

AEA Viewpoint

Welcome Back!

Membership Makes the Difference

Welcome back to the 2007-2008 school year!

This September, as we renew our commitment to providing outstanding education to our students, take a moment to reflect on the significance of your membership in the Auburn Education Association.

The Auburn Education Association is our local organization, representing the needs of the certificated members in the Auburn School District. Together we have achieved competitive compensation, attractive benefits and guaranteed rights through our Negotiated Agreement.

As a member of our

local association we automatically receive the benefits of our state association, the Washington Education Association.

The strength of 74,000 members working for education issues is directly reflected in this year's Cost-of-Living-Allowance (COLA). Increases in pay to the state-wide salary model are lobbied on our behalf by the WEA with our state legislators in Olympia. Furthermore, we are a powerful force in negotiating affordable health benefits for our members. Our state organization is a leader in providing high quality, professional training that

enhances our contributions to our communities, thereby amplifying our status as professional educators.

Membership in the Auburn Education Association grants you active membership with the National Education Association. 2.4 million colleagues, working together, promoting educational policies that will have a positive impact within our local classrooms.

Your membership makes a difference!

(Jim Char- You're a winner!)

NEA Foundation Grants for Educators

Student Achievement Grants provide \$5,000 to improve the academic achievement of students by engaging in critical thinking and problem solving, that deepens knowledge of standards based subject matter.

Learning and Leadership Grants provide opportunities for educators, to engage in professional development programs and then lead their colleagues in professional growth. The grant amount is \$2,000

For individuals and \$5,000 for groups engaged in collegial study.

For information about grant guidelines and applications visit www.neafoundation.org

Applications are due October 15, 2007

September 24, 2007

Volume 1, Issue 1

Inside this issue:

NEA Foundation Grants 1

Waiver Days 2

Executive Board 3

Financial Planning Seminar 3

Shared Sick Leave 3

AEA Ads 4

September

24 School Board Meeting

28 Waiver Day

October

1 AEA Exec Board

12 State In-Service Day

12/13 WEA Minority Leadership Training

15 AEA Rep Council

26 Waiver Day



News You Can Use: Waiver Days



The number one issue identified by educators in the Auburn School District as we entered the 2006-2009 contract negotiations was the need to provide time within the current work day to address the ever increasing workload demands brought about by education reform in the state of Washington.

One facet of our attempt to alleviate these ever increasing workload demands is the addition of Waiver Days to the school calendar. The language that was bargained states, “On Waiver Days, an employee may determine to work individually or collaboratively. If employees choose to work individually in their buildings, then the employee must submit an Individual Choice SIP form to their principal.”

The Washington State Board of Education has granted a waiver from the 180 day student attendance requirement to the Auburn School District. The waiver was granted to provide Auburn educators with the time needed to work on individual building School Improvement Plans.

Commonly asked questions and answers about Waiver Days

Q: What will a Waiver Day look like in my building?

A: We anticipate it will be interesting and exciting. Some educators will decide to work individually. Some educators will decide to work collaboratively with a colleague or small group. Others will opt to attend a training or staff development. All Options must align with School Improvement Plans.

Q: Who determines what I do on a Waiver Day?

A: You do. Your activities must align with your building’s School Improvement Plan.

Q: That sounds good. What kind of work can I do if I choose to work individually or in a small group?

A: The intent of a waiver day is to supply staff members the time they need to address the demands of education reform as targeted by their building’s School Improvement Plan. Planning future instruction, thoughtfully assessing student work, and/or analyzing relevant data are just a few of the creative possibilities that would address almost any building’s School Improvement Plan. You’ll need to check yours and review its targets.

Q: Just to clarify, does my work have to relate to my building’s School Improvement Plan?

A: Yes. Since the curriculum, scope and sequence, and instruction in each building is already guided by these School Improvement Plans, it was the agreed upon that this was the natural guideline for Waiver Day work. Current teacher practices may be restructured to better align with SIP plans so, whether you are working of IEPs, planning a Spring Concert, or implementing CBAs, the flexibility of the Individual Choice SIP Plan form should allow you to explain how your work helps to address the SIP plan in your building.

Q: Can my department or grade level team meet on that day?

A: Yes. Keep in mind, however, that any individual can opt out by submitting an Individual Choice SIP Plan form to their principal with their own plan.

Q: What if my building administrator is offering a staff development or training that is important? Am I required to attend?

