



NEWS UPDATE

JANUARY 6, 2017

Trump nominates stunningly unqualified Secretary of Education

In a move that will have a profound impact on public education, Donald Trump announced that he is appointing Betsy DeVos as his Secretary of Education. DeVos, a Michigan billionaire heir to the Amway fortune, has never attended a public school, did not send her own children to public schools, and has no back-ground or experience in education.

More troubling is that DeVos has spent almost 30 years attempting to dismantle, destabilize, and defund public education. DeVos has used her extraordinary wealth to undermine public schools and, in doing so, has harmed students. She and her family have spent millions to promote failed private school vouchers and unaccountable for-profit charter schools while working to destroy funding for public education.

Although DeVos argues that children's ZIP codes should not confine them to failing schools, she has focused very little energy on improving public education. Her advocacy---and her money---is directed almost exclusively towards moving students and funding out of public schools. According to the Detroit Metro Times, the DeVos family has invested at least \$200 million since 1970 in conservative causes through various think tanks, political action committees, and advocacy groups. Her long-time goal has been to completely dissolve the Detroit Public School district.

DeVos has been one of the biggest financial and political backers of charter schools in her home state of Michigan. Due in large part to DeVos spending on lobbying and political contributions, Michigan now sends \$1 billion of public school funding to charter schools each year. 80% of those schools are run by for-profit companies and organizations.

We know that as a candidate, Donald Trump proposed steering \$20 billion in existing federal money toward vouchers that parents could use to help pay for private or religious schools. A top target of his is Title I money that goes to public schools serving the nation's most disadvantaged students. With Betsy DeVos as his education secretary, his campaign platform stands a much better chance of going from crazy idea to devastating reality.

Lily Eskelsen Garcia, president of the National Education Association, is asking all NEA members to sign an open letter demanding that the Secretary of Education and every elected official uphold the vision for high-quality public schools for every student. Act now to make your voice heard!

[Here is your link to sign the letter.](#)

United in Solidarity – Highline Educators Support ALL

our Students and Families

The Highline Education Association stands in solidarity with ALL our students, families and staff. HEA Building Representatives are organizing to demonstrate our support for our students and families. We will be visibly welcoming our students to state publically that we welcome, value and respect all our students.

Date: January 19, 2017

Time: Varies by School

Please check with your HEA Building Representative to join the effort!

Social Media & Other Reminders

Many of us regularly use social media sites like Facebook, Instagram, Pinterest, and Twitter, but while social networking tools allow us to be more connected to friends, family, and colleagues, they can also make our private lives more visible to parents, students, and employers. It's important to remember that electronic records are essentially "forever" – so think before you write, post or share. Be intentional about what you post on your personal sites, your privacy settings, and who you allow as 'friends' online. Whatever you communicate in a public, or potentially public, medium should be safe to be read by your students, their parents, and your administrators. A few suggestions:

- Be vigilant about your privacy settings. Social networking sites frequently add new features and/or change their privacy policies. Make sure to keep your privacy settings where you want them.
- Think about what you post on your site, including photos and links --- would you want your students, parents, or administrators to view them? Always communicate with the idea that what you write can be shared with all of the above. Even if you have your privacy settings very high, there is little on the internet that is truly private - screenshots are easy to take and share, and you do not have control over what other people post about you.
- Consider who you connect with (or "friend") via social media. Be aware of what others post about you. Untag yourself in any photos that you do not want others to see, and/or ask friends to remove them. Remember that – once posted anywhere online - photos may still be cached somewhere, so be smart about what photographs you take, pose in, post, share, etc. As a public school employee, you are a public figure, even if you don't think you are.
- Be aware of your online presence. Google your name from time to time to see what comes up. Notify your administrator and association leader right away if you find something of concern that could be school-related. Other precautions are to set up a "Google Alert" that will monitor what is being published about you, and to remove your Facebook profile from Google search listings.
- Think carefully about whether or not to 'friend' students or parents on a social networking site, or confirm their friend requests. You may want to establish an up-front policy about this. Whether you choose to or not may depend upon whether you live in the community and/or have children of your own who are friends with these students.
- If you choose to not to 'friend' students, but to allow former students as friends, consider waiting until they are over 18 and graduated out of the school system.
- Be intentional about personal/professional boundaries. For example, avoid posting photos of students or of student work on your personal pages, even without student names.
- Avoid posting negative information about your students, co-workers, or school administrators.
- Update your personal sites on your own time - and especially if you use the sites for any politically-related activity, be sure to also use your own personal computer equipment.

If you have specific questions or concerns about social media use as an educator, contact HEA [President Sue McCabe](#) or WEA UniServ Representative [Elizabeth Beck](#)

Information and News you need to know

January 27, 2017

Is a non-student day for grades 7 -12 (March 10, 2017 is the non-student day for elementary) and is an unpaid non work day. You can choose to work that day but cannot be directed to work.

Deadlines to keep in mind

Requests for **transfers** for 2017-18 are due in Human Resources no later than June 30, 2017.

PG&E Dates

Comprehensive Cycle: 2nd observation after January 1st and before May 1st. Observation documentation must be to the employee within 5 working days after observation. (CBA page 105)

Focused Cycle: First required observation to be completed prior to February 1st. Observation documentation to the employee within 5 working days after observation. (CBA page 112)

It's time to prepare for Tax Season

Did you know that your union dues are tax deductible? They are and if you are preparing for doing this years taxes you can find the tax deduction table [here](#).

Please contact [Stephanie Steel](#) if you have any questions or would like more information.

Know Your Contract Quiz

The TRI contract will be supplemented by a longevity stipend for employees with 20 - 24 years experience. How much is the stipend?

A) \$500 B) \$1000 C) \$1500

Please email your answers to Stephanie Steel - highlineeasst@washingtonea.org, and everyone with the correct answer will be entered into a drawing for a \$10 coffee card.

We did not receive any complete answers to the three part question in the December edition. We will use that question again in a later edition.

Calendar of Events

January 9	HEA Rep Council Meeting - ERAC Boardroom 4:15 pm
January 9 - 13	WEA\NEA Voting in Buildings - Ballots must be hand delivered to the HEA office by 5:30 pm on the 13th
January 16	Student Bill of Rights Rally Olympia, WA
January 19	Student and Family Support Day Times will vary by school—check with your building representative.
January 24	HEA Exec Board Meeting HEA Office (All Day)
January 26	HEA Rep Council Training - Shared Conference Room (635 Andover Park West) 4 pm to 7 pm



HEA OFFICERS AND EXECUTIVE BOARD MEMBERS

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