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Stafford Education Association presents

December 2022



A monthly newsletter for members

Dear Members,

It's December! We know Thanksgiving was a teaser, but there are just a few short (and busy) weeks to get through before winter break. Then snow days and spring breezes will help us glide through 2nd semester.

Member Priorities Survey Results are in! We had a 41% response rate, which is pretty stellar. Two issues tied for highest priority: Continued efforts to remove from, rather than add to, educators' plates AND continued compression and upward adjustment of the teacher salary scale. Most issues presented in the survey were considered very important by a majority of members. Our biggest takeaway: nearly every top concern could be addressed with a collective bargaining process. Want to see what a negotiated contract looks like? Check out this one for educators in Calvert, Maryland. It's 56 pages longer than ours, and you won't find the phrase "other duties as assigned" anywhere. Look back to our November issue to learn more about collective bargaining and how we can bring contract negotiations to Stafford. The bottom line? **Membership matters.**

Policy 4113 Revisions Defeated!

At the November 8th School Board meeting, we saw what successful union advocacy looks like. The School Board heard our concerns on the proposed Policy 4113 revisions loud and clear, and we are incredibly proud of the educators, students, and community members who raised their voices. Thanks to those efforts, the revisions to Policy 4113 will **not** be moving forward.

Ultimately, we heard board members express their desire to communicate with SEA; this is a big step, and we look forward to a renewed partnership of transparency with the School Board via the SEA Liaison Program.

FYI: Proposed Staffing Standards

These standards will be brought to the School Board on December 13th. Adhering to staffing standards is considered best practice within school divisions, and the lack of funding for such standards (as has been the case) results in overworked and under-supported educators. Please take some time to review the standards, and send any feedback directly to Dr. Taylor and the SEA Executive Board.

DECEMBER ADVOCACY OPPORTUNITIES

- 12/6: SB/BoS Joint CIP meeting, 4p.m (Courthouse)
- 12/7: OZB Committee meeting, 5:30p.m (email Michele for info)
- 12/13: School Board meeting, 6:30p.m (Bandy Complex)
- 12/13: BoS Meeting, 3:00p.m (Courthouse)

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