

Proposed Defined Units Related to WA-WM Education Association Involvement
discussed and revised 9/1/04

Rationale: Recognition of the role involved and informed Association members play in promoting a proactive, collaborative relationship in their buildings through the use of the Communication Model. Uninvolved employees often have the most questions and concerns when it comes to professional rights and responsibilities.

Impact: Association members are agents of change who can work to build trust, collegial support, and promote professionalism through proactive problem-solving as we all work toward the goal of improving student achievement.

0.5 units – Building reps who attend monthly Representative Assembly (RA) meetings, assist their head building rep, and attend/participate in at least one additional Association function. Records of attendance will be maintained by Association leadership; one excused absence will be permitted.

1.0 units – Head building reps who attend monthly RA meetings, attend a joint training session on the Communication Model with their principal, set the agenda for meetings with their principal throughout the school year in order to maintain open channels of communication and address building concerns, and conduct a minimum total of one hour of face-to-face meetings with teaching staff during the school year to discuss communication in the building and related issues. Records of attendance will be maintained by Association leadership; one excused absence will be permitted. Records of meeting times will be maintained by head building reps and submitted to Association leadership at end of year for approval.

1.0 units – Members of the Association Executive Board who attend monthly Executive Board meetings and monthly RA meetings, attend/participate in at least one additional Association function, and maintain a partnership and provide support to one building in the District. Records of attendance will be maintained by Association leadership; two excused absences will be permitted. Documentation of how and when support was provided to one building will be maintained by Executive Board members and submitted to Association leadership at end of year for approval.

0.5 units – Members of the Association who serve on the both the Negotiations Team and the Labor-Management Committee in addition to their responsibilities as building rep or Executive Board member. Records of attendance will be maintained by Association leadership; one excused absence will be permitted.