

17 October, 2020

TEA Executive Board,

Please forward this email to any executive board members that we may have missed. We intended to include everyone.

On Monday October 12th, the Tacoma Education Association's Executive Board invited all elementary specialists to a meeting with no agenda. The agenda was presented upon arrival for only a few minutes. There was a presentation by executive board members and specialists had an opportunity to speak. We have attached a document containing some of the impressions of the meeting that specialists have shared. The advocacy council then met on Tuesday. If you were not able to attend, you can address concerns or questions directly to any of the council members or just reply to this email.

When we began, and as we've continued our advocacy, our goals have always been:



Our number one concern was safety for our students, specialists, and our school colleagues during a global pandemic. Above anything else we are advocating for our students so that they are safe and receive quality instruction in our specialist areas equitably across the district.

At the meeting, it became clear that the executive board has some misperceptions about the work that we have been accomplishing.

What we have NOT done:

1. We have NOT bargained - or attempted to bargain - with anyone. We have NO authority or rights to do such a thing and cannot do this. We provided information and hoped that those who have the authority to bargain (TEA and TPS) would consider our needs based on data.
2. We have NOT been secretive. We invited everyone to join in receiving information. We have had meetings with TEA leadership (old and new) and have given all information we have received to everyone in the form of a newsletter.
3. We have NOT provided inaccurate data. All information we provided was cited with a source and a date. We were very clear. We also said that it was to the best of our knowledge as of the date it was shared. We made corrections to our data and charts when we received updated information.

What we have accomplished:

- We have 11 building reps in the TEA representative Assembly. That is HUGE member engagement in the union from approximately 85 specialists.
- We are building rapport with other specialists....creating relationships.
- We are educating our job-alike members of the CBA language that applies to them.
- We have empowered members to speak up for their rights.....our CBA is only as strong as the people who enforce it.
- We have assisted with district goals: Professional development, professional support, community partnerships.
- We have completed public records requests to receive data, then analyzed the data and provided visuals to document our deployment situation.
- We provided information to assist the district in understanding the complexities of deployments.
- We assisted principals in knowing how many minutes were required for specialist classes so that they could build master schedules.
- We are finally being heard and are becoming relevant.
- We amplified the voices of people who were afraid to speak and who usually just take one for the team.

- We assisted TEA in discovering issues of inequitable workload and provided data about CBA violations.
- We are supporting the whole educator.
- We are assisting specialists with tech tips.
- We are finding the right people to answer the questions we have.
- Most importantly: We protected the safety of students, staff and community by speaking out about the dangers of our fragmented deployments during a global pandemic.

The advocacy council will still be meeting and we will still be advocating. We truly want to work with TEA leadership, and look forward to taking Ann up on her offer to work collaboratively on solutions. We will continue to work on these issue because we haven't yet reached our goals of Safety, Quality, and Equity or One Job, One Educator.

Sincerely,
Maggie Ross
Matt Wood
Megan Oberfield
Michael Caldwell
Paula Greuling
Penny Cramer
Rod Huskey
Roxane Hreha
Steve Johnson