

# TEA Advocate

Tumwater Education Association

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Dear Colleagues:

June 2010

## Continuing the Partnership

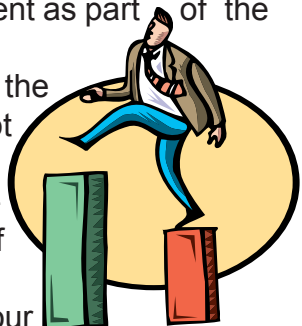
Over the years I have often cited the Preamble of the TEA/TSD Collective Bargaining Agreement where it states: "The Tumwater Education Association and Tumwater School District share the goal of quality education in Tumwater ... A Partnership for Quality Education."

This past week, the Tumwater School District became one of 251 Washington School Districts to sign on to the State's application for a Race to the Top federal grant. The Tumwater Education Association, along with the Tumwater School Board, Superintendent and Principals signed a Partnership Agreement as part of the State's application.

We recognize that the Race to the Top process is not perfect, and our association continues to have reservations about certain aspects of it; we believe that this is an opportunity for our children, our parents, our community, and our educators in these difficult economic times.

While we believe that the Partnership Agreement contains safeguards to our Collective Bargaining Agreement, we also signed a Letter of Agreement with the District to assure that any action plans or program options to implement what is envisioned or required by the RTTT Partnership Agreement and any impact to the Collective Bargaining Agreement would be jointly considered by the Association and the District.

This Letter of Agreement also provides that the District and the Association would engage in good faith problem solving and bargaining necessary to resolve any issues which might be inconsistent with the current Collective Bargaining Agreement.



Many speculate that Washington may not be one of the states awarded a Race to the Top grant in the next round. I believe it is important that we continue to work with the District towards achieving the goals of Race to the Top. I say "continue" because the Tumwater School District has already begun to address those goals. Our efforts over the last several years in curriculum alignment, adoption of state standards and Response to Intervention are part of our "Effective Schools" efforts, which address improvement in student learning.

Other parts of the Partnership Agreement are aligned with the recently passed SB 6696 (Education Reform) which will require new evaluation language for both certificated and administrative staff. Many parts of the Ed Reform bill (6696), which WEA was proactive in drafting, were intended to help Washington be more attractive in its application for the RTTT grant.

I believe it is very likely that the requirements and recommendations of Race to the Top will eventually become the reauthorization of the Elementary and Secondary Education Act. I don't believe ESEA was originally intended to make states or school districts compete for federal dollars; it was intended to help kids learn and dissolve economic barriers through the opportunity that public education provides.

There are many reasons why it is important for the Association and the District to continue to collaborate in partnership on education issues. The most important, of course, is because our collaboration and partnership is "What's best for kids."

As always, I welcome your comments and questions.

*Terry*

Log on to the TEA website at  
[www.tumwaterea.org](http://www.tumwaterea.org)

### Claim It or Lose It

The contract provides seven (7) days (52.5 hours) of Self-Directed TRI pay (per 1.0 FTE) and three (3) days (22.5 hours) of Site-Directed TRI pay as part of the 12 day TRI package. The contract also provides that:

**TRI Days – Unused Resources.**

*If the District determines that resources are available for the next school year, unused TRI Day resources shall be carried over at each site to address site priorities. The District will analyze enrollment data, projections, state and local funding, and then inform sites no later than May 1st as to whether or not these funds can be carried over for the next school year. (CBA – Article 35.4)*

Please claim all of your Self-Directed TRI pay. If you are on a “Supplemental Contract” for your Self-Directed TRI pay, all you must do is sign and submit the verification form located in Appendix H-2 of the Contract. If you are using the Time-Sheet method to claim your Self-

Directed TRI pay, check with your building secretary to see if you have claimed all of your allocated TRI pay and submit the form in Appendix H-1, which is available from your building secretary. **Please do not do both.**

Next, work with your Site Team, Budget Committee and / or building administrator to schedule opportunities to earn the money in your building’s allocation of Site-Directed TRI resources.

Here is what one site did last year to address this issue: “At our site, we met with our secretary and got a list of members and what they **haven’t** put in for (via our site plan for utilizing site directed money). We typed them up and distributed them at our early release along with a spiel about the district capturing carryover and that it doesn’t help bargaining when there are huge balances. Our secretary came with time sheets in hand to have the members sign up on the spot.”

These resources were bargained to put additional dollars in your pocket. **Claim It or Lose It.**



Unused Resources			as of May 19, 2010	
Site	Self- Directed Budgeted	Balance	Site-Directed Budgeted	Balance
BHHS	104,184.00	38,968.92	44,650.00	14,934.90
THS	114,318.00	28,411.99	48,994.00	19,744.46
BMS	67,129.00	21,890.29	28,770.00	17,845.86
TMS	62,693.00	26,671.97	26,868.00	7,590.42
BLE	69,173.00	24,774.04	29,646.00	18,517.62
EOE	71,754.00	12,840.36	30,752.00	13,772.52
LRE	62,757.00	32,741.56	26,896.00	14,608.58
MTS	84,985.00	29,967.22	36,422.00	19,791.13
PGS	90,900.00	37,376.78	38,957.00	13,520.49
THE	65,063.00	19,660.52	27,884.00	14,427.88
SO	6,801.00	2,602.42	2,915.00	2,374.88
SS	61,265.00	23,224.20	26,257.00	18,072.22
<b>Totals</b>	<b>861,022.00</b>	<b>299,130.27</b>	<b>369,011.00</b>	<b>175,200.96</b>



**TEA Representative Council**  
 September 29 TEA Office 4:15  
 All members welcome!

## Don't Forget

There are a number of things which you need to remember to do before the school year ends which involve your wallet or your career.



