



April 27 2018  
Issue 6

# The Valley Voice

## It's Our Money

### Reflections on McCleary and Where We Go from Here

By Keith Swanson

I've struggled since February to write a newsletter about the state's McCleary legislation until now, because it has evolved so many times over the past few months and has only recently been fully interpreted. But it's time.

#### If you want the "short" summary, here it is.

- **State Funding:** After six years of adding \$6 billion dollars to public education, but very little for wage increases, the state is adding \$2 billion additional dollars next year — and has stated clearly that most of it is intended to go to wage increases.
- **Negotiations:** Rather than simply giving us raises, the state is making all 295 districts and associations bargain for it — which is nuts — and will result in wider wage gaps than those that currently exist across the state.
- **Local Money:** There is more new money going to some places (College Place), than others (Walla Walla). But we are bargaining for raises in both districts.
- **Theft:** Some districts across the state want to keep most of the new money for themselves. That is wrong on many levels. (See pages 2-4)
- **SAM:** Since the Salary Allocation Model (SAM) is going away, we also need to bargain a new salary schedule into which the new money will go.
- **Parameters:** In our new salary schedules, base pay must be at least \$40,000 (+ COLA), must increase by at least 10% in five years, and top wages cannot exceed \$90,000 (+ COLA). It's pretty wide open after that.
- **Input:** In order for us to get your input, look for online surveys and at least two general membership meeting dates later in May.
- **Also:**
  - **We are wearing red shirts on Tuesday, May 1, as a sign of solidarity on the day we formally submit our "demand to bargain" notifications in both districts.**
  - We sent a "home email test" to your home email on 4/26/18. If you didn't get it, please update your home email [here](#). There will be updates in the weeks ahead that we cannot send via district email.

"My expectation locally is that we'll have productive negotiations with districts that respect what their teachers have earned."

-Keith Swanson  
(page 6)

#### Events Calendar

##### **Wear Red!**

Tuesday, May 1

##### **WW School Board Meeting**

Tues. May 1 @5:30 p.m.  
Anne Golden Boardroom

##### **WWVEA Exec Board**

Mon. May 14 @ 4 p.m.  
WWVEA Office

##### **Building Rep Council**

Mon. May 21 @ 4 p.m.  
Green Park (Room 213)

##### **CP School Board Meeting**

Tues. May 22 @6 p.m.  
Davis Elem. PD Room

##### **Possible WWVEA General Membership Meeting Dates**

May 17, 23, and 30  
(dates, times, locations TBD)

#### Inside this issue

McCleary Analysis ..... 2-5

Hyperlinks by Topic..... 6

# If You Want the Detailed Narrative, Here It Is

The 2018 legislative session, which concluded on March 8 with legislation signed by the governor on March 28, was a major win for educators and students across the state. We lobbied for – and won —the following:

- **full bargaining rights** for community & technical college faculty (finally!)
- **expanded access to state financial aid** for our DACA students
- **more state grant money** for our aspiring educators
- **the first COLA in a decade** for our Plan 1 retirees; all retirees got a bump in Medicare benefits
- **an additional \$27 million** for special education programs
- **\$1 billion in new money** to be allocated for salaries for administrators, educators, and paraeducators (many of whom are in WEA). And that’s on top of the \$1 billion already in the 2018-19 education budget.

It is this latter item that will occupy most of our attention as we bargain new contracts in Walla Walla and College Place.

## THE GOOD

Both Walla Walla (6.8%) and College Place (14.9%) will see net revenue gains over the next three years. Here is a brief history of why that new money is coming.

The *why* matters. You’ll see why.