A: You determine what you do on a Waiver Day. Your building administrator cannot mandate your attendance at a staff development or training on a Waiver Day. An employee cannot be negatively evaluated for not attending an in-service training on that day. Education reform brings with it many important priorities. We believe that the individual educator is best suited to make this decision.

Q: Do I need to let my Principal know what I plan to do that day?

A: Yes, if you want to work individually. You will need to complete an Individual Choice SIP Plan form and turn it in to your building administrator

Q: Is there anything else I need to know about Waiver Days?

A: It is a seven and a half hour work day inclusive of a thirty minute duty free lunch; unless you have worked with your building administrator and mutually agreed to another time schedule for the waiver work days.

See your building representative for copies of the Individual Choice SIP Form for opting out of building activities.

Financial Planning and Education

An experienced financial advisor can help you set long term financial goals, create a suitable investment plan to help meet those goals, and then implement and maintain your investment mix along the way.

The Washington Education Association in cooperation with AIG VALIC, provides **free** financial planning and retirement seminars for members. The Auburn Education Association will be hosting a series of three informative workshops for all AEA Members.



Date: October 10, 2007

Place: AHS Library

Time: 3:00-4:00pm or 4:00-5:00pm

Topic: Planning for Financial Security

Audience: Information for new employees or employees who are not sure how to best plan for their financial future.

Presenter: Rick Schied, LUTCF
AIG VALIC

RSVP to: Cathy deJong, AEA office 253-804-6010 or via email.

AEA Executive Board

President- Cathy deJong

AEA Office/253-804-6010

Vice-President- Paul Cooper

Olympic Middle/931-4966

Treasurer- Dianne Jordan

Rainier Middle/931-4843

Recorder- Lori Karpan

Cascade Middle/931-4995

Membership Awareness Chair

(MAC)-Kristin Todd

Rainier Middle/931-4843

Primary Rep-Anne Clark

Dick Scobee/931-4984

Intermediate Rep-Leah McIntyre

Terminal Park/931-4978

Middle School Rep-Penny Cramer

Olympic Middle/931-4966

High School Rep-Geri Rohlff

Auburn Riverside/804-5154

Career and Tech Ed- Kenny White

Auburn High School/931-4880

Special Ed Rep- Wendy Titus

Hazelwood/931-4740

ESA Rep- Gary Jordan

Lakeland Hills/876-7711

Did You Find It?



We have secretly placed the name of an AEA member within the pages of the Viewpoint.

If this is your name, you have won a \$5.00 gift card to Starbucks!~

To redeem your prize, contact AEA office manager, Kimberly Greene at

aubrnea2@mindspring.com or by phone at 253-804-6010

Shared Sick Leave



Check out this space for requests from your colleagues for shared sick leave.



Jill Waletzko, admin assistant at Chinook

If you have over 22 days of accumulated sick leave and would like to share extra days, please contact the office manager in your building for the shared sick leave form. You may donate up to 6 days each year.

THE AEA MARKETPLACE

Your source for goods and services from our membership community

FOR SALE

Do you have an item for sale? Send a brief description of your item, (including price) along with your contact name, phone number and work location in the district. You can see your ad in this spot next month!

FOR RENT

Have an apartment or home that you are looking to rent? Why not try The AEA Marketplace! Send a brief description including location, rent price and availability date. Remember to include your contact name, phone number and work location.

WANTED

Looking for an item? In need of a particular service? Send The AEA Marketplace a brief description of your need. Include your contact name, phone number and work location. One of our members has what you need!

SERVICES

SERVICES

THE BODY STUDIO

www.TheBodyStudio.org

253-321-2181

15718 East Main Street, Sumner, 98390

Kickboxing ~ Pilates ~ Yoga ~ Reformer Training ~ Step Spinning ~ Strength Training ~ Kid's Club ~ Core Conditioning ~ Nutrition Consulting
Auburn School District
Employee Special

NO JOINING FEE on all monthly memberships (\$75 savings!)

FREE 15 minute training session on the Pilates Reformer.

5 Private Reformer Sessions (30 minutes each) for only \$120.00.

Come try any of the classes for 2 weeks FREE. Call or check the website for more information.

VACATIONS

Do you have a cabin for rent? A beach house available? Why not share that opportunity with an AEA member through The Marketplace? Send us a description including contact name, phone number and work location. Make a member's dream vacation come true!

- Ads are run in the AEA Marketplace on a first come, first served basis pending available space.
- Ads are accepted only in written form.
- Direct ads to Kimberly Greene via e-mail at auburnea2@mindspring.com
- Ads are subject to approval from the Executive Board and content may be edited for length.