- Be sure that you turn in your Self Directed time slips or verification forms. The work must be completed by June 30 and time slips/verification forms turned in by July 15.
- Personal Leave Cash Out – You may not carry more than three days (22.5 hours) of personal leave into next year and may cash out up to two days (15 hours) of personal leave by request, in writing, at the rate of 1:2 by the last workday of the school year.
- If you received your teaching certificate after August 31, 1987, you must renew your certificate every five years. The expiration date is June 30 and you cannot teach without it.
- If you have taken classes for credit, you may be eligible for reimbursement. Application for classes taken between September 1, 2009 and August 31, 2010 are due in the Human Resource Office by September 30. Plan ahead.
- If you have moved classrooms this year at the request of the District or your building administrator, you may be eligible for compensation from the Certificated Moving Fund. The same would apply to moves made over the summer.

Most of all, be sure to have a very refreshing summer filled with adventure, relaxation and safe travels. You have certainly earned it.

## Thank You

I would like to take this opportunity to thank the TEA Officers who have served you this year: Tim Voie (Vice-President), Katie Gates (Treasurer), Lori Tibbetts (Secretary), Melissa Swart (Member Advocate) and Renee Cruickshank, Kevin Wimsett and Diane Leighty (Board Members-at-Large). It has been a pleasure to work with these people. They are very dedicated, resourceful and have helped us all to achieve more for every member.

You can look forward to another year of dedicated service from this very motivated team of leaders.

## Retiring Members

TEA would like to acknowledge the following members who have chosen to retire this year: Bill Clark (PGS), Peggy Fischer (TMS), Bertha Klooz (LRE), Burke O'Leary (BHHS), Steve Shoun (THS) and Margo Monson (LRE). We thank these members for their many years of service to thousands of students and scores of colleagues. We know that their colleagues will miss them and we suspect that when the school bell rings in September there will be a little pang of emptiness in their hearts.

We wish them every happiness in their new routines and many opportunities for adventure in their retirement.

## Moving up on the Salary Schedule?

Moving on the Salary Schedule due to additional credits/clock hours? The deadline is September 1. A "Change of Contract" form is available from Human Resources. You may also access the Tumwater School District website. Please have all of your official transcripts/clock hour forms sent to Kathy Huntington in the Human Resources Office by September 1. If you have any questions regarding your contract or credits, please contact Lisa Dugo at 709-7027. You may also request a copy of your current credit posting from Kathy Huntington at 709-7023.

## Farewell to a Friend

Best Wishes to Terry Borden who retires from Tumwater after 24 years here and 42 years in education. Terry was the first person I met when I came here to student teach in 1992. In my early years, Terry was a valuable resource who helped me to develop my skills and encouraged me in the toughest of times.

Terry was Human Resource Director when I began doing serious TEA work nine years ago. Something I have always appreciated about Terry is his ability and willingness to



**TEA Executive Board 2009-10**

President Terry VanMeter, EOE  
 Vice Pres. Tim Voie, Sec. Options  
 Secretary Lori Tibbetts, BMS  
 Treasurer Katie Gates, PGS

Members At Large:  
 Renee Cruickshank, TMS  
 Kevin Wimsett, BHHS  
 Diane Leighty, PGS  
 Advocate Melissa Swart, THS



see things from our point of view. Even when our positions were different, Terry is always intentional about finding a third position that we could both live with.

We thank Terry for his many years of service to Tumwater, and although we know he'll be around, boating, golfing and working in his shop, I'll miss working with him and the opportunity to pick up a few good tips from a wonderful mentor.

**Tumwater Teacher  
 Receives Fulbright Award**

TEA congratulates Kim McCloud, first grade teacher at Tumwater Hill Elementary, on being awarded a Fulbright Teacher Exchange grant to teach in Aberdeen, Scotland for the 2010-2011 school year. The Fulbright Program, America's flagship international educational exchange program, is sponsored by the United States Department of State, Bureau of Educational and Cultural Affairs.

"It has been a life time dream of mine to teach overseas," says Kim. She and her husband,

**Congratulations!**

Mike, a retired Tumwater Teacher, will be leaving Olympia in late July to explore the east coast. They will attend a Fulbright training in Washington D.C. in early August and then will fly to Scotland. School begins on August 18th and Kim will be teaching five, six or seven year olds. Her school is located four blocks from Aberdeen University and her students will be from all around the world.

While Kim is away, her duties here will be covered by her Fulbright Exchange partner, Maryann Morrison. Kim encourages other Tumwater teachers to apply for this program. What a great opportunity. Way to go, Kim!

**TEA Helps District  
 With Math Adoption**

Article 22 of the TEA/TSD Collective Bargaining Agreement states that \$102,000 be allocated per year to Staff Development with \$20,000 of those funds to be directed by the District and the balance directed by the sites.

During these difficult financial times, with the District facing an \$800,000 deficit, TEA, through the Article 2 process, has offered to allow an additional \$35,000 to be directed by the District for the purpose of training K-5 teachers on the new math adoption. TEA leadership felt that adequate training for members is very important and this reallocation of funds will purchase substitutes for two additional release days for K-5 teachers.

Elementary specialists and staff in the 6th through 12th grades will have their Staff Development allocation available in the usual manner. This is a one year only agreement and K-5 teachers will receive their Staff Development allocation in the usual amount, however its use will be designated for the Math adoption training.

**Calendar**

TEA Executive Board	June 9
School Board	June 10
Tumwater Middle School	
NMSC Graduation	June 11
Washington Center for the Performing Arts	
BHHS Graduation	June 14
St. Martin's Pavilion	
THS Graduation	June 15
St. Martin's Pavilion	
Options Graduation	June 16
BHHS Performing Arts Center	
Last Day of School	June 17
Father's Day	June 20
School Board	June 24
District Office	