

Hello SEA Members,

This is a note primarily for our elementary colleagues regarding overload concerns and Curriculum Night. It has been brought to our attention that the district and SEA may currently have different interpretations of our Academic Freedom clause. (Please see the segment of today's President's Report referenced below.)

So, tread lightly on this issue please. Once again, it is not your responsibility to "sell" the current plan for overload, and I certainly hope that you will not be asked to explain it to parents. You may be on the district's dime, so to speak, but they cannot – at least as far as I'm aware - ask you to be untruthful. However, if a parent asks a question at Curriculum Night about overload (because we know the word is out there), your safest bet would be to refer them directly to SEA, rather than express your personal opinion. Contact information is below.

We will keep you updated.

Elizabeth

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Elementary Overload Concerns – We have heard concerns from many of you in the past several days regarding elementary overload. It appears that the district is planning to avoid putting classrooms into overload at all costs, including forming numerous split classes and/or creating one large class per grade level and providing overload support for only that one room. Even if additional certificated support or classified assistance were provided to that one class, it would still leave one teacher with a disproportionately large class for approximately 80% of the time! This is a HUGE departure from the way that

Shoreline has formed classes and addressed overload issues in the past. We join you in your shock and dismay and are actively working to protest this change.

We will provide more information as we continue to investigate, but in the meantime, here is what you should know. We believe this plan is instructionally irresponsible and may be profoundly damaging to instructional teams at our elementary schools. It will also have a serious impact on our members' working conditions. We are protesting the movement of kids into different classes at a time when they have already bonded with their teachers and classmates and are just beginning to get into the swing of a new year. We are also protesting the creation of so many split classes. We are challenging the legitimacy of the district's application of the overload language in Article 32 of our Collective Bargaining Agreement, and we strongly advise members NOT to waive any of their rights to overload compensation or assistance.

Some of you have raised questions about the purpose of your school's Curriculum Night, if it occurs this week, given the proposed changes to class configurations. You are not under any obligation to "sell" this overload plan; it may, in fact, be an opportunity to share with parents, in a professional way, the impact of the District's proposed actions on the classroom and instructional programs. Article 15.1.1 of our CBA under Academic Freedom provides, "Employees shall be guaranteed the right to introduce, present, and discuss controversial material

relevant to course content." We will keep you posted and will certainly be discussing this issue at our SEA Rep Council meeting on Wednesday.