

### **Highline EA Donation to the Kent Education Association Strike Fund**

A check for \$5,000.00 was sent to the president of the Kent Education Association along with a card to express our support and fellowship with striking educators during the first days of this school year. KEA President Lisa Bracken-Johnson thanked me personally at a recent President's retreat. As a result of their refusal to return to their classrooms, they made small gains in class size (still not anywhere near optimal) as well as specific language regarding the number and length of meetings outside the workday they are required to attend. It was a very emotional time for all involved and we are grateful that they took a stand for the right to negotiate their member's working conditions.

### **Professional Collaboration Time Update**

There has been a rocky beginning for some member groups in the implementation of the 90 minute Collaboration Time that was documented in a Letter of Agreement in the 2009-11 Collective Bargaining Agreement. Specifically, the related service groups have found that the parameters that have been placed on appropriate time use does not allow for effective use of time with regard to their specific roles and responsibilities. James Conlon met with representatives from the various related services to discuss how improvements to agreements for appropriate time use can be made. We will continue to advocate for effective use of this time for all of our members. Hopefully the documentation that has come out of our office has helped leadership team members to guide the scheduling of this time for increased classroom and school improvement effectiveness. We acknowledge that this is a work in progress and that there is still work to be done.

### **Building Climate Survey Data**

By now most of your administrators have received the survey data from the HEA sponsored survey that was administered last spring. Superintendent Welch has asked all principals to have a meeting with their staff to share and discuss the survey data by the end of October. HEA recommends that building reps take steps to ensure that this data is available to all staff at every site. Please approach this information in a positive and sensitive manner and look for ways to improve on communication and shared leadership opportunities with your administrator.

### **2009-2011 Collective Bargaining Agreement**

The CBA is currently available online at the district website and at the HEA website at [www.highlineea.org](http://www.highlineea.org) . Also, as of today, hard copies are now available to all reps. Please take one copy per rep at your site, one copy for the leadership team's use and one for marking "staff room" to be displayed in the common gathering space. HSD will provide administrators with a copy.

### **Distribution List Support is Now Available**

In your association rep notebooks you will find directions for creating and editing a distribution list. Since much of the information that we communicate to you comes in electronic form prior to meetings, we are asking that you create a member only distribution list. As you know, when an "all site users" message is sent out it will go to many non-members as well. While we have no intention of sending incendiary messages out via district email (we will use home email for political and organizational purposes), it is not necessary nor desirable to fill people's inboxes with impertinent information. Please plan on spending the time in the near future to create a distribution list for the members whom you represent. If, after a few months you have been unsuccessful in creating a list, we will take action to provide a higher level of support.

### **The Highline Foundation for Excellence Auction/Dinner/Dance**

The Executive board approved the expenditure of the purchase price of 10 tickets as a donation to the fundraiser held on Saturday, October 10. The dinner is held at The Cove in Normandy Park from 6-11 p.m. and it is always a good time and a great way to raise funds for the wonderful support that these community members provide for our Highline students and educators. There will be a drawing held at Monday's meeting for the 10 tickets. See you there!

