



P.E.A. Patch



Volume 33 Issue #1

September, 2015

A note from your president

Welcome back to another school year! Whether veteran or new to the profession, we start each year with renewed energy, a vision for our classroom and the desire to make a difference in the lives of our students.

As I begin my term as your new PEA president, my energy is focused toward supporting all certificated staff with the help and guidance from your executive board and building representatives. Together, association leadership and individual members create a united voice we can use to improve working and learning conditions district-wide.

What's Happening Around Washington State

This summer was peppered with local, legislative or judicial action that directly impacts education.

First, after a 3rd special session, the legislature passed the 2015-2017 budget. The new budget outlined funding for K-12 education including:

- Teacher Compensation 2015-16— 3% (1.8% COLA + 1.2% one time bonus)
- Teacher Compensation 2016-17— 1.8% (1.2% COLA + 0.6% one time bonus)
- K-3 class size reduction— (district averages K=22, 1st=23, 2nd=24, 3rd=25)
- All-day K—2015-16: economically disadvantaged and statewide in 2016-17
- Suspended the EOC Biology exam as a graduation requirement.
- PSD received an additional \$2.75 million **unrestricted** MSOC (materials, supplies and operating costs) funds.

WA State Supreme Court Rulings:

August 2015: Court orders sanctions of \$100,000 a day against the state, saying the Legislature still hasn't provided a sufficient plan.

<http://www.seattletimes.com/seattle-news/education/supreme-court-orders-100000-per-day-fines-in-mccleary-case/>

September 2015: Court rules charter schools unconstitutional.

<http://www.seattletimes.com/seattle-news/education/state-supreme-court-charter-schools-are-unconstitutional/>

Local WEA affiliates Strike:

Pasco, Seattle, Kelso, Whidbey Island were in open bargains and went on strike over the allocation of the MSOC funds. Settlements included increased compensation, curriculum, health and welfare of students, limits on testing and improvements to the educational environment.

SCHOOL BOARD ELECTIONS—November 3, 2015

Peninsula School District heads into a critical school board election this November. Many factors make this year's election important for our community. First, four seats are on the ballot. The outcome of this election could significantly change the direction and focus of the school board. Second, the new school board will hire PSD's next superintendent, making it essential for the board to exercise sound judgment. Third, the recent failure of the capital levies / bond has created a rift in the community and the new board needs to reestablish trust. Finally, the current EP & O Levy (formerly M & O levy) expires in 2016. The district plans to run a replacement levy in February. The EP&O levy provides 24% of the district funding, without its passage, PSD may need to significantly reduce classified & certificated staffing, and eliminate many programs. **(See endorsements next page)**



Peninsula Education Association

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Washington Education Association & National Education Association

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Website: Peninsulaea.com

Facebook: Peninsula Education Association

ERS and BPD Days for 2015-16

From Section 5.2 of the CBA

ERS

- 20 days x FTE @ per diem rate (Your annual salary /180 days)
- Paid Monthly, Sept- August
- Supplemental Contract must be signed and returned to HR—done through office managers

6 Professional Days (BPD)

All BPD days are:

- Optional
- Paid @ the per diem rate.
- Full and part-time FTE can earn the full 7.5 hours by attending.

4 days, scheduled on the calendar

- 3 in August (Paid in September)
 - 1 in March (Paid in April)
- (must be worked on the designated days)

1 day, scheduled by building leadership FLEX

- Tracked by Office Manager
- Final paperwork submitted by the Office Manager to Payroll/HR in June.
- Paid in July.

1 Self-Directed Day—NEW

- 7.5 hours designed for Professional Development aligned with approved employee goals or District/Building initiatives.
- Need pre-approval from building administrator or supervisor - form
- Tracked by Office Manager.
- Final paperwork submitted by the Office Manager to Payroll/HR in June,

Benefits of Union Membership

The following are Collective Bargaining gains that the State does not provide for and would easily go away if you lost your association bargaining rights.

- Due Process
- Academic Freedom
- Sick Leave
- Banking Personal Days (5 every— 2 years)
- VEBA
- Parental, Adoptive & Childcare Leave
- Bereavement Leave
- Leave of Absence
- Sick Leave Share
- All of your ERS (we have some of the best language on the Olympic Peninsula)
- Preparation Periods
- Class Size
- Class coverage \$\$
- District Committee Pay
- Assignment and Transfer Language
- Caseload language for SPED
- Collaboration Wednesdays
- Reduction in Force Language and Process
- Seniority
- Grievance Procedure
- Co-Curricular Stipends
- Coaches Stipends
- New Elementary Stipends

Your association is working for you. The benefits listed had to be bargained. Washington State is under attack by national organizations that want to eliminate your ability to collectively bargain your working conditions and our student's learning environment.

BE INFORMED and TAKE ACTION!

The CBA is available on both the PEA and PSD website.

School Board Community Forum

On September 15th, Peninsula Education Association sponsored a community forum. This was an opportunity for district staff, parents and community members to ask questions and listen to responses from candidates running for school board. The following candidates attended:

- District 1—Matt Wilkinson & Marcia Harris
- District 2—Deb Krishnadasan (unopposed)
- District 3—Rand Wilhelmsen
(opponent Lyn McClendon was unable to attend)
- District 4—Garth Jackson & Leslie Harbaugh

Video from the forum is posted on the on the PEA website. Please take the time to watch the video and listen to the responses.

