

# ~TEA Advocate~

## TUMWATER EDUCATION ASSOCIATION

1619 STATE AVENUE NE, OLYMPIA, WA 98506

PHONE: 360-352-5256 ~ FAX: 360-352-7361 ~ TUMWATEREA.ORG

### DEAR COLLEAGUES:

I would like to welcome back all returning Tumwater educators to the 2017-18 school year. And to those coming to Tumwater School District for the first time, first-timers and veterans alike, I hope you've found your first month to be an enjoyable and exciting experience.



As I begin my fourth year as President of the Tumwater Education Association, I'm excited about the work we've done together as an Association and anxious about the coming year that will be marked by change for us all. First, the exciting part: In the past two years and two bargains, we've made some substantial gains in compensation. For almost a decade your TEA bargaining teams had to scratch and claw for an extra day's pay here, a half-day there. That changed two years ago when your bargaining team decided we had to be more aggressive in our approach to bargaining. The result? In 2014-15, TEA members could access 12 self-directed TRI days (for a 1.0 FTE). After the last two bargains, that number has grown to 28 self-directed TRI days. In terms of dollars? In 2014-15 self-directed TRI compensation averaged around \$3,400 per member. With the completion of our last bargain that average has increased to almost \$8,000 per member.

Why are the gains we've made over the past two bargains so important? Well, for obvious reasons....we're all earning more money. However, it will also be important for our next round of negotiations when the TEA (along with all other Associations across the state) will be bargaining our own new salary schedule. As the last legislative session came to an end this summer, legislators chose to eliminate the State Allocation Model (SAM). For decades the SAM was the basic compensation deter-

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miner for certificated educators across the state. Beginning with the 2018-19 school year local associations and districts will bargain their own salary schedules. This being the case, we want our present compensation levels – including TRI pay - to be our starting point when bargaining a new salary schedule thus making the gains over the past several years extremely important moving forward.

This will be a new challenge for your TEA Bargainers. If the last two bargains are any indication, I have no doubt that your team will be up for that challenge.

Tim Voie  
[tvoietea@comcast.net](mailto:tvoietea@comcast.net)

### UNION SOCIAL!

It's time for solidarity! Come join your colleagues from the Tumwater, North Thurston, and Olympia Education Associations for an afternoon of socializing, Thursday, November 2nd from 3-6 pm at the River's Edge Restaurant (4611 Tumwater Valley Dr., Tumwater, WA 98512). The first drink (beer, wine, soda) will be provided by TEA. Appetizers will be provided and door prizes awarded!



Bring a non-perishable food item for the local food bank! For a list of needed items, please see the TEA website ([www.tumwaterrea.org](http://www.tumwaterrea.org)).

### TEA PRESIDENT'S SCHEDULE

My work schedule will be as follows: I will be at Secondary Options from 7:30 to 11:00 and at the TEA Office (360-352-5256) from 11:30 to 4:30 daily. I can also be reached on my cell phone at 360-269-0486 or via e-mail at [tvoietea@comcast.net](mailto:tvoietea@comcast.net).

**GREETINGS TO NEW MEMBERS!**

TEA welcomes the following new members to our district:

Black Hills High School

Danielle Bentow  
Nicole Hayes  
Nicholas Mailhot  
David Perreira  
Keith Rhodes

Black Lake Elementary School

Marilyn Sisson  
Krista Maughan  
Tashona Bailey

Bush Middle School

Joanna Brodziak  
Rochelle Rinn  
Kristen Walker

District Office

Ann Wright

East Olympia Elementary School

Shannon Morris

Littlerock Elementary School

Melinda McGill

Michael T. Simmons Elementary School

Danielle Baker  
Mary Beth Mahugh  
Claire Runge

Peter G. Schmidt Elementary School

Angela Cladek  
Catherine Killough  
Katie Odegaard  
Meghan Palmer

Tumwater High School

William Beattie  
Jill Giudice  
Adam Hawks  
Justin Koehn  
J.R. Oakes  
Jane Runge

Tumwater Hill Elementary School

Katie Campbell  
Megan Decker  
Kathleen Oldfield  
Jacqueline Wilder

Tumwater Middle School

Alison Smith

**BUILDING REPRESENTATIVES**

TEA policy provides for one Building Representative for every 10 members or major fraction thereof at each site with a minimum of one building Representative per site. Thus, your site could have from one to six Building Representatives depending on the size of your site.

Building Representatives receive training and a stipend. It is important that your members are represented and that their voice is heard at council meetings where decisions are made that affect you.

**NEA REP ASSEMBLY FOR THE FIRST TIME**

*By Justin McKaughan*

It's been 12 years that I've been a member of the Washington Education Association and I got the opportunity to serve our local members as a delegate for the TEA. This experience, alongside 8000 NEA members from the US and DOD schools, opened my mind to what we can do as educators to build our local, state, and national union to protect the American institution of public education and fight for our public school and the students we educate in the classrooms across this great nation.

Prior to coming to my first NEA Representative Assembly, I knew little about the NEA. My intentions for being a delegate were to learn more about what happens at the national level and how we can educate our members about local, state, and national issues that impact students, families, and educators. I spent an entire week in Boston discussing issues and learning about new business

items that were open to debate on the floor of the convention center. The days started at 7am and ended around 6pm.



