



## Bargaining News

June 15, 2009

### SEA Team Responds to District Proposals

There were two negotiation sessions last week between the SEA and the District. On Tuesday, the SEA team gave responses to the District proposals and on Wednesday, the District shared a cost analysis of our requested proposals. All of the District's proposals can be found on their website. Our latest proposals can be found on our website. Below are the current SEA responses to a number of the District's proposals and some reasons for the response:

#### **District's Merit Pay Proposal: Rejected by SEA**

- Divisive
- Encourages competition as opposed to collaboration
- No research that shows it works
- Subjective evaluations
- More pressure, less resources
- More pressure, higher class sizes
- Teachers do not get to select who is in their classroom
- We teach students, we are not on an assembly line or selling a product

#### **Staffing Flexibility (District wants ability to place staff and give principals' authority to move staff out of schools): Rejected by SEA**

- Proposal blames teachers for low performing schools
- What qualifies as the "most effective teacher"?
- No stability for employees or students
- District wants to reward teachers to attract them to low performing schools with the following ideas:
  - Extra prep time
  - Additional staffing
  - Mentoring opportunities
  - Additional paid professional development
  - Assist staff with obtaining special endorsements or a master's degree
- We asked why the District isn't concerned about low performing schools now by offering these things to current employees if they think they will make a difference.



Marguerite Jones, Parapro President and Negotiating Team member.

### SEA Negotiations Team

**Glenn Bafia,**  
*SEA Executive Director  
& Chief Bargainer*  
**Brian Lindquist,**  
*SEA Vice President*  
**Verleeta Wooten,**  
*High School Teacher*  
**Debra Tarpley,**  
*Middle School Teacher*  
**Ron Knight,**  
*Elementary School Teacher*  
**Marguerite Jones,**  
*Parapro President*  
**Debbie Passi,**  
*SAEOP President*  
**John Dunn,**  
*Substitute President*  
**Lynne Oliphant,**  
*School Nurse representing  
Education Staff Associates*  
**Phyllis Campano,**  
*Special Education Dept.*  
**Frances Zavala,**  
*English Language Learners*

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## SEA responds - continued . . .

**Principal authority over budget re: Building Leadership Team:** Waiting for SPS Counterproposal

### **Evaluation: SEA Submitted a Counterproposal**

SEA has asked for specific safeguards to be placed back into the system in response to District's proposal.

### **Mid-Year Transfers: SEA Asked for Data**

SEA has asked for data that includes the number of mid-year transfers that have occurred over the last three years and the number of internal staff who have been hired into those positions.

### **No consideration of internal candidates in Site-Based Hiring: Rejected by SEA**

We believe SPS should interview internal candidates as well as outside candidates. District is concerned internal candidates are not as good as external.

Schools already have safeguards about who they can hire.

### **Financial Package: Rejected by SEA**

Their package was "take it or leave it"; we left it. (We said no to a 0% pay increase; District-directed TRI day to replace lost LID day; removal of extra time for SAEOPs and other takeaways.)

The SEA team will not be bargaining during the last week of school. Our next sessions will be on June 23 and 24. SEA will not be bargaining with the District in July, although our team will be working on proposals during that time.

## SPS Negotiations Team

**Ricardo Cruz,**  
*Chief Spokesperson and  
Labor Relations Director*  
**Misa Garmoe,**  
**Gloria Morris,**  
*Labor Relations Managers*  
**Scott Whitbeck,**  
*Instructional Director*  
**Eva Edwards,**  
**Sue Means,**  
**Demetrice Lewis,**  
*HR Analysts*  
**Phil Brockman,**  
**Awnie Thompson,**  
*Principals*  
**Linda Sebring,**  
*Budget Manager*

### **SPS will post all contract language proposals to the internet.**

The District is posting all contract language proposals on their website.

<http://www.seattleschools.org/area/laborrelations/proposals.xml>

SEA proposals are posted on the SEA website at [www.seattlewea.org](http://www.seattlewea.org)

## Let's talk about negotiations!

**Call us during the summer.**

**Let's get together and talk about negotiations. Our phone number is 206.283.8443:**

**Maggie Crain at ext. 104 or email [MCrain@washingtonea.org](mailto:MCrain@washingtonea.org)**

**Sapina Pele at ext. 103 or email [SPele@washingtonea.org](mailto:SPele@washingtonea.org);**

**Alan Sutliff at ext. 101 or email [ASutliff@washingtonea.org](mailto:ASutliff@washingtonea.org);**

**Doug Petro at ext. 113 or email [DPetro@washingtonea.org](mailto:DPetro@washingtonea.org)**