

Educators across the state
have been shaken out of
complacency ...

we2.0

Washington Education Association
Volume 56, Number 3 – Summer 2018

Power

The strike has also
awakened us to the
labor struggles of others

We have learned
to use our “outside
voices” to shout
our worth

Unity

Solidarity is more important than ever
in our post-Janus landscape

Money

We came out
strengthened and unified

Strikes in
Washington
state were
about valuing
the education
profession

Spending time
together during
the strike was
the best team
building and
professional
development

Respect

... this engagement will continue

Standing together for professional pay for *all* members

Many of you are experiencing the results of an historic event. Your dedication and perseverance to fight for the constitutional rights of students resulted in the McCleary decision and the court-ordered legislative outcome. This fall we are seeing \$2 billion from the state flow out to districts to pay educators' salaries. The hard work bargaining at the table and in some cases walking the line provided contracts members were proud to ratify.



Ladies in Red: WEA President Kim Mead join Renton Education Support Professionals outside the school district office to urge members to stand together and stay strong for an agreement that includes salary increases and other gains.

Some members. Some are still waiting.

We still have contracts being negotiated. There are some certificated locals still at the table. But, our ESP colleagues are usually left waiting for the certificated contracts to be completed before they even get to a bargaining table. We have locals that are wall-to-wall and negotiations for all groups happen at about the same time. We have other locals that were able to partner and bargain together. All too often, we have our dedicated members that are classified members being told it's not their turn.

The Court and the Legislature did not forget our ESP members. It's up to all of us to make sure that

the districts that we work in don't forget, either. Classified members are challenged by having less members and being spread across a district. To ensure power at the bargaining table needed to create contracts that are proudly ratified means all of us stepping up and providing support.

Please take the time to reach out to the classified members in your district to see what you can do to help support them in their bargaining if they have not yet reached an agreement. Standing shoulder to shoulder with our colleagues provides power. I know this from having the honor of seeing so many coming to support certificated members on strike lines.

Our higher education members are also engaged in new bargaining experiences after a decade-long fight to have the same bargaining rights as the PreK-12 and four-year colleges.

It has taken all of us, standing up for each other and standing together to move public education forward.

**We aren't done yet.
Together, we are the WEA.**

Kim Mead, WEA President



- 4 The power of membership. Thousands of WEA members stood strong for professional pay this summer – and some are still fighting – to win big raises, aimed at keeping the best trained educators in our schools. A few highlights from around the region.
- 6 Ballots are arriving in mailboxes later this month. WEA members can protect the progress and build on our success in Olympia.
- 7 Education Support Professionals across the state stood alongside certificated colleagues this summer. While some are still at the bargaining table, many ESP locals became powerful advocates for their own worth as employees and their demand for fair compensation.

Statements on the cover are snippets from Bethany Rivard, an English teacher at Fort Vancouver High School Center for International Studies in Vancouver. Vancouver teachers were among educators in seven Southwest Washington school districts who were on strike over competitive pay raises.

Historic, life-changing settlements. Six-figure salaries. Professional respect.



It is nearly impossible to define the breadth of what occurred (and what continues to occur) at bargaining tables in some 295 school districts across the state. There are so many variables making every contract negotiation its own entity. A certainty is one would be hard pressed to find a WEA member who did not receive a raise for the 2018-19 school year. We can celebrate substantial gains. We can share a miniscule number of highlights. We can say that, as of this printing, there are many Education Support Professionals (ESP) contracts still open, and WEA Research experts are still sorting through all the gains made at each individual table which means we do not have a full picture.

With more than two dozen locals authorizing strikes and 15 locals out on strike, it was abundantly clear that community awareness was heightened. In addition to parents, students, local businesses and other community members, educators across the state gleaned support from firefighters, health care workers, boilermakers, longshore workers, electricians and Teamsters. This season's interactions – from locals receiving substantial gains at the outset to locals continuing to bargain to locals authorizing strikes – fed a momentum and allowed negotiators to use strategies that helped raise the bar across every region of the state.

