



December 2005

Well 3 months down and 7+ to go! Barb and I just wanted to give you a few reminders. You can find your contract on the district web site under Jobs at the bottom under Contracts. If you do not have a printed copy of the contract, please contact Di Mikesell in HR. Printed copies of this year's addendum also should be available this month and sent to all SESPA members. We heard that some members received Personnel Action (PA) forms this year with a zero year (on the Level/Step line showing i.e., SESPA 3. ST1 (00)). HR is currently correcting this problem. If you have not received a corrected PA, please let either Barb or I know so we can follow up for you.

This year work calendars for all SESPA members were sent to the office manager/time keeper for your building or department. If you have any questions about which days you are to work, please see that person. They can give you a copy of your work calendar.

Barb and I have begun school visits. We would like to visit all buildings to introduce ourselves, listen to concerns and answer questions. Have your building rep set up a date for your building visit.

If you are a SESPA member you are eligible for a benefit from the NEA Insurance Trust. They provide life and accidental death/dismemberment (AD&D) insurance coverage free of charge. Just sign the SESPA membership paperwork and return it to Cascade UniServ.

Last but not least, we would like to start a "Classified Ads" section in our newsletter. If you have something you would like to sell or give away, please let

RoseAnn know. @

rose.ann.mclaughlin@shorelineschools.org

Thank you for all you do!

Barb & Dianne

Sespa Committee Representatives:

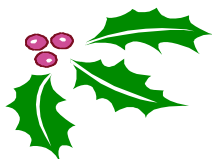
Co-Presidents: Barb Cruz (1645) & Dianne Murray (4365)

C0 Vice Presidents: Kathy Monahan & Nancy Warfield (1979)

Secretary: Nancy Dalan (4344/4308)

Treasurer: Betty Humphreys (4229)

At Large: Lori Cunningham (4239) Sue Estep (6056)
Carolyn McManus (4131) & Chris Steele (1196)



Happy Holidays



**School Board Meeting Reception for
Outgoing and Incoming Board Members
Monday December 12 7:00 p.m.**

**Shoreline Center Board Room. Review
the agenda at**

http://www.shorelineschools.org/about_us/school_board/agendas.php

On the agenda:

**Swearing in of new Board members,
Debi Ehrlichman and David Wilson;
Setting the levy assessment for the
February 2006 levy and bond election.**

**If you'd like more information
about the community group supporting
the levy, you can check their website
FROM YOUR HOME COMPUTER**

<http://www.renewourcommitment.org/>.

Way to go!

**If you have any msgs
you would like printed
in our newsletter about
someone who did a
great job, e-mail
rose.ann.mclaughlin@shoreline
and we will print the
msg for you.**

Here is a letter that was sent out regarding January 2nd 2006 workday

:

Dear Administrative Team,

There is an issue that has come up with respect to this year's calendar for classified staff. Typically, when a holiday falls on a Sunday (in this case New Years Day), the classified "holiday" is scheduled for the following Monday (in this case January 2, 2006). This year in fact, January 2, 2006 is a "legal holiday" (courts are closed, etc), but it's a "school holiday" required by state statute.

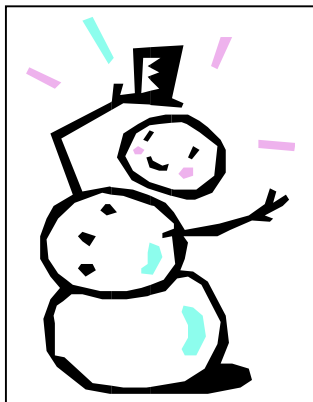
The calendar for 2005-06, ratified by the Board, has January 2, 2006 as a school day and not part of the two week vacation period for students. (In ratifying this calendar, the Board made an exception to its own written policy.) As a result of the student calendar, the District identified the classified paid holidays as December 29/30th (Thursday & Friday), when no school is in session.

The issue is that some staff may have assumed that January 2nd was going to be a holiday when making reservations and plans for this vacation period. The District is hoping that you will work with classified staff, if this is a problem for them. Classified staff may use a personal or vacation day, or if appropriate, exchange December 29/30th for January 2nd. (Please remember that a personal day is scheduled at a classified employee's discretion, your permission is not required and there is no limit to how many can be used on one day.) Needless to say, some situations can be accommodated more easily than others.

Human Resources needs your help with the following: If a classified staff member elects to use a personal or vacation day, and is in a position which qualifies for a substitute, please request substitutes early (not on the morning of January 2nd).

Thank you for your help with this,
Sue Walker

Sue Walker
Assistant Superintendent
Shoreline Schools
Phone (206) 361-4239
Fax (206) 361-4414



Core Competencies schedule is below..

CC #1-6 - January 30 from 8:30 - 3:30 and March 18 from 8:30 - 3:30 PM

CC #7-11, #13 - February 8/15 from 4:30 - 7:30 PM

CC #12 & #14 - TBD

Cathy Allred
Professional Development & Instructional
Technology
206.361.4211
206.361.4219 (fax)
cathy.allred@shorelineschools.org

Special Education Workshop

WEA-Cascade UniServ Council is sponsoring a workshop on the rights and responsibilities of educators, both certificated and classified, with respect to recent special education law decisions. Mark Anderson, WEA staff, will present this workshop:

February 27 (Monday)

5:00pm- 8:30 p.m. (Dinner included)

Shoreline Room, SLC

RSVP to Sara James

sjames@washingtonea.org or

425.486.7101, x10

~ SESPA Elections! - SESPA OFFICES (One Co-President, Co-Vice Presidents, Secretary, Treasurer, 4 At-Large) will be OPEN FOR ELECTION in the spring. If you're interested in any one of these offices, or you know someone who might be well suited to one of them, there are many leadership development opportunities available to you. Just let Barb Cruz or Dianne Murray know! We would like to have a slate of nominations by January 31.

