

High School Building Representatives: Pilar Burkland Tonya Stout Spencer Andrich

WEA

WEA Retired Scholarships: (8) \$1000 nonrenewable scholarships to aid WEA members in enhancing skills in specific education areas and or/attaining or maintaining a teaching certificate. Applications are online at WEA webpage or the AEA website.

WEA Events:

- WEA National Board Renewal Jump Start 11/18 (Kirkland) Clock hours
- Culturally Responsive Classroom Management 12/7 (Tukwilla) Clock hours
- WEA National Board Renewal Jump Start 12/8 (Everett) Clock hours

UPDATE: Manka Dhingra won in the 45th District. This race changed control of the state Senate, and will hopefully help protect our bargaining rights, and educational funding.

4th Corner

WEA-PAC is the Washington Education Association's political action committee. Our mission is to recommend and elect pro-public education candidates to office. WEA-PAC makes recommendations in races for statewide, legislative and local candidates.

WEA PAC membership for 4th corner is 50.1%. They have a goal of increasing this number to 80%.

SPARKS New teacher training for new members or members that have been identified as potential activists who are not currently involved.

4th Corner will be holding a SPARKS training in Jan/Feb if anyone is interested in attending and learning more about how to get involved in the union locally, regionally, and state wide.

A.E.A.

PRESIDENT: ERIN GIBSON VICE PRESIDENT KAYALYN STEWART TREASURER ANGIE MILLER
SECRETARY JESSICA PULLEN

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AEA

Let's increase our WEA PAC membership. We are lower than our region average. AEA is at 44.8% while 4th corner membership is at 50.1%.

WEA PAC Membership Drive: The building rep(s) from the school with the largest increase in percentage of WEA PAC membership will receive a \$25 amazon gift card at the December meeting. (see school handouts for who is/is not a member)

Mount Erie 36%

Whitney 37.5%

Island View 56.6%

High School 46.8%

Middle School 50%

District Office 29.4%

Fidalgo 41.6%

Home Emails: Please reach out to your staff members that have not yet updated their home emails (email them to Erin or bring them to the next meeting on the school handout)

Leaves: (CBA pages 30-34)

-**Sick leaves** (12 days per year) can be used for personal injury or illness to the employee or a member of the employees immediate family OR medical/dental appointments. *Unused days accumulate each year, not to exceed 180 days.

-**Maternity leave:** Must notify the district by the end of 4th month. Leave starts and ends at the discretion of the employee. (leave uses accrued sick time)

-**Adoption Leave:** 90 days unpaid leave for an employee who adopts a pre-school child. 1 day paid for a court appearance to execute a legal adoption.

-**Bereavement Leave:** 5 days per year for death or serious illness in the family of the employee. 2 extra days may be granted by the Superintendent if travel is greater than 250 miles.

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Leaves continued: (CBA pages 30-34)

-**Jury Duty:** Up to 14 days

-**Annual Leave:** Six days for personal, business, legal, or religious reasons. Can roll over one day for a total of seven days.

*no more than 10% of a buildings staff can be out on annual leave (rounded to the next whole number and minimum of two staff)

**no more than 5% during the first and last weeks of school and the day immediately before or after a state recognized holiday (waived for honors and awards for spouse or child--graduation, state tournaments, college presentations, professional awards, etc.)

***Accumulated annual leave can be cashed out at \$135 or current substitute pay.

Leave sharing:

-To donate you must have more than 22 days accrued.

-Donating employee can donate up to 6 days per year.

-Donating employee cannot go under 22 days of accrued leave.

-No more than 180 days of shared leave can be used by an employee.

AEA is looking for a minority affairs officer (email Erin if you or someone you know is interested)

*Remember to encourage your staff to reach out to you as a building reps with issues. If you cannot answer the question or do not feel comfortable answering the question, please forward it to an officer.

**This year we would like to focus on getting more union members informed on what is happening in the state, region, and locally with the union. We also would love to see more active participation in our local union so our members see the benefit of AEA. Please let your staff know we are always open for suggestions!