And just as we encourage members to share their own stories when having one-on-one conversations about the value of membership, everyone who participated – whether baking cookies to bring to negotiators, packing a school board meeting to show solidarity, attending a rally, spending Labor Day “camped out” across the street from a district building, walking several miles each day of a strike or defying a court order to head back into classrooms – everyone has a story to share.

While we can't pay justice to the thousands of stories, the millions of dollars bargained for salaries or the life-

changing gain made for many members, we can share a fraction of the action that gained traction and brought great satisfaction.

- A beginning teacher who begins her work in Edmonds, this year, will have a starting salary of \$62,688 while the most veteran teachers in Everett and Shoreline will top off at just over \$120,000.

- Thirty miles west of Olympia, Elma ESP members and Elma Office Professionals received average salary increases of right around 18 percent for the upcoming year.

- Also, on the Olympic Peninsula, the highest percentage gain for total pay in the state for a starting educator was 45.1 percent in North Beach, just west of Aberdeen, and the highest percentage gain for total pay for a veteran educator was 28.5 percent in North Kitsap. It will take just 12 years for a new educator to reach the top of his salary schedule in North River. The same goes for

Mossyrock, a small town nestled along Highway 12 in Lewis County.

- Tacoma office professionals are receiving a 19 percent increase this year.
- East of the mountains, Spokane Nutrition Services workers are receiving a 27-percent raise while before- and after-school childcare workers there are seeing a 21.7 percent in their pay checks. West Valley Secretaries will see an 18.7 percent jump in their salary.
- Districts are paying the full cost of Washington Paid Medical Leave for members in Winlock EA (just south of Chehalis) Elma ESP, Elma Office Professionals, Rochester ESP and Mukilteo EA.

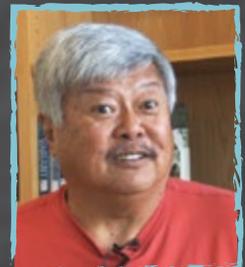
“I think the strongest thing that our union has is our voice. And it's been amazing. I think, especially with everything that's been happening in legislation and with McCleary, because we had a voice, and because we support our teachers and because they teach us and they support us, we are able to be successful. And we were successful. We won. And they can't take that away from us. And that's empowering.”

Anna Tidwell
Elementary Teacher
Everett EA



“And as much as we're taking a stand for ourselves and our profession, our strike is really all about making sure our students have what they need to be successful — and that includes quality teachers, counselors, librarians, therapists and the other educators who work in our public schools. We deserve and need competitive pay.”

Bill Beville
Evergreen EA
President



“A lot of people are going to have a significant increase and it's going to have a significant impact on their lives.”

David Tsao
Bus Driver/Trainer
Bainbridge Island
ESPA

The state sent \$2 billion to districts across Washington to raise salaries this year. Through hard bargaining, locals and districts across the state — large and small, urban and rural, in towns liberal and conservative — recognized the historic chance every district has been given to offer educators a professional wage. Some are still at the bargaining table, and some have not submitted their collective bargaining agreement for verification. *We2.0* highlights some of the gains to date.

For more settlements, visit www.WashingtonEA.org/map



*IPD = *Implicit Price Deflator*

Everett EA
Total pay at master's maximum: \$120,776

2

La Conner EA
29.1% increase in total pay at master's in year 11

1

Edmonds EA
Starting teachers will earn \$62,688; 18.3% average increase in total pay in 2018-19 (range: 9.3%-29.5%)

3

Shoreline EA
Teachers at the top end of the schedule (master's maximum) will earn \$120,234 in 2018-19; 24.2% average increase in total pay in 2018-19; IPD* in 2019-20 and 2020-21

4

Shoreline ESPA
Members now get 19.7% salary increase in 2018-19



Bainbridge Island EA
Members will receive a 21.2% average increase in total pay in 2018-19

