but also containing costs
- A large network of providers (although some supported exploring narrower networks and a lower cost and quality of care)
- A choice of plan options (although fewer than the current seven would be acceptable)

The survey both validated and refined the BSAB's request for proposal (RFP) from health care providers and clarified their selection criteria. The WEA Board anticipates making a final decision for our *WEA Select Medical Plan* in early 2017. The plan is for all healthcare options to be ready for implementation at the start of the 2017-18 school year. Please watch for ongoing updates from the Benefits Services Advisory Board and your local president.

ESSA - OUR CHILDREN'S FUTURE IS IN YOUR HANDS ...and in our backyard.

Despite that fact that Randy Dorn is a lame duck director of OSPI, he has been pushing an accelerated timeline for designing a new education system in Washington State. Though the US Dept. of Education has a due date of March 2017, Dorn has been muscling through Washington State's "Every Student Succeeds Act" in order to push through an unimaginative, more-of-the-same plan prior to his departure. Even worse, his process has limited involvement from educators. Moreover, his workgroups, in many cases, did not even read the comments collected from the public prior to wrapping up their work.

Don't let him and his corporate sponsors get away with this—go to the OSPI website to comment on your passion: testing, graduation requirements, Special Education, ELL, evaluation, grading schools, and much more. Contact your legislator and let them know the good, the bad, and the ugly of what Dorn has proposed!

The *WEA Professional Development Network* is member-driven and is pushing to offer high-quality professional development state-wide. Quarterly Ed Forums hosted by the Rainier UniServ is a local example of this. Recently members were surveyed about their professional development. They reported preferring offerings on weekdays after school (winter and spring) as well as early mornings in the summer and at a location near them. 93% believe it is appropriate for WEA to provide professional development. An interesting finding was only 10% were satisfied with professional development in their districts.

NEA Board Director

By Shannon McCann
Dear WEA Colleagues,

I am a proud union member, especially because public education is the cornerstone of democracy, and I see our union and collective bargaining as the vehicle for social and racial justice. Together, we stand together to ensure the best public education for all students, and our union has been working to lead the way for authentic equity across locals, states and our nation. In fact, our state constitution reads: **“it is the paramount duty of the state to make ample provision for the education of all children residing within its borders, without distinction or preference on account of race, color, caste or sex”**

However, if you identify as a woman, or a person who cares about women, an educator, a union member, a person of color, an educator to documented or undocumented students, last week the national election seems to have taken steps to move away from the values and purpose enshrined in our state constitution, and the vision of diversity and our identity as educators and union members.

Last week, overnight, we made Washington a safer and a more pro-public education state.

Approximately 93% of WEA members voted, which is far above the general public’s 76%, because we know that including our educator voice is critical to how decisions will be made. We accomplished our civic duty, and we rallied behind the WEA-PAC endorsed candidates our colleagues interviewed with public education questions, and helped drive them to victory. We made history with candidates like Cyrus Habib and Pramila Jayapal.

And now, we decide: what kind of union and what of public education we will cultivate? We have opportunities here in Washington that other states do not have. For instance, my friend Tiffany from Alabama was explaining how without collective bargaining, districts just cut salaries however they want. She is a veteran teacher making about \$28,000 a year. Our friends from Georgia are fending off the state from taking over-and privatizing with charters-ALL of their schools.

For WEA members, we have the chance to double down and ensure no matter what “race, color, caste or sex”, our schools, system, laws- and union are safe and welcoming for all and that good government does serve the people. What do we want that to look like?

The picture above was taken of us at our last NEA Board of Directors meeting, outside the White House.

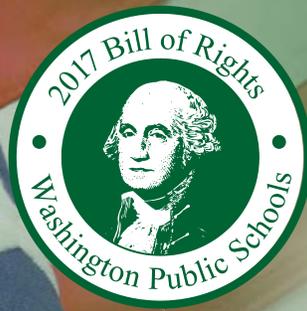


That week we lobbied congress to share stories from our communities. I was able to share what YOU have shared with me about ESSA, and how poverty is impacting our kids. But even after lobbying lawmakers, with the institutional racism and violence against people of color across our country, we needed to do something to publicly show the values we share as educator leaders. To take a small risk to show our colleagues of color, and our students of color, that Black Lives do Matter.

The idea caught fire and two days later we had t-shirts, along with hearts full of nervousness, solidarity, and some fear. After meetings concluded, with t-shirts over our business attire, we marched from the NEA building chanting “this is what democracy looks like.” Cars stopped and people got out to join us. Yes, they literally got out of their cars to join us.

