

SEA Bargaining Team in Action



Aug. 27 SEA General Membership Meeting

- ❖ **Tuesday, August 27 – General Membership Meeting**
Our next SEA general membership meeting is Aug. 27. Registration starts at 3:30 pm, and the meeting starts at 5 pm at Benaroya Hall. We'll either be voting on a tentative agreement or our next steps.

Link for GMM bus ride: bit.ly/GMMBus

What Happened at the table?

For Aug 23, the SEA Bargaining Team focused on these SEA bargaining priorities:

Competitive and Professional Compensation

Bargaining between SEA and the SPS team began around noon Thursday and lasted until around 10 pm. We still do not have a contract deal. Around 7 pm, the SEA Bargaining Team presented district administrators with our latest compensation and staffing proposal. Our team waited in good faith for three hours, but administrators didn't have anything new to offer. Negotiations then ended for the night.

District administrators have said they will present their compensation proposal Friday morning to leaders of the SEA Bargaining Team. The full SEA Bargaining Team will not meet with district bargainers until the district team has actually presented a proposal. Until Seattle School District budget officials back down from their "sky is falling" budget predictions, and until they decide to invest in what our students need to be successful, it's unlikely there will be a settlement.

SEA Bargaining Team members are preparing to speak at the Aug. 27 general membership meeting. Because of our bylaws, any tentative agreement must be shared with SEA members at least 72 hours before the vote. That means district administrators have until Saturday afternoon to make a legitimate compensation and staffing proposal that SEA members can vote on, along with addressing other priorities, including expending and supporting racial equity teams.

Because there is so much at stake, the SEA Bargaining Team is respectfully requesting that ALL SEA members from all four units attend the Aug. 27 meeting. Your vote will count!

What we shared yesterday remains true:

Seattle Public Schools need to provide competitive professional pay to continue attracting and keeping the caring, qualified and committed teachers and education support professionals our students deserve. The SEA Bargaining Team has told district negotiators our goal is to be in the top three to five of comparable districts, based on beginning, middle and top pay.

Meanwhile, members of the Mukilteo Education Association recently ratified a new three-year deal that raises their maximum pay to more than \$120,000 – and that's following a significant pay raise last year. Vashon Education Association members ratified a new collective bargaining agreement that includes a 13 percent pay raise this year, after negotiating a 10 percent increase in 2018.

The SEA Bargaining Team also remains committed to:

- Increasing support for and expanding racial equity teams in all of Seattle's public schools.
- Increasing nurses, counselors, social workers and family support staff to ensure our most vulnerable students have the support they need to be successful.

A word from the Bargaining Team...



"We are a member-driven organization. We can't wait for the district to drive the change to support our students. We as educators need to drive the change, we can't wait for anybody else to drive the change for us."

Michael Tamayo – SEA VP and co-chair of the SEA Bargaining Team

SEA Bargaining Priorities

- *Professional Compensation and Fair Workloads*
 - *Meeting the Needs of the Whole Student*
 - *Supporting Professional Growth for All Educators*
 - *Centering a Lens of Racial Equity Across all we do (School Board Policy 0030)*
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