5

Bainbridge Island ESPA
Members receive an 18.2% increase in 2018-19



North Mason EA
24.5% average increase in total pay in 2018-19

6

Tacoma Office Professionals
19% increase in 2018-19

7

Bremerton EA
20.9% average increase in total pay in 2018-19, 2.9% in 2019-20

8

Central Kitsap ESP
Members receive a 19% increase in 2018-19; 1% or IPD* (whichever greater) in 2019-20; IPD* in 2020-21

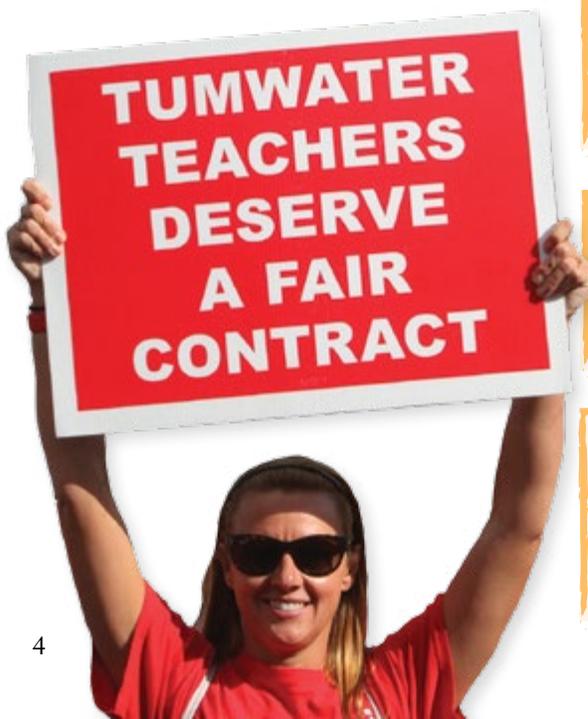
9

Centralia EA
Members will get a 24.3% average increase in total pay in 2018-19; members with a master's at the top end of the scale will see an increase of 25.7% in total pay

13

Washougal EA
20.3% average increase in total pay in 2018-19

14



Federal Way EA (Classified)

Average 16.9% increase in 2018-19; seven years to get to the top on salary schedule

Vashon ESP

16% increase in 2018-19; 4% in 2019-20

Bridgeport EA

Members will receive a 21.1% increase in total pay in 2018-19.

Mead EA

Members will receive an 18.4% average increase in total pay this year, those with a master's and 11 years will see a 23.2% increase in total pay

Wellpinit EA

22.2% average increase in total pay in 2018-19; 1.9% in 2019-20

Spokane Nutrition Services

Members gain a 27% increase in 2018-19

Pullman Secretaries

Members will see a 17.6% increase in 2018-19; 2% or IPD* (whichever higher) in 2019-20 and 2020-21

Clarkston EA

18.9% average increase in total pay in 2018-19

Royal EA

18.3% average increase in total pay in 2018-19; 3% or IPD* (whichever greater) in 2019-20 and 2020-21

West Valley (Yakima) Secretaries

18.7% increase in 2018-19

Wahluke EA

Every member will receive a 20.3% increase in total pay in 2018-19; 2.5% or IPD* (whichever higher) in 2019-20 and 2020-21

North Beach EA

Beginning teachers see a 45.1% increase in total pay

North River EA

34% average increase in total pay in 2018-19, members with master's and 11 years gain a 40.8% increase in total pay; it will take members 12 years to get to the top of salary schedule

Elma ESP

Members get a flat \$3.35 per hour increase (average 18.6% increase), 5% in 2019-20

Elma Office Professionals

Members will get an 18% increase in 2018-19, 4% and IPD* in 2019-20





Election 2018: Protect the progress and build on our success in Olympia

A year ago, nearly 600 WEA members doorbelled for Manka Dhingra in the 45th Legislative District on King County's Eastside.

