

Unity

Visit us online at www.seattlewea.org

Looking Forward; Moving Ahead Organizing for 2013

By SEA President Olga Addae

The first student day arrived swiftly after the September 2 General Membership meeting in which 1,573 SEA members attended. The bargaining team, headed by SEA Executive Director, Glenn Bafia, was able to keep negotiations alive with creative counter proposals to the District's SERVE proposal. It was not until September 1 at 1:45 p.m. that there was a tentative agreement that both the SEA and the District could agree to. Many SEA members felt rushed from the time the TA was put on-line to when we had to vote the next day. It was not the clear 48 hours ahead that SEA leadership hopes to have, nonetheless, the TA for all bargaining units was a monumental achievement and each and every one of the bargainers must be commended for their hard work and dedication on your behalf.

Even though it may have seemed rushed, it is important to look at the history of ratification meetings in the past. What is important to remember is this: for the last two years, for the first time in SEA history, SEA leadership presented not only highlights of the changes but actual contract language changes were also given to the General Membership. In years past, just the highlights were presented and not until the general membership meeting itself. Due to problems of low membership turnout to the 2004 contract ratification and because the highlights missed key points that were in the CBA, the SEA made changes to its Bylaws and standing rules. Those changes included posting language changes to the contract 48 hours in advance of the general membership meeting, if possible; increasing the quorum from 5% to 20% of total membership; and instead of 40% of the sites, 60% of the sites needed to be represented. Also a separate ratification quorum for each bargaining unit was added.

These were positive changes, but each creates its own set of complications. One is getting the tentative agreement and actual contract language out to our members no later than 48 hours before the General Membership meeting. What happens if you don't meet quorum? Should we do electronic voting for ratification instead? SEA leadership is committed to looking at these issues, while at the same time preserving and strengthening our support for the bargaining team.

Para's & SAEOP's Ratify Agreements

On Thursday, September 16, 410 SEA classified members voted to approve their collective bargaining agreements for 2010 - 2013. Franklin High School auditorium was packed. Members listened and read changes to their contract which included:

- 1% increase in pay in 2011-2012 and 1% increase in 2012-2013. (classified substitutes included) Step increases for 2010-2011 are intact.
- Other job titles held within job groups will be considered during layoffs.
- Flexibility in timing to utilize the professional development days.

SAEOPs also got the ability to use 3 days of their professional development time for overtime and payment for professional certificates will rise from \$30 per certificate per month this year to \$35 in 2011-2012 and to \$40 per certificate in 2012-2013.

Paraprofessionals now have access to district professional development courses that are related to SPS curriculum and sessions will be offered specifically for them.

Further [highlights](#) for these agreements are available at www.seattlewea.org.

The controversy at the meeting was the decreased level of ELL Instructional Assistant staffing. Staffing ratios for Certificated Teachers and Paraprofessionals are part of the cert contract and were ratified on Sept. 2. The SEA leadership agreed that fewer Paraprofessionals working with students and families diminish the chance for students to get a quality education. All present vowed to take on this issue going forward.

Looking Forward (Continued from p.1)

That being said, we have much to do to prepare to bargain for 2013. We have no time to waste. We know the district had SERVE, changes to our seniority, and changes to our current salary structure on the table. We need to have conversations about these issues with each other starting today. We all need to continue to meet with leaders in the community and be an active part of our communities as the district does not seem to want to stop its all out assault on our Paraprofessional and SAEOP units. Do you think the Family Support Program should be eliminated? Most elementary school teachers I

know would say absolutely not! Wraparound services for our students and families will help close the achievement gap and raise student academic achievement. We must constantly be listening to our divergent views, but willing to come to a common understanding of what is in the best interest for the common good and for all of our units.

Jonathan and I look forward to upcoming two years of organizing our membership as Seattle has become the beacon of what is possible in bargaining. Thank you for the support you have given us, and all you do on behalf of students and families.

Calendar Clarifications

This year the Legislature did not fund the 1 remaining Learning Improvement Day (LID), so the work year for certificated staff is 180 days, not 181.

Certificated staff had already worked the September 2nd LID Day prior to the ratification of the tentative agreement, so they have the option of substituting the last work day, June 22nd or 8 hours of Building Directed TRI hours for September 2nd. The decision will be made using the building/program decision making process. For more information on this, [click here](#).

Colleagues Request for Sick Leave Donations

Rosa Tavai, Secretary at Aki Kurose, is requesting sick leave donations while she recovers from heart surgery.

Lisa Hara, Paraprofessional at Sealth, suffered a severe stroke in July and is currently undergoing rehabilitation at a skilled nursing facility and is in need of sick leave donations.