- **At the 2004 WEA Rep Assembly**, a decision was made to pursue full funding for public education through the courts. The McCleary family was identified and WEA shepherded them through the legal process that ultimately resulted in the State Supreme Court’s unanimous 2012 ruling that the State was unconstitutionally underfunding education. Your union dues were responsible for making that happen.
- **In 2012**, the Court gave the State until September of 2018 to fully fund education. Many in the Legislature resented the scolding and tried to put it off – particularly the wage aspects of full funding – until they were found to be in contempt of court and fined \$100,000 per day. Despite the minimal wage growth the past few years – which followed six years (2008-2014) of wage freezes – an additional \$6 billion was added to public education funding between 2012 and 2017.
- **In 2016**, your WEA-PAC dollars were used to support the campaigns of pro-education, pro-McCleary justices whose opponents were funded by millions of private dollars from anti-school donors. We won and kept a unanimous majority of school-funding supporters on the Court.
- **On June 30 of 2017**, the Legislature cobbled together a mess of a plan to fund education, leaving full funding of educator pay until 2019. Yes, it eliminated the Senate’s wacky proposals to:
  - ◇ eliminate teacher certification,
  - ◇ cancel COLA’s,
  - ◇ institute merit pay,
  - ◇ limit collective bargaining,
  - ◇ move toward vouchers, and
  - ◇ cut NBCT and Master’s degree pay hikes.

But the compromise included:

- ◇ delayed raises,
- ◇ local levy caps (& levy swaps),
- ◇ unfair regionalized pay distribution,
- ◇ SEBB insurance, and an “averaging” pay formula that eliminated the state salary schedule and eliminated extra dollars for the higher educated, more experienced teachers.

## Helpful Links

### WWVEA ONLINE

- [Facebook](#)
- [Website](#)
- [Constitution & Bylaws](#)

### CONTRACTS & CALENDARS

- [WW Salary Schedules](#)
- [CP Salary Schedule](#)
- [Leave/TRI Days Explained](#)
- [WW School Calendar](#)
- [CP School Calendar](#)
- [WW Neg. Agreements](#)
- [CP Neg. Agreement](#)

### WEA & NEA ONLINE

- [WEA-SE Uniserve Website](#)
- [WEA Website](#)
- [WEA-PAC Pulse Newsletter](#)
- [NEA Website](#)

## WWVEA Purpose

*From the WWVEA Constitution*

1) To develop and promote a continuing program to improve:

- Salaries
- Fringe benefits
- Working conditions
- and Instruction

and to do so through collective bargaining.

2) To unify and enable members to speak with a common voice on matters pertaining to the education profession and to present their individual and common interests.

3) To hold property and funds and to employ a staff for the attainment of these purposes.

## THE GOOD, cont'd...

- **In the fall of 2017**, educators knocked on thousands of doors, and \$3 million of your WEA-PAC dollars were spent to support Manka Dhingra’s successful campaign in the 45<sup>th</sup> LD, effectively giving us a pro-education majority in the Senate to match our narrow majority in the House. (The return on that WEA-PAC investment was \$1 billion, by the way.)
- **In December of 2017**, the State Supreme Court ruled that the Legislature’s planned delay of full wage-hikes would keep the state in contempt and that the state was short by \$1 billion – which the Court specified would be needed for pay increases.
- **In February of 2018**, the new pro-education Senate added \$1 billion of NEW money into their budget proposal. But the House wasn’t on board yet.
- **In March of 2018**, WEA’s lobby team successfully moved the House to join the Senate in adding another billion dollars **TO BE ALLOCATED FOR WAGE INCREASES in the 2018-19 SCHOOL YEAR.**
- **And finally worth noting**, this whole time we have had thousands of WEA members lobbying in Olympia, making calls, sending emails and postcards, and getting the right people elected.

