



Auburn Education Association

Making Public Education in Auburn All It Can Be!

September 2021 FAQs

- 1. What should I do if I see another staff member who isn't wearing their mask correctly?** *As professionals we should be able to talk to each other. The first step is to ask the person to wear their mask appropriately. Second, fill out the See Something, Say Something form on the ASD website (under for staff/Covid resources/See Something, Say Something). Daman Hunter will follow up with you and the person you are reporting. As a reminder, we are all expected to adhere to all Covid protocols and failure to do so may result in discipline.*
- 2. My principal told our staff that we are required to have all our lessons up in google classroom by Sept. 17th and update daily so that when students are absent, they can access our lessons. Do I have to do this?**
*No, you do not. Per our MOU: [Small Group of Students Only](#):
[As with any other student absence, students should work with their teachers to complete any missing assignments or alternative educational resources provided due to quarantine.](#)
*This means you can post all lessons in google classroom or you can provide alternative educational resources. That could include making packets for parents to pick up, assigning work on their Chromebook or other resources which will keep them learning. You are NOT required to teach concurrently (you can if you want to though).**
- 3. Do we still have the \$600 reimbursement for technology or supplies?**
The technology/supply reimbursement is available only to our colleagues who are teaching at Auburn Online this year. The reimbursement comes out of their \$500 tuition reimbursement. Those who are teaching in person this year still have \$500 tuition reimbursement available but NOT for use as technology or supply reimbursement.
- 4. Seems like there have been many involuntary transfers in elementary schools the last couple of weeks. What's up with that?**
You are correct, there have been about 10 involuntary transfers this week. Most of them have been transferred to Auburn Online. AOS has nearly 700 students and about 200 on the waiting list. ASD doesn't want to lose those students to another online program and thus lose the funding for those students. Because some elementary schools have low enrollment, ASD has elected to collapse some classes, create split classes, and involuntarily transfer staff to other buildings who need more staff such as AOS. ASD has management rights to do this and in fact, they can transfer anyone at anytime during the year. There is no contract language to speak to which person is to be transferred. Most buildings go by "last person in is the first person out" but not all, and it is not based on seniority but rather a principal or HR decision.

Involuntary transfers after the start of the school year usually happen after the Oct. 1 count but this year it is happening sooner because of low enrollment.

Staff who are being involuntarily transferred or involuntarily reassigned are entitled to the following:

- *grade level to new grade level- 2 days' time or 2 days' pay*
- *building to new building: 2 days' time or 2 days' pay PLUS 2 additional days of pay*
- *room to new room; 2 days' time or 2 days' pay.*

Let your current office manager know of your choice and they will submit to payroll.

5. Why did I get an email about applying to be a mentor?

We bargained new language about the educator support process. One of the reasons is because AEA and ASD have an interest in having more certificated staff have leadership opportunities. In the past, the applications went only to principals and members didn't have a chance at mentoring if the principal decided that you were not right for the program. This way all members who are interested will have an opportunity to apply. Then the committee will match the mentor with the mentee instead of the principal alone deciding who is matched. We also moved up the match date to October 1 instead of November 1 because our new educators need a mentor before the 3rd month of school! Please consider applying if you are interested!

6. My building principal has told us that we must start supervising students in our classroom 10-15 before the start of the day which is during our WAC time. Is this allowed?

This is an area where AEA and ASD differ, and we have differed for several years. I am working with HR on this, and we will use all the tools in our toolbox to solve this and make sure that WAC duties are assigned on an equitable and occasional basis. For now, please continue to do as directed and once we have come to a resolution, I will let members know.

7. The air conditioning hasn't been working in my classroom for a while. What should I do?

You should talk with your building administrator, let them know what is going on and request them to fill out a work order. If it continues, reach out to me pres@auburnea.org.

8. My office manager told me that when I was taking a ½ day sick leave (afternoon) that I am expected to stay until 1:10 to provide some "overlap" time with the sub. Why should I have to stay an extra 30 min into my sick time?

I am always amazed with the new expectations that are "made up" each year! You are not expected to stay for an additional 30 minutes to "overlap" with the sub (which I don't even know what that means). Whenever your morning workday ends, feel free to leave the building. If you are told otherwise, please let me know ASAP!

If you have any other questions, please email me and I will add to my list for the next FAQ.

Have a wonderful rainy weekend!