All donations are greatly appreciated. If you can help, see your school secretary for a Sick Leave Donation Form or call Roxana Melville, 206. 252.0293 or email remeville@seattleschools.org.

Ferndale Educators Strike

The test of fortitude began on Labor Day Monday when Ferndale Education Association (FEA) members walked and chanted in the rain, in front of the District Office.

The next day, it wasn't evident upon arrival to the general membership meeting that FEA members would vote overwhelmingly to go on strike for a fair contract. It was helpful that the members shared some history of the school community, personal stories of their passions to teach, love for students and families, and how they were hurt by the district too many times in the past. They no longer wanted to be victims of a district dictatorship. In the end, they voted 90% strong to strike.

The strike effort lasted from Tuesday thru Friday. Members showed up in full force every day. Finally at about 1:30 a.m. Saturday morning, a tentative agreement was finalized, and the membership ratified it on September 11th. Their victory can be attributed to FEA Member Leaders' ability to unite membership with parent and community support. Also, secondary teachers stood up for elementary teachers' planning time.

Some of the gains achieved by Ferndale teachers were:

- An additional 30 minutes of planning time for elementary teachers
- Cost saving Healthcare choices
- Association Grievance Rights

It was amazing to witness association members realizing their power in numbers, equalizing it, and becoming change-agents for their association's progress. Ferndale will never be the same!

Know What Affects Your Contract

Flexible Scheduling

All SEA represented employees may now work with their principal/supervisor to schedule flexible hours to accommodate family and/or personal needs so long as: 1) there is no impact to the student day, instructional time, or program services; 2) the employee arrives at least ten (10) minutes prior to the start of the student day (in school buildings); and 3) there are no additional costs for the building or for SPS.

Staff Meetings

The language in past collective bargaining agreements has been that participation in faculty, instructional council, departmental, team/grade level, safety, and technology meetings, will not exceed one hour outside the defined workday unless mutually agreed upon by the participants. It also said that building scheduled faculty meetings (except emergencies) shall not exceed one per week. This language is still in the contract but we have strengthened it.

We have bargained that no more than two of the meetings per month that fall outside the contractual day may be used primarily for business and professional development. Other meetings will be used for teacher-directed collaboration time or for Professional Learning Communities.

Elementary Class Size is Defined

Elementary class size will be defined by the third year of the collective bargaining agreement (2012-2013). Currently the contract states that K-3 classrooms should have twenty-six students and that fourth and fifth grade classrooms should have twenty-eight students. Past contracts, however, have allowed the district to add two more students to K-3 before any kind of overload support would occur and four more students to classrooms in grades 4 or 5. During the current school year, the numbers are still the same for K-3 but grades 4 and 5 will get extra support when overloaded by three students instead of four. In 2011-2012, teachers of all elementary grades (K-5) will get support when two additional students are added above the 26 and 28 limits. The start of the school year in 2012 will bring true class size limits. Beginning the final year of the contract (2012-2013), teachers in grades K-5 will receive overload support any time the class size is over 26 or 28.



TRI, Professional Development and Early Release Days

Decision making is by consensus or a minimum 2/3rds vote, in the absence of that the building/program decision making matrix will be used to resolve the matter.

	TRI	Professional Development Waiver	Early Release
Dates and hours	District TRI - 1 day/8 hours (August 31) Building TRI - 4 days/32 hours * (September 1st and September 7 th AND 16 hours to be determined)	October 8 March 18 June 22 *	September 28 October 27 February 2 March 2 May 18
Activity/purpose	<u>District TRI:</u> 1 day professional development <u>Building TRI (16 hours):</u> Provide time for professional development and to collaborate with each other on topics or activities designed by staff to support their C-SIP, SPS Strategic Plan, to improve student learning and academic achievement , to decrease disproportionality. <u>Bldg Directed Sept. 1st and 7th:</u> <ul style="list-style-type: none"> 1 day building business and classroom set up 1 day professional development, overview data and do school-wide planning 	Professional Development	School-wide staff development or site-based decision making to support C-SIP.
Who decides	<u>District TRI:</u> 1 day - SPS directed, SPS may provide flexibility on the use of all or part of this day. <u>Building Directed:</u> Dates and purpose will be decided by building/program staff.	Building/Program staff	Building/Program Staff

* Substitution for September 2 LID Day, either June 22nd or 8 hours of Building Directed TRI time.

What is SEA membership worth?

SEA represented employees have the option of being a member of SEA/WEA/ NEA and paying dues or being an agency fee payer and paying a fee; the difference is \$1 a month. Agency fee ensures that everyone who benefits from the contract SEA bargains and enforces pays for the costs of that service and others; it is also known as a Fair Share Fee.