~ WEA Intern Program -- The WEA has implemented an Intern Program to provide staff experience to qualified WEA members with priority consideration given to women and people of color. The 2006-2007 WEA internship application can be accessed on the WEA Web site. Deadline to submit application and resume is Jan. 31, 2006. Questions can be directed to Janna Connor or John Ward at WEA.

SESPA UPDATE

SESPA has been dealing with several issues over the past few years that affect all of our members in one way or another. Those issues include job classification, the accuracy of our job descriptions in an ever-changing work environment, and the distinction between SESPA-represented work and non-represented work. We have been advocating for our members on these issues in the following ways:

- Supporting reclassification requests;
- Working with the District to update job descriptions;
- Working with the District to research better ways to classify jobs and look at alternative classification systems (starting in January of 2006); and
- Defending our bargaining unit work and challenging non-represented positions

We seek a career ladder for our members and we



are looking for ways to break the glass ceiling that confines some of our higher-paid positions to SESPA Pay Level 6. An opportunity has arisen for several positions on SESPA Level 6 to seek a reclassification this coming January. In exchange for SESPA withdrawing a challenge to the Student Information Coordinator position as a non-SESPA position, the District finally agreed to do the right thing and upgrade the Middle School Secretaries and High School Registrars to SESPA Level 6 retroactive to September 1, 2005. Their back pay will be received in two chunks, due to the District's current financial situation. It took the

pressure of a possible District loss in the unit clarification hearing to motivate the District to grant the two reclassifications and risk future filings for reclassification by several position currently at SESPA Level 6. The District knows full well that there is a SESPA Level 7 and that our members are not afraid to seek a higher level of pay for the higher level of skills and responsibilities that are being required of them to support the District's students, staff, and programs. The District cannot have it both ways – they cannot keep demanding higher levels of skill and responsibility and refusing to pay for those higher levels of skill and responsibility.

SESPA representatives and District representatives will begin meeting in January of 2006 to start our joint work on reviewing our current job classification system and looking for ways to improve how on-the-job training, skills and experience get recognized. We hope to provide recommendations for both bargaining teams to consider in preparation of our open Contract in the Spring of 2007. We will keep you posted on any developments with this joint committee. If you are interested in serving on the Classification Study Committee, please contact Dianne Murray or Barb Cruz.

As always, any of you are welcome to contact Dianne Murray or Barb Cruz for assistance in preparing a reclassification request. Your request must be received on the approved form in Human Resources no later than March 1.

SESPA, SEA and SAAA are all local affiliates of the Washington Education Association (WEA). WEA is the state-wide organization that provides over 76,000 members with UniServ staff support, state-wide expertise on many issues, legal assistance, legislative support, and many other bargaining priorities, they can tap into a larger network of resources. SESPA is one of several labor unions that represent Shoreline employees. Teachers belong to SEA (Shoreline Education Association). Coaches and activity supervisors belong to SAAA. Principals and administrators

have their own associations. Building trades, grounds and maintenance, cooks, and other employee groups each have their own union. Each union bargains its own Contract, but we work together on health insurance and benefit issues.

SESPA is also part of a national network of education associations. We are part of the National Education Association (NEA). The NEA serves over 2.7 million members throughout the United States. Your UniServ staff often receive training from NEA training programs, and we can tap into national experts and resources on public education issues. NEA staff often help publicize member services. Barb Cruz represents SESPA on a state-wide network of classified leaders called



the ACT Team. Each area of the state has a regional office that provides WEA services. We belong to the WEA-Cascade UniServ Council that serves members in

Northshore, Shoreline and Edmonds. Your SESPAs Co-Presidents, Dianne Murray and Barb Cruz, represent you on the WEA-Cascade Board of Directors. Your local UniServ staff person is Donna Lurie.

Feel free to contact your two Co-Presidents and your UniServ staff if you have any questions about these organizations or about what they do for you.

WHAT DO MY DUES DOLLARS PAY FOR?

Your membership in SESPAs, WEA and NEA has a huge impact. The collective strength provided by approximately 320 members in Shoreline, 76,000 members in Washington State, and 2.7 million members in the United States makes it possible for us to accomplish more for students and for public education than any of us could accomplish on an individual basis. In addition, your dues dollars pay for many valuable services.

- Membership gives you a voice and a vote in Association decisions.
- You receive legal assistance with job-related issues.

Members are covered by a \$1 million liability insurance policy and have access to life insurance, home mortgage loans, home/vehicle insurance, and other group benefits

You receive assistance with evaluations and support through the peer mentor program.

- Members receive legislative representation and information on education issue.
- Members are part of a local, state and national coalition of education and labor organizations that promote public education and publicize our issues

We assist members with retirement and workers' compensation issues/concerns.

- You receive professional staff support in contract negotiations and in the enforcement of your contractual and legal rights.
- SESPAs, WEA and NEA actively work to provide useful professional development programs that are accessible and affordable.
- You receive informative publications on the local, state and national level.
- Members can register online at www.adventureclubonline.com to access special offers and discounts at Sea World, Busch Gardens, Adventure Island, Sesame Place, and Water Country USA. Your club member number is 34882.
- Members qualify for discounts at over 400 Best Western Hotels worldwide through the Member Value Program.
- Call 1-800-441-1114 and give the WEA MVP #00154500.

If you have any information you want printed in the newsletter, email Rose.ann.mclaughlin@shorelineschools.org