With that strong support from union educators, Dhingra won her special election and returned control of the Washington Senate to a pro-union, pro-student majority. That made a huge difference in the 2018 legislative session earlier this year.

Lawmakers, including Dhingra, passed a supplemental budget that included an additional \$1 billion for educator salaries — the final step necessary to comply with the state Supreme Court's McCleary order.

And after 10 years of lobbying by WEA members, the Legislature finally approved equal bargaining rights for community and technical college faculty members. Both votes were major victories for union members and public education.

Now WEA members have a chance to protect the progress and build on our success by electing an even stronger pro-student, pro-union majority in the Washington Legislature.

WEA-PAC, WEA's political action committee, has endorsed nearly 100 candidates for the state Legislature, state Supreme Court and other offices, and NEA has recommended 10 pro-education candidates for Congress. The election is Nov. 6, and ballots will arrive soon.

Key legislative races include electing state House candidates Lisa Callan and Bill Ramos in the Issaquah/Tahoma area.

"Electing WEA-PAC-recommended candidates like Lisa Callan and Bill Ramos is crucial. We need them in the Legislature," said Gary Arthur, a veteran teacher and president of the Issaquah Education Association. "Their opponents have repeatedly voted against the best interests of our students and our public schools. Together, WEA members can help strengthen the pro-student, pro-union majority in Olympia this election."

WEA members also will be doorbelling for pro-public education incumbent House Rep. Christina Kilduff in Lakewood/University Place near Tacoma, along with Mari Leavitt, who is challenging an incumbent anti-union House member in that district.



WEA members from Seattle, Northshore, Lake Washington, Tahoma, Snoqualmie Valley, Bellevue, Mercer Island and Issaquah locals met earlier this month to doorbell for Bill Ramos and Lisa Callan in the 5th LD.

Based on favorable primary election results, two Senate races became priorities. WEA members are supporting Emily Randall for an open Senate seat in the Gig Harbor/Bremerton area, along with Pinky Vargas, who is challenging a state senator near Bellingham.

"I encourage all WEA members to be great role models and vote in the upcoming election," said Kim Mead, WEA president.

The WEA Board of Directors recommends a **YES vote on I-940 and I-1639.**

For Congress, NEA has endorsed:

U.S. House District 1
Suzan DelBene

U.S. House District 2: **Rick Larsen**

U.S. House District 3: **Carolyn Long**

U.S. House District 5: **Lisa Brown**

U.S. House District 6: **Derek Kilmer**

U.S. House District 7: **Pramila Jayapal**

U.S. House District 8: **Dr. Kim Schrier**

U.S. House District 9: **Adam Smith**

U.S. House District 10: **Denny Heck**

U.S. Senate:
Maria Cantwell

Visit washingtonea.org/ourvoice/2018-election-recommendations/# for a complete list of WEA-PAC recommended candidates and your own personal voter guide just for WEA members.

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Substantial gains made for classified members around the state

Teachers and other certificated educators weren't the only ones making big strides in bargaining this year.

As examples, Bainbridge Island ESPA won an 18.2 percent wage hike this year, with top pay reaching \$51.91 an hour. Wages for Elma ESP jumped \$3.35 an hour, a gain of 11.6 percent to 29.1 percent depending on the previous pay schedule. Salaries increased for Mercer Island CPEA by 16.2 percent; for North River ESP, 15; Omak Secretaries, 12.5; Shoreline ESPA, 19.7 with top pay of \$41.44 per hour; Spokane Educational Support Specialists' top pay hit \$44.63 an hour, with 10 percent raises for techs, 14.5 percent for laborers, 12.8 percent for paraeducators; and, in Tacoma, Office Professionals saw a 19 percent jump, while Professional-Technical employees won 14 percent and a top wage of \$62.22 an hour.

In many locals, those gains were perhaps even more challenging than for certificated staff, since administrators too often treat support employees as an afterthought.

