



2019-2020 School Year

Welcome to Spokane Public Schools!

I'd like to welcome you to Spokane Public Schools on behalf of the over 3,200 members of the Spokane Education Association. Your local union, Spokane Education Association (SEA) offers many benefits to members, including professional development opportunities, advocacy, and member support. As a new hire to Spokane Public Schools, you have the opportunity to become a member.

Because of a strong membership, SEA gives you a voice in helping shape policies that affect our day-to-day work and make sure our working conditions are safe and reasonable and our compensation is fair and equitable. Additionally, SEA offers various support programs as well as professional development for both certificated and classified members. You will also receive ongoing communication about what is happening in our district and activities you can be involved in through SEA - so make sure to include your home email address on the membership enrollment form to receive weekly newsletter INK that includes important updates about what is happening.

One of the roles of your union is to negotiate the collective bargaining agreement (CBA). The CBA is an agreement between Spokane Public Schools and SEA that outlines your rights as an employee. The CBA defines aspects of your job from the hours you work, your sick leave and much more. I encourage you to look through the current CBA ratified in October of 2019 at www.spokanee.org/bargainingagreements.

In our district, nearly all eligible employees choose to be members. If you would like to join SEA, please fill out the attached membership form and return it to Human Resources or directly to SEA via school mail at your building, or enroll online at <https://www.washingtonea.org/eJoin/>.

Again, welcome to Spokane Public Schools! It is a challenging time to begin working in a new district or in your first position in education. The Spokane Education Association is here to support you as you navigate this new educational world. If you have any questions or concerns please don't hesitate to reach out through the contact information below. We look forward to supporting and assisting you in your new role. Thank you!

Sincerely,

Jeremy Shay

President, Spokane Education Association