On a national level, there were common themes around protecting our students from policies that hurt students and families, the increase of charters and privatization of schools, and corporate forces influencing how schools get money. The NEA uses parliamentary rules and this gives members a voice as a delegate. We got to hear both sides of the issues debated by NEA brothers and sisters from around the country. People would attempt to suspend the rules and a 2/3rd majority was necessary to do this. Members were passionate and civility ruled the floor as we were able to agree to disagree while leaning into conversations to learn more about how members come to their truth on issues. I learned about the process of bringing a new business item to be debated and moved as an item that our national organization will address and put funding towards seeing the business item addressed and implemented.

I learned a lot of new things in Boston at the NEA Representative Assembly. I discovered that California has 1000 out of the 8000 delegates on the floor. The Washington Education Association is well organized, modeled respectful behavior on the floor of the assembly, they speak out for social justice, and show determination. The Executive Director of the NEA, John Stocks, is an Evergreen alumni. The Twitter hashtag #NEARA17 has lots of great information about the rep assembly. The NEA updated their charter school policy to address the changes that have occurred since the NEA last touched on this about 15 years ago. The NEA will combat institutionalized racism. The NEA wants active members and they want us to engage with the issues to work to save public education from a private, corporate take over with unqualified teachers. I got to hear about state issues each morning at our state assembly. Shawn, our government relations staff member for the WEA, gave us up-to-date information regarding the legislative fix for education funding. It was cool to learn that our collective bargaining rights are not going to vanish

in Washington State and that our state association is working around the clock to find ways to keep our interest in the forefront when working with our legislative members.

I'd love to learn more and would be honored to be a delegate for the WEA RA and the NEA RA in 2018. It's hard work but worth it to be on the front lines to democratically promote policy that provides the best public education for our students and better working conditions for our educators.



## WEA CHILDREN'S FUND

Do you know a child whose family can't afford to buy a warm coat, a new pair of boots, or basic school supplies? The WEA Children's Fund can help. The goal of the WEA Children's Fund is to help meet the modest and immediate needs of students encountered by WEA members in their daily workplaces. Physical, social and emotional needs of students should not stand in the way of success within the school setting. Access the Children's Fund online for pre-approval of a purchase of up to \$75. Many TEA members have taken advantage of this important membership benefit to help a child in need. Please contact the TEA office if you know of a child in need. Accessing funds is an easy process, and as winter approaches, we all know at least one child who could benefit from this wonderful program.

## PEER SUPPORT PROGRAM

Do you want to improve your professional practices or expand your current content knowledge?

Would you like to receive help and advice from a fellow practitioner on classroom management, special education issues, time management or organizational skills?

Would you like to improve your skills in an area in which you have experienced difficulty?

If so, try WEA Chinook's Peer Support Program.

- Request an application from WEA Chinook or the TEA office.

- A PEER SUPPORT PROGRAM committee member will interview the applicant to select an appropriate mentor match.
- The applicant and mentor will determine how to best proceed based on the applicant's identified needs. Periodic updates will be provided to the committee throughout the process.
- All assistance is provided with competence, concern, and confidentiality.

Whether a colleague has suggested you look into the Peer Support Program or you have decided on your own to participate, all it takes is a phone call to get started.

A great opportunity to secure professional success is here for all WEA Chinook members. Give WEA Chinook a call at 360-943-1776 or drop by their office. You can also call the TEA office at 360-352-5256. PEER SUPPORT. Just another example of how your UNION is working for YOU.



**TEA LOGO NEEDED**

Hey all you 'artsy' folks out there. We're looking

for someone to come up with a TEA logo that can go on shirts, letterheads, business cards, etc.... It would be great if one of our members could come up with a cool design, so why not have a contest? If you have any ideas and could come up with a proof and submit it Tim Voie at [tvoietea@comcast.net](mailto:tvoietea@comcast.net) by Oct. 31, I'll have the TEA Executive Committee choose a winner. The designer of the winning logo will get a \$50 gift card to the restaurant of your choice.

Get those creative juices flowing, and we look for-

ward to seeing your designs.

**MISSING YOUR WEA CALENDAR?**

In order to save on costs, WEA decided that pocket calendars would not be sent to members this year. We were able to get a limited supply to give to members who want one. If you would like to have a 2017-18 WEA pocket calendar, please contact Miranda Robinson at the TEA office (360-352-5256 or [oeantea@comcast.net](mailto:oeantea@comcast.net)).



**HAS YOUR INFORMATION CHANGED?**

Please report any changes to your personal information (mailing address, phone number, email address, etc.) to the Washington Education Association using one of the following methods:

- The form and postage-paid envelope in the Membership Card packet.
- An email message to [member.records@washingtonea.org](mailto:member.records@washingtonea.org).
- Go to [www.washingtonea.org/member](http://www.washingtonea.org/member).

Please also notify the TEA Office of any changes via email to [oeantea@comcast.net](mailto:oeantea@comcast.net).

**TEA REPRESENTATIVE COUNCIL**

Mark your calendars now for the Representative Council Meetings to be held this year. All meetings will be held from 4:15 to 5:45 at WEA Chinook. All TEA members are welcome to attend:

October 25	November 15
December 13	January 24
February 28	March 28
April 25	May 23

**TEA EXECUTIVE BOARD 2017-18**

PRESIDENT: TIM VOIE, SEC. OPTIONS      VICE PRESIDENT: RHONDA CRAWFORD, EOE  
 SECRETARY: LORI TIBBETTS, BMS      TREASURER: KATIE GATES, PGS  
 ADVOCATE: PAGE VOIE, MTS

MEMBERS AT LARGE: SARAH KLEIN, KATHLEEN ALVIAR, KRIS KRAMER

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