



## **Stay the Course**

### **Frequently Asked Questions**

Wednesday, March 3, the SEA Rep Assembly voted overwhelmingly to encourage all SEA members to “stay the course” and continue with their current job responsibilities as outlined in the current MOU until our Bargaining Team successfully negotiates an agreement with SPS that addresses working conditions and key health and safety concerns for expanded in-person services.

SEA stands together or we fall apart. This is a time for a collective, unified response.

#### **Questions addressed in this FAQ:**

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#### **What does this mean?**

This means that those of us who are teaching remotely will stay remote. Those members currently providing in-person services will continue to do so one-to-one under the terms of our current MOU. Other members who report on-site to complete specific essentialized tasks continue to do so.

We know this will be challenging for us as educators because we want to go above and beyond for our students.

#### **I am ready to return to in-person and the district is directing me to work in-person. What do I do?**

Our strength is our unity. You act in solidarity with your peers and stay the course as requested. Your peers on the bargaining team and your elected building leaders have asked for your

support at a critical moment. Keep in mind that there is not adequate protection under the current MOU for the numbers of staff and students that the district plans to start on March 8. No one is safe if we are not all safe.

We know some of you will struggle with this. You are encouraged to share your concerns with your peers, your ARs and your leadership internally but to avoid breaking ranks in this. You know we need a strong union to bargain strong contracts that meet the needs of our students and ourselves. Now is the time to step up and stand in solidarity for the good of all.

### **When will we stop?**

We stay the course until we reach a new agreement with the district that addresses our health and safety concerns and ratify it.

### **What can I say to families and caregivers? They were informed we were all asynchronous Monday and Tuesday.**

Many of you are receiving questions from parents and caregivers of the students you serve. We recommend you use the following response. In the event you have already responded to a parent, we still recommend that you use the following as an update. If you typically communicate to students and families what your lessons/schedule is, then you have every right to push out a “preview” of your class schedule Monday and Tuesday to your students and families.

*Dear [parent/caregiver],*

*I am as committed to your student's education and health and safety as ever. As an educator, and proud member of SEA, we are continuing to advocate for what's best for all students, including your child.*

*Educators look forward to reaching a common understanding and agreement on how a return to in-person instruction and services will work.*

*This has been a difficult year for everyone in our student community. We will continue to put the health and safety, and education for students, at the forefront of the work.*

*To learn more about educator priorities, click [HERE](#).*

*Sincerely,*

### **Will I be protected in taking this action?**

We have a contract, and we intend to follow it. SEA will take all actions possible to enforce and uphold all provisions for all educators. This is about following the contract specifically and doing no more or no less than it requires, so there is no reason for which the district can take adverse

action. Should the district attempt an adverse action, it is the power of united SEA members that will protect each of you.

Support each other if someone is called into a meeting or pressured inappropriately by administration. Keep ARs and SEA leaders and staff informed of concerns that arise. We will work directly with WEA legal to fight adverse actions, but it's our collective power that will get us where we need to be.

### **If we are already in person and staying the course, what do we do if students show up?**

If we are unified in our response to stay the course Monday and Tuesday, then the District will understand that it is not safe to bring students to the buildings on Thursday. We will follow up with further guidance as the week progresses.

### **How can I help?**

Talk to your coworkers and make sure they are fully participating. Listen to their concerns and take them seriously and then ask that they take the "stay the course" response seriously as well. The goal is to build unity between us and not walls.

### **I need more information about Stay the Course**

More information will be coming out in the next few days. Be on the lookout for emails and other communications. If you have specific questions about your unique situation, you can let us know by emailing [sea@washingtonsea.org](mailto:sea@washingtonsea.org).

### **How do I learn more about Leaves and Accommodations?**

Read the Frequently Asked Questions document linked [here](#) to understand leaves and accommodations.