

## NTEA Bargaining Update: July 16, 2018

At 8 am on July 16; before NTEA and NTPS met to continue to negotiate a new Collective Bargaining Agreement (CBA) with the most anticipated component of that CBA – a new salary schedule – we were greeted by a group of more than 20 members. They were there with food, coffee, and words of encouragement. Special shout-out to Amada Lang and Christie Tran for organizing the show of support and creating some very special signs for the Bargaining Team. Also, thanks to Angelia Hüber-Fraré and Andrea Hicklin for reaching out and organizing a similar support presence at the June 29<sup>th</sup> bargaining session. This is a great way to start a day of negotiating and demonstrate solidarity and interest. Thanks, all!



Many of you are wondering why we do not yet have a tentative agreement with the District and I am sure recent news about agreements reached in other districts only intensify your concerns. By my count, something like 15 Education Associations have settled or ratified. Average salary increases have ranged from 5% (Walla Walla EA) to 20.2% (Bainbridge Island EA). It seems that most of the other locals that have successfully completed their bargains have averaged salary increases between 11% - 15%. The overwhelming majority of EAs with open contracts have not yet settled, however. This demonstrates that **negotiating an entirely new salary schedule** with acceptable increases in pay, **is tough work!** Especially given that the Washington Association of School Administrators (WASA is to Superintendents and Principals: as WEA is to Certificated Staff), published a white-paper advising districts to hold firm to an interpretation of state law that would limit salary increases to 3.1%.

WEA researchers, lobbyists, and UniServ staff (all of whom you pay for with your union dues) vigorously dispute the WASA claim and further say that there are exceptions to the 3.1% cited in last spring's legislation that allow for much greater increases in pay.

In addition, the fact that some local associations worked hard and bargained salary increases beyond 3.1% shows the WASA claim is hardly settled law. As of right now, NTEA and NTPS are "far apart" in terms of agreeing to an acceptable level of increased compensation. If we want a salary increase beyond 3.1%, we must remain united, stand firm, and everyone (both the bargaining team and rank-and-file members) must put in some more work.

Right now, the work we need is your help in demonstrating that we are united, committed, and will stand firmly in favor of what we need. So, dear NTEA members, here is a way you may be able to help:

## Dear NTEA Members and families

Please join me for an Ice Cream Tailgate on Tuesday, July 24  
from 5:00pm to 5:50pm.

I'll be located in the Sleater-Kinney Annex parking lot located at  
200 Sleater-Kinney Rd. NE, Lacey

(If it becomes necessary, I'll be located in the NTHS parking lot next to the Annex)

Afterward at 6pm, join me, fellow NTEA members and  
members of our District's OP union, and  
celebrate the  
ribbon cutting ceremony for  
former Superintendent

Raj Manhas

So, wear red – don't have a red NTEA t-shirt? I'll have some for sale and let's  
show that we and our allies are engaged, we care,  
and that we are united!

Hope to see you there. Ray Nelson – NTEA President

RSVP me at [rnelsonntea@comcast.net](mailto:rnelsonntea@comcast.net)

If you can attend, please RSVP me. If you have questions, contact me. Right now, the plan, after ice cream and socializing and answering your questions and concerns, will be to simply match into the Board meeting together and sit and listen and watch. I hope to see you there.

Finally, here is non-exhaustive list of Issues still to discuss with our District. Since most or all of these issues have costs likely associated with them, we have to get through the salary situation first. But, here is the list:

- Workload concerns of counselors
- Workload concerns of psychologists and other ESAs

- Recognition in the CBA of Mental Health Specialists and their workload and other concerns
- Workload concerns of Highly Supported Kindergarten teachers
- Workplace safety and students with extreme behavioral needs
- Equitable resource allocation
- Proper accommodations for breast-feeding mothers

We and the District have agreed to add another bargaining session. In addition to our scheduled August 20<sup>th</sup> session, we've we also be bargaining on August 14<sup>th</sup>. 14 more hours could do the trick!

If you have any questions or concerns, please contact your building representative or a bargaining team member:

Ray Nelson, NTEA chief bargainer (rnelsonntea@comcast.net)

Cheri Kelley

Anna Conner

Bob, Campbell

Jenny Hoffman

Kathy Beach

Jedd Rivera, WEA Chinook