

Hello MIEA Members,

As our Spring break week comes to a close, I hope you all took the time to relax a little and enjoy the nice weather.

I would like to start this email by letting everyone (certificated and classified) know that I have received assurances from HR that **we will all be paid our contracted pay through the end of this school year.** At this point the end of the year is June 19th as per the Governor's announcements. We will then receive our summer deferment pay as normal.

The one area that may be different is that a few of the supplemental contracts (i.e. flaggers, bus duty...) will need to be discussed and may not be funded for May and June if we can't find alternative work for those people to take on. This is something that I will be negotiating with HR next week. My hope is that this will effect very few people and that we will be able to find alternative work that can prevent the loss of this pay. This is in line with WEA's third priority, flexibility. As locals bargain working conditions for our members, flexibility in work assignments, work locations, and adjusting to new conditions is necessary. Schools may be closed, but there is still work to be done. That work looks different because what you do and where you do it may change. As our locals work through these agreements, WEA will continue to demand individual safeguards and protections in your work and work environments.

I want to briefly discuss the MAPL process. I know some of you might have left your paper form at work and are worried about how to submit your MAPL hours as a result. I have attached to form to this email. HR says you can just fill it out, run it by your principal for agreement and then submit the form to HR. You do not need to worry about getting the original form you had your administrator initial.

Updates and Information from WEA:

ESP COVID-19 survey begins Friday

WEA is sending out a survey to ESP members on Friday. The intent of the survey is to gain better information about how the COVID-19 school closures are affecting our ESP members, what supports they have and need during this time of crisis.

OSPI issues Inclusionary Practices Guidance

OSPI issued [new guidance](#) this week on how to reach special education students with inclusionary practices.

OSPI guidance is just that – it's not a requirement. But it is clear that the expectation in our state is that we provide educational opportunities for all students, including those with disabilities. As is true for others, the role of educators reaching special education students is different in this continuous, distance-learning environment as compared to in school.

This guidance offers "how to" help to accomplish service plans, with several specific resources and methods that can be used by general and special education teachers and paraeducators. The guidance also provides information on family partnerships and communication, student engagement, social and emotional supports, instructional delivery, and providing special education through continuous learning.

Student loan relief information

NEA will host a live webinar at 4 p.m. Tuesday, April 14, to explain what the CARES Act, a COVID-19 relief law, means to those who have student debt. Among the changes in the relief law include a suspension of interest and payments for borrowers who have federal student loans from April 10, 2020 to Sept. 30, 2020.

[Register](#) to participate in the April 14 webinar or [watch](#) the recorded session held earlier this week.

Multi-Tiered System of Supports Fest going virtual

OSPI has transitioned their sold-out multi-day MTSS Fest in May to a virtual online conference April 22. Registration is not yet open for this virtual event, but people will be able to register for individual sessions over the course of the day. Participation will be limited to 1,000 registrants statewide for the keynote and 3,000 across six breakouts. [Visit the MTSS Conference page](#) for registration info, clock hours and more.

New continuous learning guidelines from OSPI

On Monday, OSPI released its update on [continuous learning](#), which was influenced by WEA in a couple of significant ways. First, we had 11 members on the work group OSPI set up to provide educator input into the direction provided to districts about how to manage long-term, continuous off-site student learning.

The second way WEA influenced the guidance was by sharing our [Explicit Equity document](#) with OSPI. This document states that if you aren't explicitly working to provide equitable opportunities for traditionally marginalized students, you are reverting to the implicit biases that create inequities to begin with. The equity document provides a list of questions people can use to provide more equitable educational opportunities.

It's clear that it remains the districts' responsibility to create the plan with collaboration and input from educators and to negotiate supports needed to implement that plan with the union. Nothing in the guidance or the governor's proclamation vacate previously negotiated collective bargaining agreements or MOUs.

WEA members on the OSPI Continuous Learning Work Group:

- Amy Campbell, Special Education Teacher, Camas School District
- Glenn Jenkins, Teacher, Auburn School District
- Maribel Vilchez, NBCT, English Language Learner, Teacher, North Thurston School District
- Joshua Boe, Paraeducator, Olympia School District
- Sara Ketelsen, NBCT, Math Teacher, Tacoma School District
- Shelly Milne, NBCT AVID/Library Teacher, Cashmere School District
- Beth McGibbon, NBCT, AP/History Teacher, Spokane School District
- Rita Peterson, Special Education Teacher, Stanwood-Camano School District
- Tamara Whitcomb, Career and Technical Education Teacher, Mt. Baker School District
- Becky Smith Conklin, NBCT, Counselor, Chehalis School District
- Tani Lindquist, Council President/PE Teacher, WEA Observer

A conversation with Chris Reykdal

Schools Superintendent of Public Instruction Chris Reykdal joined council presidents and WEA staff for an hour-long Q&A session Wednesday. Reykdal thanked the WEA and all educators for their resilience during this difficult time and the many positive ways the Association has helped advocate for students. [Download an audio recording of the conversation.](#)

Organizing training for ESPs April 16

WEA organizers are available to assist ESP locals with training, support and resources to create new -- or deepen -- current communication networks and digital organizing strategies. At 4:30 p.m., Thursday, April 16, WEA organizers will host a statewide discussion and training for ESP local association members seeking support in developing immediate action steps to broaden local communication. Participating locals will receive ongoing support throughout this crisis. Local unions are encouraged to recruit a team of leaders to attend this discussion and training. Sign up here.

Let your members know the Freedom Foundation is not going away

The anti-public education, anti-union Freedom Foundation has launched yet another campaign attacking WEA members, this time using some members' home email addresses and encouraging them to resign from the union since schools are closed. At a time when so much uncertainty around working conditions, pay and benefits are being negotiated in every local across the state, it is critical for local presidents and bargaining teams to have a unified membership behind them.

I would like to remind MIEA members that the Freedom Foundation's true motives are to carry out the wishes of their billionaire funders who oppose smaller class sizes, improved school funding, and collective bargaining rights for educators. Though they continue to fail, the Freedom Foundation is not going away any time soon. If FF contacts you, please [report it](#) via this webform or send the information to your building reps to forward.

4/11/20

Next week we return to working in our modified environments. Remember to be kind to yourself, your students, and your fellow MISD staff. We are all learning this new way of navigating education during this pandemic together. It is hard to remember to set boundaries between work and home-life when you work from home, but it is necessary to maintain a balance. Please do not schedule or agree to participate in meetings outside of your contractually scheduled work day.

If you need to reach-out, please do not hesitate to contact me via email, or your building reps. We will try to help and answer questions as best as we can.

Stay well and informed.

Sincerely,

Sally Loeser

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[WEA Website](#) | [WEA Facebook](#) | [WEA Online Enrollment](#)

Membership Matters!