3-Year Net Increase in Total Budget (assumes flat enrollment)				
District	17-18 Student Oct 1 (OSPI)	17-18 Total Budget (State and Local)	20-21 Total Budget (State and Local)*	% Increase in Total Budget
Richland	13746	\$144,218,907	\$162,727,003	12.83%
Pasco	18146	\$203,049,002	\$228,526,807	12.55%
Kennewick	18430	\$204,064,717	\$230,420,657	12.92%
Bremerton	4900	\$ 60,068,638	\$72,414,925	20.55%
Kelso	5119	\$ 57,048,549	\$63,302,727	10.96%
West Valley (Yak)	5365	\$ 56,341,741	\$65,783,007	16.76%
Arlington	5556	\$ 64,052,236	\$71,195,893	11.15%
University Place	5631	\$ 62,342,694	\$68,790,239	10.34%
Yelm	5725	\$ 63,691,786	\$69,663,746	9.38%
Oak Harbor	5908	\$ 62,864,271	\$76,605,521	21.86%
Walla Walla	5764	\$ 67,244,364	\$71,809,190	6.79%
College Place	1437	\$ 15,828,085	\$18,187,763	14.91%
<i>*Multi year Budget Tool assumes flat enrollment</i>				
Walla Walla Based on Projected 5520 FTE Student Enrollment			\$69,324,184	3.09%

All in all, the students of Washington won a great victory. And we made it happen. With professional wages for educators generating more competition for teaching positions – and helping to keep our new teachers in the profession – students will be the ultimate winners. We’ve earned this money (1) through our hard work in and out of the classroom, and (2) through our dues dollars and personal activism that forced this to happen.

*That is the ‘why.’*

McCleary and the \$8 billion of new money for education over the past few years was NOT primarily a result of lobbying by the Washington Association of School Administrators or the Washington State School Directors Association – both associations, by the way, who are arguing to keep most of the money for themselves.

It happened because of us...and if you [ask the legislators](#), most of the \$2 billion in new money is allocated to raise pay for us, for administrators, and for our para-educator colleagues.

I have a teacher friend in Mukilteo who posted earlier this week: *“I am ticked off! I ... just found out the Mukilteo School District is “declining” our offer to negotiate a salary increase. They are choosing to be the only district in the state to do this. My property tax increase was to go to this! If you are a resident in the area of Mukilteo...this was their promise; if you are a Mukilteo educator...this money is yours! The Legislature, the Supreme Court dictated this! I am ticked! Seeing RED!”*

Mukilteo made a mistake and will change its mind. But it is off to a pretty terrible start sending a clear message to its educators.

So, you ask, where do our local Boards and administrators stand here in the valley? Formal negotiations don’t begin until later in May, and we always want to assume good intent. Our assumption is that the work we do with our students is valued and that both districts will honor the will of the legislators who allocated this latest round of new funds for pay raises.

## THE BAD (with Patches of Good)

The distribution of the new \$2 billion is not distributed equally across the state. In particular, Walla Walla — which also faces declining enrollment — has not been given adequate resources to provide for the type of 15%-20% raises many have been expecting, and which will be easily achievable in many other districts. *(A remedy from the state next year is something Supt. Smith and I continue to work on collaboratively, as well as through our own respective channels.)* We will still be seeking raises — and anticipate that WWPS will share that interest with us — but there will be work to do.

What follows are the factors that drive the allocations and how they impact us in College Place and Walla Walla.