Kids cheered and waved as they drove by and saw us; they saw us as their educators marching for racial justice. The windows of offices opened and many cheered. Busses honked. We said a few words in a massive 100-person circle that had grown to include tourists, Executive Committee members, and those who joined us from their cars. Some shed some tears, we cheered, and under the watchful eye of White House rooftop security, we marched back. It was a heartbreaking realization that many members of color hadn’t ever been joined side by side by their white colleagues in this way. Despite being elected to this national position, for some, this was the first public activism they had ever participated in. For many, the backlash on social media was another ton of work to process and respond after our proud feat.

I proudly stand with you, my union educator colleagues, to build our union and schools stronger than ever and to show the world what we’re made of. In the face of national uncertainty, to make our locals and state unions and public education strong, safe and welcoming for all, no matter “race, color, caste or sex.” It will take all of us, educators, families, students standing together. After all, this is what democracy looks like.



Student Bill of Rights

“It is the paramount duty of the state to make ample provision for the education of all children residing within its borders, without distinction or preference on account of race, color, caste, or sex.”

– Washington Constitution, 1889

Washington’s 1.1 million public school students have a constitutional right to an amply funded public education, regardless of their ZIP code or family background. Quality public education is a civil right in our state.

As parents, educators and community members, we demand that the 2017 Washington Legislature comply with the Supreme Court’s McCleary decision and amply fund the basic education the constitution guarantees our students.

We believe all Washington public school students have the following rights:

All students have a right to well-maintained schools, current curriculum, safe transportation and adequate school supplies. Students must have access to 21st century technology. Special education, gifted, learning assistance program, and transitional bilingual education for English language learners are essential.

This requires fully funding a high-quality, well-rounded basic education so all children have equal opportunity to succeed.

All students have a right to small class sizes and professional support services that provide the individual one-on-one attention they need.

This requires fully funding smaller K-12 class size ratios and additional support services as required by voter-approved I-1351.

All students have a right to be taught by caring, committed and qualified teachers and education support professionals.

This requires fully funding competitive, professional base pay and benefits to attract and keep high-quality K-12 school employees, and maintain flexibility for school districts to supplement educators’ pay beyond the base state salary to meet local needs.

All students have a right to learn in clean and safe school facilities, including ample classroom space equipped with modern technology.

This requires fully funding school construction to modernize existing schools, build new schools and expand classroom capacity.

All students have a right to attend local public schools that have the flexibility to meet their unique needs.

This requires fully funding basic education while ensuring that parents, educators and community members have a voice in shaping their public schools, including the ability to approve levies to support enrichment programs beyond basic education.

The WEA Board of Directors approved this student bill of rights, which is based on WEA’s McCleary school funding recommendations to the state. Cut this out and share it with colleagues, parents and anyone who cares about public schools and students.

We, the people of the State of Washington ...

ESSA for Washington Schools;

Fast Tracking the Plan Means YOUR VOICE IS NEEDED NOW!

By Julianna Dauble

We are at a pivotal point in how the US Dept. Of Education allows our state agencies to hold accountable our public schools. With the reauthorization of the failed NCLB law, there is a brief but hopeful window for EDUCATORS to demand Washington state support schools and stop punishing them. Do you know about the requirements for District Plan Development and how your voice matters? Here's a comparison:

* NCLB: A description of how the district, teachers, paraprofessionals, principals, other relevant school personnel, and parents have collaborated in the planning of activities to be carried out under this subpart and in the preparation of the application.

* ESSA: In developing the application district shall "meaningfully consult with teachers, principals, other school leaders, paraprofessionals (including organizations representing such individuals), specialized instructional support personnel, charter school leaders (in a local educational agency that has charter schools), parents, community partners, and other organizations or partners. . ."

So what does this mean for Washington State educators? For starters, you should know that Superintendent Dorn has fast-tracked our state plan for school accountability. The USDOE is accepting plans in the spring of 2017 but Dorn wants ours to be adopted in December. It also means there are ONLY A FEW CHANCES LEFT for educators to voice our priorities and concerns around major changes to teacher evaluation, testing requirements, funding formulae, student enrichment programs, English Language Learner programs, Special Ed, and much more.

At the time of publishing this article, the full plan hasn't been released but the draft recommendations of the team working on this plan disappointingly includes some very NCLB-like recommendations. One bright spot for WEA members and students is around graduation requirements. Here's a tidbit: "If a nationally-recognized test passes peer review in a state that has our same learning standards (CCSS), a committee of stakeholders should return to give input on how it would be implemented. The committee of stakeholders would have to include in the recommendation that using the alternate test would require a change in state law in order to allow the alternate test to be used to meet graduation requirements to avoid double testing."

