

What You're Saying

Your bargaining surveys, interview feedback, and reports from your Building Reps (from 10 minute NSEA meetings and conversations) are giving your Bargaining Team a rich understanding of your key concerns. **Here are some of them:**

- We need more time. The work is overwhelming, and more demands keep coming.
- The District and many SDLT Early Release Days are generally not a good use of time.
- Too many meetings, including IEP/504 meetings for General Ed teachers.
- Our pay is inadequate for the work we do.
- Class sizes, class compositions and “weighting” for needy students needs improvement.
- The evaluation process takes far too much of our time
- More paraeducator time and *full day* paras so we can collaborate. Trained and paid so they stay.
- Elementary report cards/progress reports need adjustments so they don't take as much time.
- Student caseloads for Learning Center, Psychologists, Counselors, and others are much too large.
- Many of us lack the resources and staff our students need.
- Limit the required assessments and let us teach.
- “Self-Select” in our Junior Highs is developmentally inappropriate for all of our students.
- Many concerns about how block scheduling may be implemented.
- “Advisory periods” at the secondary level need to be shaped at each school—not another “one-size-fits-all” or additional prep.
- Need more support for Pro-Teach, National Board, and ESA National Boards.
- Administrators often not in building and responsibilities fall to other busy staff members.
- Sub shortage creates many problems.
- Central Administration in Special Ed and Elementary does not respect us.
- Safety: Concerns about assaults, doors that don't lock from the inside.

There is much more! We are continuing to review all of your input and are getting ready to begin bargaining on April 20.

NSEA Bargaining Team

Kraig Peck (head bargainer), **Anne Davidson** (Leota JH), **Gail Bauman** (Northshore JH), **Jon VandeMoortel** (Northshore JH), **Patrick Holmes** (Bothell HS), **Celia Wilson** (Westhill), **Kim Rodriguez** (Woodin), **Kelly Griffin** (Moorlands), **Jennifer Cassarino** (Canyon Park JH), and **Val Morris-Lent** (Kenmore JH)

What To Do To Make Bargaining Successful

- **Be at your school's brief NSEA meetings in March, April, and May.** Get your entire team there, and invite paras, school assistants, and other support pros. Our merger is happening at your school. Your attendance at these meetings will provide much needed support to our bargaining teams who will be hard at work pressing for improvements!
- **Be at the big NSEA/NESPA meeting on WEDNESDAY, JUNE 8 at 4:15 p.m. at Inglemoor High School.** We'll either vote on our contracts or plan a strike/action if there are not acceptable contracts by the start of school.



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Good News: No Makeup Day for November 18th Storm

The district's waiver of the instructional day cancelled on **November 18, 2015** has been approved by the State. **This means that the district will not be rescheduling it.** NSEA and the district have agreed that certificated staff will electronically sign a form attesting that they have worked the equivalent of 7 hours (or the number of hours equal to their FTE) outside of their normal duty day. You will receive an e-mail telling you that you have received a form via Docusign in the near future. The administration is discussing with NESPA how the time will be made up by paraeducators, school assistants, nurses, and other ed support professionals.

Shall We Avert Our Eyes?

For 500 employees with whom we work, often live near, and are in the same union with, their jobs have become much like McDonalds or Walmart jobs. **The take home pay for a full time para at the top of the pay scale is generally \$1,200 to \$1,400 per month, and is less for many—a stipend.** A majority either have no benefits (kept at 20 hours or less per week) or have no assurance of benefits next year (as “School Year Only” temps). This is happening at your school, and it is shocking.

Northshore’s system for our paraeducator, school assistant, nurse and other education support co-workers is **low pay, few hours, and temp jobs**. They cannot contribute adequately to their families, cannot support themselves, many work second jobs, and many leave.

This is a disaster for our schools and students. Qualified full day paraeducators are an important component to solving many of our concerns: lack of time and meeting the needs of our neediest students. Yet far too often, the para support NSD provides is for *portions* of our classes, *partial* days, or 4 days per week; training is minimal to non-existent; and turnover is far too high. Teachers have little to no time to collaborate with paraeducators (who generally work 4 to 6 ½ hours per day), and we are expected to continually train new hires.

We are coordinating our bargaining with our NESPA co-workers. What can you do? Ask them about their take home pay, hours, and concerns. Tell them you support them. Urge them to join you at the upcoming meetings.

We are merging as one union: NSEA. We are becoming one family. Understanding and supporting each other is the beginning. **McDonalds or Walmart jobs are not acceptable in our schools.**

President’s Message: Join the Bargaining Support Team

With bargaining fast approaching, I am forming the Bargaining Support Team (BST) for NSEA. We already have a great start, with over 15 people signed up to help. Since many hands make light work, I hope you will consider joining the BST in its critical, rewarding, and fun work. Our team work will be critical to our overall support and success of our Bargaining Table Team.

BST members will:

- Assist with the development of a bargaining support plan.
- Provide communication support and distribution (messaging to members through email, Facebook, Twitter, flyers etc.).
- Coordinate actions of school-based Union Support Teams (US Teams).
- Create a plan for Table Team support activities. These are very fun and creative.
- Determine School Board events and presentations.
- Assist with informational picketing.
- Assist with the big NSEA meeting on Wednesday, June 8th and with a contract ratification meeting if we do not get an agreement before June 8th.
- Coordinate picket activities if we go on strike. This includes working with Picket Captains, constructing picket signs, determining picket locations, distributing materials, writing and distributing the pocket line newsletter, and other communication.

This is a fantastic way to support our Bargaining Table Team and your NSEA colleagues! If you wish to help, please contact me at my office as soon as possible. If you cannot make this commitment, ask your Building Rep how you can help at your school by joining your US Team.

Tim Brittell, NSEA President (tbrittell@washingtonea.org or 425-486-7101 ext 110)

More Good News: No More Tech Hours Time Sheet!

We are still responsible for 15 hours of tech PD or lesson planning with technology integration and 7.5 hours of maintaining our tech proficiency (assessment records, or grading, or IEP on-line). **However, we no longer need to track our hours and submit them at the end of the year.**

NSEA and the administration have agreed that, “Employees shall continue to be responsible for remaining technologically current, and the parties acknowledge that employees are currently being compensated for 22.5 hours annually, as provided in Article 18, Section 18.2.2 for doing so.”

This is paid in our negotiated Responsibility Pay (also known as TRI: Time, Responsibility, and Incentive pay) that ranges from \$8,367 to \$16,918. This MOU can be found on the contract page of our website, www.northshoreea.blogspot.com.