- **There is a new \$65,210 “averaging” allocation** per certificated FTE (It’s \$71,711 when you include TRI)
  - ◇ **In College Place**, which has a lower average “staff experience factor,” this is **GOOD**. It raises the state’s allocation from \$54,521 in ‘17-‘18 to \$65,216 in ‘18-‘19. That is an increase in base pay of \$10,695 or just under 20%.
  - ◇ **In Walla Walla**, which has a higher than average “staff experience factor,” this is **BAD**. It raises the state’s allocation from \$58,479 in ‘17-‘18 to \$65,216 in ‘18-‘19. That is an increase in base pay of \$6,737 or just under 12%.
  - ◇ **In Walla Walla** – starting in the 2019-20 school year – a 4% allocation per FTE will be added to help address the “staff experience factor.” This is **HELPFUL, BUT IT’S TOO LITTLE & TOO LATE**. College Place does not qualify.
    - \* *Note that in Walla Walla the state money is just for the 327 FTE (teachers) the state funds, not the 23 FTE (teachers) currently funded by local levies. In College Place the state allocates for 87 FTE – though only 82 appear to be employed. Local levies currently fund 9 FTE.*
- **Regionalization**
  - ◇ Both College Place and Walla Walla do not receive any additional funds for “regionalization,” which is supposedly based on median home value calculations and supposed to cover “the cost of hiring.” Some Eastern WA districts, like Mead, Richland, Wenatchee, and West Valley, will get an additional 6%. Many others in Western Washington will get 12%, 18%, or 24%. Good for them...but for us this is **BAD**.
- **Local Levy Swap**
  - ◇ Both College Place (\$3.20) and Walla Walla (\$3.50) will see their local levies drop to \$1.50, while the state levy rates will go up by roughly \$1.00 – leaving both districts in a levy hole. Other new funding still puts both districts ahead overall, but not by as much as the districts whose starting local levy rates are lower than ours. This is **BAD**.
- **Cost of Living Adjustments**
  - ◇ COLA’s averaging roughly 2% (actual formula TBD) have been put into law (finally). They begin with the 2020-20 school year. This is **GOOD** – though we wish it would start in 2019-20.
- **TRI (Time, Responsibility, Incentive)**
  - ◇ Local associations and districts will determine what happens with the TRI days. That’s mostly **GOOD**. It is possible that the “time” days will just remain as separate “time” days, though some districts may wish to roll them on top of our 180-day contract. (Why? Because a 185-day contract might pay the same as 180 + 5, but when you figure your per diem rate, they could divide your salary by 185 days, instead of 180. That would be **BAD**.)
  - ◇ Responsibility and Incentive Days might be able to stay as levy “enrichment” days under the new levy laws, but that requires some stretching. Some or all of these days might just be rolled on top of the base pay. This money will not be lost, though, assuming competent negotiators. That’s **FINE**.
- **New PD Days**
  - ◇ Districts will be paid to add one new PD day (a.k.a. “LID” day) in 2018-19, another one in 2019-20, and a third one in 2020-21. This is another opportunity to be paid and to learn, both of which are **GOOD**. Those days could potentially be put at any time during the year, pending a negotiated agreement. An alternative – possibly – would be to reduce one district-directed day each year and replace it with the new state day.

## The Ugly (I'm getting into the weeds here, for those who want to grab a shovel and join me)

I alluded earlier to the fact that WASA (Washington Association of School Administrators) wants to keep most of our money.

WASA hired attorneys to interpret (and distort) the new legislation so as to justify keeping most of this money for themselves, thus limiting teacher raises to a max of 3.1% -- well short of the 15% *minimum* WEA is recommending. This is unconscionable, and it will fail. But it will delay negotiations and create bad blood in those districts that cling to WASA's flawed analysis.

We know that both the Walla Walla and College Place Administration/Board have read the WASA memo, and yes, we have heard some initial reactions, but since negotiations have not yet begun, neither district has declared an official stand.

- Here's [a link](#) to **the full WASA memo** that used to be publicly available online, but now they've moved it behind a login wall. Luckily, I had already downloaded it before they hid it. :)
- Here's [a link](#) to **the full legislation (EHB 2242)**.
- Here's [a link](#) to a **joint letter from the Legislature** explaining to the Supreme Court that they just added an extra billion dollars to the budget for the purpose of....wait for it....wait for it....for the purpose of full salaries in 2018-19.

**Below is the actual legislation in black (EHB 2242) regarding cert. instructional staff salary increases. My commentary is in red:**

**Sec. 209.** RCW 41.59.800 and 2017 3rd sp.s. c 13 s 702 are each amended to read as follows: *(Note that this was amended from the 2017 language that did, in fact, limit 2018-19 raises to just 3.1%. This section details the six limits of salary increases.)*

(1) A school district collective bargaining agreement for certificated instructional staff that is executed or modified after July 6, 2017, and that is in effect for the 2018-19 school year may not increase average total salary for the 2018-19 school year, including supplemental contracts in excess of the following: *(Note that the "collective bargaining agreement" referred to above — and referred to in Item B below — does not yet exist in CP or WW. We will create it in negotiations.)*