In WEA's Soundview UniServ Council, near Tacoma, ESP members make up 43 percent of the council's membership. To make gains there, leaders recognized they would have to change the minds of not just the administrators in Clover Park, Steilacoom and University Place districts, but among our own members as well. Each of the locals turned to good old-fashioned union organizing to bring change. The result was a textbook example of how hope and hard work can be combined to achieve success.

Soundview's locals began by making workplace conversations the norm, with 10-minute building meetings, and one-on-one conversations between members, building reps and elected leaders. The council shared information on WEA members' success in increasing state funding, how much would be available

in each district, and how little administrators were pledging to spend on wage increases for support staff. The locals and council coordinated multiple events, including training for leaders, after work get-togethers, a Sparks training each June specifically for ESP members, and home visits in July to 90 percent of the council's 1,000+ ESP members.

The successful strategy replaced fear with hope, and helped shift members' mindsets from an attitude of helpful assistants to powerful advocates for their own worth as employees and their demand for fair compensation.

The gatherings included a mix of information on likely attacks by anti-union, anti-school funding groups such as the Freedom Foundation, concepts around unionism as a two-way relationship with members needing the union to thrive, and the union needing the united action of its members to make gains. The districts also participated in organizing, indirectly, with continued reminders that administrators would find time to bargain with teachers, but just couldn't fit support staff into their busy schedules.

Soundview's locals responded by escalating, including informational pickets attended by hundreds of members, alliances with supportive power brokers including teachers and other labor unions in the community, school board protests and, eventually, members' calls to their superintendent's direct line to keep up the pressure.



Members of Educational Support Personnel of Clover Park walked the line, made calls, addressed the school board, talked to one another before and after school – all for a settlement that values and respects educators.



Scan with your smartphone to stay connected to WEA.

Governance and Administration

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Q&A: Changes to public school health plans

In the 2017 session, the Legislature passed EHB 2242, creating a School Employees Benefits Board (SEBB) that would administer health care and other benefits to school employees beginning in January 2020.

The first step was for a coalition of labor organizations who represent school employees, to successfully negotiate a tentative agreement with the state of Washington, which occurred last spring and summer. The ratified agreement has been delivered to the Office of Financial Management (OFM).

More work needs to happen before the SEBB becomes reality. OFM must determine if the agreement is financially feasible. If so, it will be included in the Governor's budget in December. The Legislature must then either approve or reject funding for the agreement. If approved in the state budget, the agreement goes into effect for two years beginning July 1, 2019, with SEBB services commencing Jan. 1, 2020.

What if the Legislature doesn't fund the SEBB?

School employees would continue accessing health care through independent organizations and vendors as is the case now.

If approved, will health care costs go up or down? How do costs compare?

We anticipate that costs will go down significantly for the majority of people currently covered by WEA Select. The specific amounts can't be defined here because there is so much variation by plan, district and individual circumstance. Families can expect to see some of the biggest savings, as those plans' costs cannot exceed three times what an individual pays. Most part-time employees would also see lower employee premiums.

How do the plans compare? Are the estimated cost savings because the quality of the plan is lower than what we currently have?

The types of plans offered will be similar to the plans currently available through WEA Select and HMO plans offered through school districts. For purposes of negotiating the TA, Plan 2 and Plan 3 were used as examples.

Funding levels would increase the state allocation toward health care significantly. The exact amount won't be known until the budget is finalized. The current estimate is \$1,174 per month per FTE starting in 2020 — a little over \$300 more per month than today.

WEA members have been fighting a state takeover of our health plan for years? Why is this OK?

Yes, WEA opposed this and related legislation for years, but this passed as part of the overall McCleary compensation bill. In response, we defined clear objectives for bargaining SEBB health care contributions to improve the lives of our members and their families. Cost, quality of the package, and coverage for part-time staff were key objectives we fought for in bargaining and which the TA meets.