SEA members vote on tentative agreements, officer elections, and can represent their building, department or program as an Association Representative.

If you are a member you also receive \$1 million in liability insurance, and reimbursement of criminal attorney fees as a member. If you are not a member you do NOT get the insurance coverage. You CANNOT sign up to be a member after an incident or allegation and be covered by the insurance.

Retiring at the End of This Year?

Certificated staff who are retiring at the end of this school year have the opportunity to earn one more day of pay this year.

The state cut funding for a Learning Improvement Day (LID) during the 2010 legislative session. This cut affects the basic salary schedule for certificated staff by cutting one day of pay. When the bargaining survey went out in the spring, SEA asked, "Would you prefer for the SEA to try and bargain the LID day back or would you rather have one less day of work even if it means having one less day of pay?" The majority of our members preferred having one less day of work. This is what was negotiated.

Many employees think, I will never need insurance like that; hopefully you will not BUT ask the member who:

Was reimbursed over \$10,000 when found innocent of criminal charges, or

- Had a handwriting expert verify a signature of an administrator so they were not terminated from SPS employment, or
- Had an attorney provided for a termination hearing

Was it worth the \$1 a month for the coverage?

Are you a member? SPS paycheck stubs deduction says "Dues" whether you are a member or an agency fee payer not dues or agency fee. Your building's Association Representative can provide you with a membership form and will have a membership list that you can check.

The issue for our members is that when an employee retires, the retirement system averages the highest two years of compensation. Those that would retire this year would be affected by losing the day of pay. Thus, SEA bargained a retirement recoup. An employee can work with their administrator to schedule an extra day of work in exchange for getting an extra day of pay. If an employee is planning on retiring at the end of this school year, they need to notify HR no later than March 1 to qualify for this extra day.

Calendar



Upcoming Association Meetings:

SEA Board meeting: Mon., Oct.4th, 4:30 p.m. at SEA.

To address the body in the Speak Out section, email:

redmond@washingtonea.org.

Rep Assembly: Mon., Oct. 11th, 5pm., at Washington MS.

Parapro Meeting: Tues., Oct. 12th, 5-7 pm., at SEA.

Upcoming Interview Trainings:

Thurs., Sept., 30th, 4-5pm, SEA.

Tues., Oct. 19th, 4-5pm, SEA.

Register by contacting Regina Redmond at 206.283.8443, or email: redmond@washingtonea.org.

SEA Board of Directors 2010/2012

Officers:

SEA President : Olga Addae
(206) 283,8443 ext 107

omaddae@washingtonea.org

SEA VP: Jonathan Knapp
(206) 283,8443 ext 115

jknapp@washingtonea.org

SEA Treasurer: Verleeta Wooten
Garfield H.S. (206) 252,2416

vmwooten@seattleschools.org

High School Cert Reps:

Kimberly Depew, West Seattle
kcdepew@seattleschools.org

Noam Gundle, Ballard
njgundle@seattleschools.org

Roberta Lindeman, Sealh
rmlindeman@seattleschools.org

Middle School Cert Reps:
Roxana Amaral, Denny

rmamaral@seattleschools.org

Dene Napolitan, Aki Kurose
dnapolitan@seattleschools.org

Elementary Cert Reps:

Marianne Bratsanos, B. Hill
mabratsanos@seattleschools.org

Joyce McDonald, Lowell
jomcdonald@seattleschools.org

Donna Shy, Bryant
dlschy@seattleschools.org

Grace Beeler, Van Asselt
glbeeler@seattleschools.org

Centrally dispatched Cert Rep:
Patrick Delaney, OT/PT

pidelaney@seattleschools.org

Multi-Grade Rep:

Jennifer Sughrua, South Shore
sugaroo02@gmail.com

SAEOP Reps:

President: Vivian Belcher, Blaine
vlbelcher@seattleschools.org

VP: Antoinette Felder, Concord

toni50@juno.com;
afelder@seattleschools.org

Parapro Reps:
President: Marguerite Jones, WSH

mbjones@seattleschools.org

VP: Grace Saturnino, Aki Kurose

mjsaturnino@seattleschools.org

Substitute Reps:

President: John Dunn

dunn570@aol.com

VP: Mark Weiss

talker@mindspring.com

WEA Board:

Antoinette Felder, Concord
toni50@juno.com;

afelder@seattleschools.org

Jonathan Knapp, SEA VP

jknapp@washingtonea.org

Joyce McDonald, Lowell

jomcdonald@seattleschools.org

Olga Addae, SEA President

oaddae@washingtonea.org

ESP At- Large & NEA Board:

Marguerite Jones, West Seattle

mbjones@seattleschools.org