(a) Annual salary inflationary adjustments based on the rate of the yearly increase of the previous calendar year's annual average consumer price index, using the official current base compiled by the bureau of labor statistics, United States department of labor, for the city of Seattle; *(This is the 3.1% from the original 2017 legislation.)*

(b) Annual experience and education salary step increases according to the salary schedule specified in the agreement; *(Which "agreement"? It is the collective bargaining agreement we are about to create — and it's "experience and education salary step increases" are whatever we agree that they should be — within the \$40k-\$90k parameters.)*

(c) Salary changes for staffing increases due to enrollment growth or state-funded increases under RCW 28A.150.260;

(d) Salary changes to provide professional learning under RCW2228A.415.430;

(e) Increases related to bonuses for attaining certification from the national board for professional teaching standards; or

(f) School districts with an average total certificated instructional staff salary less than the statewide average certificated instructional staff salary allocation used to distribute funds for basic education as estimated by the office of the superintendent of public instruction for the 2018-19 school year may provide salary increases up to the statewide average allocation. *(In other words, if our average base pay is less than the \$65,216 average statewide allocation, then we can negotiate the wages up to \$65,216. That's a 20% hike in CP and 12% in WW. Or...if you interpret this to include "total salary," which is specified in the introductory paragraph, then the statewide average is \$71,711, CP is \$59,650, and WW is \$69,154. Either way you look at it, the raise threshold is higher than 3.1%.*

WASA argues: "In lay terms, what (Section 209) means is that the legislature imposed a rule that CBAs must not increase average total salary above 3.1%, except for the salary items in sections b through g. "Except for the salary items in sections b through g"? Seriously? Those exceptions count too.

WASA argues that to follow b through g "would make the CPI limitation in subsection (a) above meaningless. Yes. Yes, it would.

WASA argues that the history of this legislation (i.e. before WEA's allies changed it) and the wording in [Section 205](#) regarding raises for administrators being limited to the "prior year's practice" means that the complex nature of Section 209 should be read by the "plain language of the statute." *In other words, let's not look too closely at language that doesn't say what we want it to say. The "prior year's practice" language for administrative raises was changed for certificated staff on purpose. To borrow a phrase from Hamilton, the WEA lobbyists were "in the room where it happened." Not so, apparently, for WASA.*

**Conclusions:** Still not convinced of legislative intent? Listen to the legislators [here](#). Or read their words [here](#) as they formally explain to the Supreme Court that with the "...legislation enacted in 2018, the Legislature has provided funding to implement fully its salary allocation plan in the 2018-19 school year, completing the tasks identified by this Court as necessary for the State's compliance" (page 2).

You may have noticed the resentment in my tone regarding the WASA analysis of the McCleary legislation. It is because WASA has insulted each of us to our core. We work hard. We've fought for professional wages for decades. We've passed COLA initiatives that were ignored by legislators. We endured six straight years of wages freezes and keep falling further and further behind in our medical insurance costs.

Districts received \$6 billion in new money over the past several years. Now it is our turn — and it is the students' turn to learn from educators who have to compete to get hired and who are paid well enough to stay in the profession once they've learned how to teach. This money was allocated for us — and for our students. Period.

But that is WASA. My expectation locally is that we'll have productive negotiations with districts that respect what their teachers have earned.

Your President,

Keith Swanson

# Topics Covered in Previous Issues of *The Valley Voice*

## WWVEA Quick Links

- [2016-17 WVEA Member Survey](#)
- [Overview of Union Dues 1 & 2](#)
- [Your WWVEA Office](#)
- [2016 WWVEA Fall Social Pics](#)
- [Why Negotiate Calendars?](#)
- [Do We share TPEP Self-Assessments?](#)
- [Sharing Sick Leave](#)
- [VEBA Overview & More](#)

## Contract Language

- [WWPS Negotiated Agreement](#)
- [WWPS Extra-Curricular Contract](#)
- [CPPS Negotiated Agreement](#)
- [CP Business Leave](#)
- [CP Supplemental & Incentive Days](#)
- [CP Leave Days](#)
- [WW & CP Employee Assistance Programs](#)
- [WW Separate Contract Days](#)
- [WW Types of Leave Days](#)
- [WW Collaboration Day](#)
- [WW Emergency Leave](#)

