

North Thurston Education Association

BULLETIN

August 1, 2022



This summer has brought heat to the district office — in more ways than one! Your NTEA Bargaining Team was back at the table last week, negotiating a new Collective Bargaining Agreement (CBA) for all of us. We continue to press on urgent issues that are critical to providing our students with the excellent quality education they deserve. Unfortunately, the district is resistant to spend money to reduce workload and continues to exclude stakeholders (both educators and community members) in favor of a top-down approach. In June, members voted to hold a strike authorization vote on August 31 if we had not reached a ratifiable Tentative Agreement by August 29. While we remain hopeful that we can reach an agreement, members must stand ready to show that we are united in investing in the best for our district, because...

WORKING CONDITIONS ARE LEARNING CONDITIONS!

Upcoming Bargaining Dates:

Monday, August 8
Thursday, August 25

The General Membership meeting will be right after the District-directed PD day on August 31. When your final session ends, head to the Koval Center at North Thurston High School to make sure your voice is heard!

Your voice matters!

General Membership Meeting

**Wednesday,
August 31**

Koval Center

BARGAINING UPDATE

The bargaining process is ongoing and input from NTEA members determines the direction of our negotiations from year to year. Our district has seen a trend in recent years of an escalating end-fund balance. WEA analysts have assured us that our district is in good financial standing and can afford to invest in working conditions that will improve the quality of education for all students.

WORKLOAD

We've all felt it - many of us said so in our bargaining survey this year. The slow creep of additional duties and responsibilities must stop. We can't serve all students and help them develop into "future-ready citizens" when the workload is too much for us to keep up with. We hope to see movement on many issues, including:

- Preschool and ELL staffing standards
- Library concerns
- Competitive provisions for ESA staff
- Time and support for Special Education staff
- Secondary Advisory concerns
- Counselor caseload and workload

COMPENSATION

The state has allocated a 5.5% increase for educators. However, food costs have increased 10.1% in the last year, gasoline prices have skyrocketed, and core consumer prices (excluding food and shelter costs) are also beyond the state allocation. NTEA members led the charge to ensure that our district fairly and adequately compensated staff in 2018, leading to gains that left surrounding districts feeling left behind. Those districts are now negotiating increases above 5.5%, closing the gap over the next three years. We need to fight for a strong compensation package in order to retain our stellar staff and recruit the best incoming educators at North Thurston Public Schools. For our students, and our own families, we must ensure that staff are compensated at an attractive and competitive level.

NTEA STANDS UNITED FOR STUDENTS!