(<http://www.k12.wa.us/esea/essa/pubdocs/ESSARecommendationsApprovedStateSuptDorn.pdf>)

Until this happens, however, our students are subjected to the SBA, Bio EOC, and other requirements that unfairly prevent students from receiving a diploma. Another area that impacts many of us is around certification. Effective immediately, districts do not need to consider Highly Qualified in hiring and reassignment but paraprofessionals must continue to meet NCLB's HQ requirements during the 2016-17 school year. "Effective Educator" will replace Highly Qualified with important distinctions. Many more changes around how schools are graded using the School Accountability Index and how our most challenged schools receive support are coming. There are new federal grants available to districts that could empower educators to make the changes our schools need. To get that funding, we must learn how much our districts receives each year in Federal Title II A funds as well as how those funds are currently used. Our districts can and should be applying for funds that empower MEMBERS. Your Rainier Uniserv Board members are learning what allowable uses of federal funds would improve member working conditions. What would you prioritize? Let your leaders know by contacting them! Next, review the recommendations yourself at <http://www.k12.wa.us/esea/essa/> AND LOOK FOR THE FULL PLAN TO BE RELEASED IMMEDIATELY.

Public comment will be open for 30 days from the date Washington's plan is released. You're invited to join us on November 28, 6-8 pm, for a Webinar that will cover:

- * An overview of the draft plan
- * Response to comments on the process and content of the draft plan
- * Information on how to submit comments to the draft plan

Look for your invitation to register for the webinar from Association leaders or register now @ <http://bit.ly/ESSA-webinar>. The link is also easy to find on OSPI's website link above. Your voice is truly needed but we must act quickly to be heard.

Stay tuned! In solidarity,

Julianna Dauble

4/5th grade Teacher at Sierra Heights Elementary in Renton, Rainier Uniserv Board Member and WEA PAC Director for Rainier Uniserv Council

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[Elizabeth Beck](#)
[Alan Sutliff](#)
 UniServ Field Assistant
[Lori Fleck](#)

Upcoming Dates

December 1 – Ed Forum,
 Billy Baroo's
 December 2-3 – Pre-Retirement
 Seminar, RUC office
 January 5 – Ed Forum, IKEA PAC
 January 16—Rally in Olympia
 February 3-5 – Sparks, Poulsbo
 March 11 – Legislative Town
 Hall Meeting, location TBA

Have you checked out the
 WEA Professional
 Development website? If
 you haven't, give it a go! If
 you have, go back and check
 out the many new offerings.
[https://www.washington
 nea.org/pd/](https://www.washingtonnea.org/pd/)

Newsletter edited
 by:
 Rich Coker
 And
 Becca Ritchie

President's Message

Greetings from your Council President,



What a busy fall we encountered this year filled with local and state triumphs and national disappointments. I spent a large part of last week working through the election with my high school freshmen and juniors. We took apart the electoral college, dissected the popular vote, and tried to gain an understanding of the electorate. I'm not sure that we came to any conclusions other than elections matter, they have consequences, and every vote does count... at least locally. The fear and uncertainty are real. I want to thank all Rainier members for their work with our students over this troubling election campaign and election.

On the local front, I'm pleased to announce that the Highline School District Bond passed! It took three tries over several years but finally Highline High School, where I teach, will be reconstructed. Des Moines Elementary will be replaced. A new middle school will be built, expanding our capacity to serve students and expanding membership as well. Additionally, much needed repairs will be performed on the Evergreen and Tyee campuses, as well as the ground game for future replacements on those campuses. Your UniServ Council played a large part. HEA President Sue McCabe threw down her Red Ribbon (all hands on deck) for support and help came from our Renton ESPs, Bellevue College, REA, and our UniServ Directors. HEA members played a HUGE role manning phone banks, waving signs, and persuading neighbors. Well done! Your support for Council members heartens me. Thank you!

But our November election is just part of our year; it's only step one. Next up is the Governor's budget. Most likely, his budget will serve as the high water mark for education funding. Our WEA members have supported Governor Inslee and it's about time that his budget shows his commitment to the students and educators in this state. Soon you will see a request from the WEA, your Council, and your local to send emails and postcards to the Governor imploring him set the stage for finally fully funding education. Next up will be a rally in Olympia on Martin Luther King Day, January 16th that will kick off the legislative session. We will continue to press in Olympia throughout this critical session, lobbying members of the house and senate to do their Paramount Duty! In March, we will host a large legislative-at-home meeting and bring in our legislators to celebrate their progress and hold their feet to the McCleary flames.

It's going to be a long year my friends but we are up to the challenge. You are going to be asked to help more this year than ever before, but as the old saying goes, many hands make light work. Association work is vastly volunteer work; thank your building reps, thank your Exec Boards, and thank your fellow members. See what you might be able to do to ease their burden and help us all win this year. I hope to see you at many events in the near future!

In Solidarity,

Jeb Binns