## WEA-SE / WEA / NEA

- [What is WEA-SE UniServ?](#)
- [WEA Student Bill of Rights](#)
- [2016 WEA Endorsements](#)
- [What is WEA-PAC?](#)
- [Your NEA Benefits](#)
- [NEA Legal Benefits](#)
- [Education as a Civil Right](#)
- [The Freedom Foundation Threat](#)
- [Betsy DeVos Potential Implications](#)
- [Right to Work vs. Fair Share](#)

## WWVEA OFFICERS

### President

**Keith Swanson**  
Cell: 509-200-4042  
wwveakeith@gmail.com

### Vice-President

**Mario Uribe**  
muribe@wwps.org

### Secretary/Treasurer

**Ted Knauft**  
tknauft@cpps.org

### WWVEA Office

**Rebecca Estoup**  
**Office Manager**  
Phone: (509) 525-7810  
Fax: (509) 525-7829  
wwveaoffice@gmail.com

5 W Alder St # 231  
Walla Walla, WA 99362

## EXEC. BOARD

- [Pre-2 \(WW\)](#)  
\*Not yet filled
- [3-5 \(WW\)](#)  
\*Felipe Virrueto
- [6-8 \(WW\)](#)  
\*Lance Longmire
- [9-12 \(WW\)](#)  
\*Lori Dohe
- [SPED \(WW\)](#)  
\*Debbie Bailey
- [Specialists \(WW\)](#)  
\*not yet filled
- [Pre-3 \(CP\)](#)  
\*Meg Berg
- [4-8 \(CP\)](#)  
\*Ryan Blake
- [9-12 \(CP\)](#)  
\*Not yet filled
- [WWVEA Officers](#)  
\*Keith Swanson  
\*Mario Uribe  
\*Ted Knauft

## BUILDING REPS

- [Berney Elem.](#)  
\*Ryan Van Dyke  
Ilana James
- [Blue Ridge Elem.](#)  
\*Jeremy Hubbard  
Bryan Eggart  
Felipe Virrueta
- [College Place HS](#)  
\*Crystal Bushkovskiy  
McKenzie Lynn  
Trista Rogers
- [Davis Elem.](#)  
\*Marcie Anderson  
Mike Collins
- [Edison Elem.](#)  
\*Mario Uribe  
Yazmin Bahena
- [Sara Pinkerton](#)
- [Garrison MS](#)  
\*Jamie Eggart  
Lance Longmire  
Mike Braddock  
Agnes Wooters
- [Green Park Elem.](#)  
\*Loretta Wright  
Jean Tobin  
Mell Gribnau
- [Head Start/ECEAP](#)  
\*Mary Flynn

- [Lincoln HS](#)  
\*Stephanie Gomsrud
- [Opportunity](#)  
\*Seth Glogower
- [Pioneer MS](#)  
\*Debbie Bailey  
Hollis Erikson  
Richelle Palmer
- [Prospect Point Elem.](#)  
\*Leah Taylor  
Debbie Smyth  
Michelle Briones
- [Sager MS](#)  
\*Ryan Blake  
John Hough  
Ted Knauft
- [SEATech](#)  
\*Jeffrey Townsend
- [Sharpstein](#)  
\*Rob Griffith  
Ashley Goss
- [Walla Walla HS](#)  
\*Bill Plucker  
Andrew Gomsrud  
Lori Dohe  
Brian Taylor  
Cheryl Peters

## COMMITTEE CHAIRS

- [WW Negotiations](#)  
\*Lance Longmire
- [CP Negotiations](#)  
\*Ted Knauft
- [Nominations/Elections](#)  
\*John Hough
- [Financial Review](#)  
\*Ted Knauft
- [Special Events](#)  
\*Mario Uribe
- [WWVEA Scholarships](#)  
\*Ted Knauft
- [WEA-PAC](#)  
\*not yet filled

\*Indicates a head building rep or a committee chair