<http://peninsulaea.com/school-board-candidate-forum/>

School Board Endorsements

Peninsula Education Association formed an interview panel comprised of WEA-PAC members representing all 5 school board districts, elementary and secondary schools, SPED and ESAs. On September 23rd, the panel interviewed all candidates in the contested races. To be eligible for endorsement, candidates submitted a bio and completed a candidate questionnaire. Based on responses from the candidate forum and feedback from members, each candidate participated in an intensive 30 minute individual interview. Based on their responses, depth of knowledge about current educational issues and climate, local and state funding and overall involvement in the local community, PEA made the following endorsements.

- **District 1—Marcia Harris**
- **District 3—Rand Wilhelmsen**
- **District 4—Leslie Harbaugh**

You can support these candidates by writing letters to the editor, sign waiving, going door-to-door, phone banking.

More importantly, talk and share with your social circles!

STIPEND STABILIZATION

Over the past two years PEA bargainers have focused on improving stipends for additional work.

Co-curricular Stipends -Two years ago, all secondary and a new elementary music/choral co-curricular stipends were improved. These stipends are associated with classes that also require significant time outside of the regular work day. PEA successfully converted them to a percentage of the base salary which means every time the state gives a COLA or bonus, the stipend increases. We are currently in the second year of implementation and those stipends will increase 25% this year as part of a phase-in-plan.

District-wide Stipend Stabilization takes effect this year!—Recognizing that itinerants, elementary special-ists and other non-classroom certificated staff often take on the responsibility as lead of their department, planning collaboration and other professional development, the district has agreed to a stipend for this work (Amounts TBD). In addition, SIP and SITE councils are required by our CBA. For years elementary teachers have not been compensated for serving on SITE councils, now all teachers district-wide receive equal pay for equal work. A uniform \$800 SIP stipend and \$500 SITE stipend. Three buildings have a waiver to have one leadership team doing the work of SITE and SIP, they receive both SITE and SIP stipend. **(Continued page 3)**

Elementary Stipends—New to elementary is a leveled approach to stipends. All sites have **at least** two yearlong stipends (each additional 150 students generates a new stipend) for bus and/or parent pick-up supervision. These stipends guarantee students are safe as they arrive and leave school. In addition, elementary teachers can be fairly compensated for activities and clubs that take place after school, or during duty free lunch or recess. Finally, teachers who help organize and run important school events like field day, science fair and math nights receive compensation. These types of stipends are discretionary and each SITE council approves how the stipends are allotted among certificated employees.

SITE vs SIP: What’s the difference?

Section 5.22. of the CBA outlines site based leadership teams. A school is required to have both SIP and SITE. Each year a school can request a waiver to have one leadership team fulfilling both roles and 80% of staff must agree. Why SIP and SITE? Having two teams creates checks and balances. It acknowledges that there are two pieces to running an effective school. Those differences are outlined below.

SITE—Logistics	SIP—Instructional
<ul style="list-style-type: none"> • Focuses on joint planning and problem-solving • Improves the quality of working life and educational environment. • Makes and implements decisions. • Discusses and approves discretionary spending, additional stipends or prioritizes how building funds are allocated. • Approves building events and works out details that may impact or disrupt the academic day including but not limited to testing schedules. • Site team members are representative of all stakeholders and chosen by their peers. • Meets Monthly—Stipend \$500 	<ul style="list-style-type: none"> • Focuses on leading and supporting school improvement goals. • Determines professional development (PD) with a focus on student achievement. • Sets Collaboration Wednesday Schedules using staff input and feedback of effectiveness. • Designs PD opportunities which takes into consideration specialists, counselors and other non-classroom or stand-alone teachers and their unique circumstances. • SIP members apply and are selected by the building and site administration. • Meets Monthly, plus 3 evenings—Stipend \$800

Did you know?

- **BOTH SIP and SITE Councils are OPEN for ALL employees to attend.**
- **REQUIRE, TWO-WAY communication for members to give feedback** (Posted Agendas & Minutes)

TPEP Implementation

This year all certificated employee providing **direct instruction** to students are on TPEP. There is no TPEP for OTs, PTs, SLPs, psychs, nurses, counselors, deans or full release TOSAs. If you do not fit this description, you are either on Level 1 or Level 2 evaluation plans (outlined the CBA, Appendix D-G). This year we have three groups of employees on TPEP.

- TPEP—Comprehensive: All 8 State Criteria evaluated—**ONE** Formal Observation Cycle (A second is required **ONLY** if the evaluation indicates **BASIC** or **UNSATISFACTORY** overall.)
- TPEP—Focused PC—Employees have completed Comprehensive as Proficient or Distinguished.
- TPEP—Focused NC— Employees new to TPEP but they have **not** completed Comprehensive yet.

Three Collaborations days have been scheduled to provide training as deadlines approach.

Sept/October—Goals

Jan/Feb—Mid-Year Check

Mar/April—Final Conference Prep

<p>Have IDEAS for the next P.E.A Patch? Want to submit an article or advertise something? Email: president@pea.comcastbiz.net</p>	<p>DON'T FORGET! Legislative Listening Session—October 8th Bremerton Performing Arts Center @ Bremerton High School 5 to 7 PM— WEAR RED!</p>
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