

Tumwater Education Association

ADVOCATE

TumwaterEA.org

September 2024



Did you know? The Washington Education Association Chinook Uniserv office is located right here in Tumwater. 5220 Capitol Blvd SE Tumwater, WA 98501 Phone 360-943-1776
Office Hours Mon-Thu 8:00am-4:00pm Fri 8:00am-3:00pm

WEAChinook.org

Student Discipline

TEA & TSD Partnership

PROBLEM SOLVING TOGETHER!

In the spirit of joint partnership, Tumwater Education Association has reached out and started the process of communicating to problem solve emerging challenges regarding student behavior and discipline in our Tumwater School District.

We are fortunate that past bargainers for both TEA and TSD have captured this spirit of joint partnership in the TEA and TSD contract:

"ARTICLE 31 STUDENT DISCIPLINE
Section G Development and Review of Building Discipline Standards

District Level: On or before September 30, of each school year, the District and the Association shall meet to develop and/or review building disciplinary standards and uniform enforcement of those standards. Such standards shall be consistent with this contract, applicable statutes, and shall not be encroached upon by the Board policy or action."

TEA has requested student discipline data from the District for this past 2023-24 school year. We will take a look at the data, as requested, and compare that quantitative data to the qualitative data gathered from our TEA Representative Council building reports for the same time frame.

We want to see how the numbers compare to the reports we received from both TEA representatives and general members last school year. Our TEA folks experienced high levels of stress, fatigue, and burnout from the increasing frequency of student discipline events. We know that TEA members were not alone.

Educators were struggling to keep up on a daily basis with the often overwhelming degree of student discipline events last year. Everyone was busy. Unfortunately, we know this trend continues to increase every year. How do we truly problem solve student behavior with the District?

President's Corner

Please join me in sending huge congratulations to former Tumwater Education Association President Tim Voie!

Tim was elected Washington Education Association Chinook Uniserv Council President and began his term on July 1 this summer.

The Chinook Uniserv Council is a regional office of the Washington Education Association serving 49 local education associations in Pierce, Grays Harbor, Thurston, Mason, Lewis, and Pacific Counties.

Tim has spent the past 20 years of his professional life serving Tumwater Education Association members as a Building Representative, Member Advocate, Labor Management Article 2 Team Member, Lead Bargaining Team Member, Vice President, and President.

Tim also guided the Tumwater Education Association through challenging times during the labor strike and COVID 19 pandemic.

We are planning a celebration to honor Tim and recognize his many years of service in Tumwater. Stay tuned to your email for further details.



Please join the Tumwater Education Association in giving our heartfelt gratitude for Tim's many years of service as he continues to serve in a greater capacity at WEA Chinook!

DJ



Now is the time to move our collaborative student discipline effort forward and continue providing great educational experiences for students.

[TEA Student Discipline Contract](#)

Student Discipline

TEA and TSD Partnership

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We will continue aligning TSD Policy with the TEA TSD CBA, just as the Article 31 language already states. However, we also know that certificated staff members, and administrators alike, are hoping to improve our current discipline standards to provide more learning opportunities for our students to redirect their behaviors. We also know that student behavior is often just another form of communication that needs to be redirected. We need systems in place that truly help us, as educators, problem solve with students.

[OSPI Student Discipline](#)

[TSD Student Discipline Policy](#)

[TSD Student Discipline Procedures](#)

Restorative Justice is the process in which modern approaches are developing, but many TSD schools have not been able to fully implement the process in its entirety due to lack of funding and training. Is Restorative Justice the answer to our problem of decreasing student discipline frequency? Is Restorative Justice the answer to providing opportunities for students to learn from their disciplinary actions? OSPI says Restorative Justice might be a great way to start. Perhaps another step forward might be the resurrection of our joint TEA and TSD Student Discipline Committee. The group could meet once monthly to share, discuss, and problem solve during the school year, making recommendations based on data analysis.

What about special education student discipline?

OSPI Special Education Student Discipline

Washington State laws and regulations governing discipline apply to **all** students.

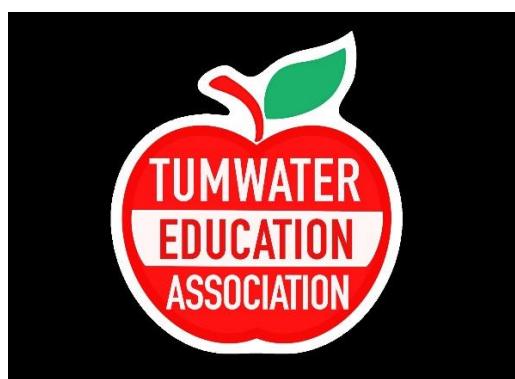
Special education students may be involved in two processes simultaneously: 1) general education discipline process and 2) special education discipline process for placement and services.

Special education students may not be removed more than 10 school days in a row or 10 school days in a year. Removals of 10 days or more are a change of placement. When a student is removed from placement for more than 10 school days, a **manifestation determination** meeting must be held within 10 days of the removal. This meeting is to determine whether the student's behavior was a manifestation of their disability.

The **exception** to the rule includes weapons, illegal drugs, or serious bodily injury. A manifestation determination meeting must still occur, but students may be removed for up to 45 school days regardless of whether the students' behavior was a manifestation of their disability.

Speech & Language Pathologists

New Memorandum of Understanding



SLP, OT, & PT CONTRACT UPDATE

The Tumwater Education Association and Tumwater School District have agreed to a memorandum of understanding (MOU), for the 2024-25 school year, which supports Speech Language Pathologists (SLPs) across the District.

The purpose of an MOU is to make temporary updates to our collective bargaining agreement, during the life of the current contract, when both TEA and TSD agree that such changes would be mutually beneficial. The MOU process offers an opportunity for open communication between TEA and TSD that benefits certificated staff, students, and their families.

TEA will move to bargain the SLP MOU language permanently in the future. The MOU buys time for both TEA and TSD until we have an opportunity to bargain permanent contract language next summer.

The SLP language in Article 38 Assistance for Staff Working with Special Needs Students, specifically Section A Special Education Caseload Part 1 Speech and Language Pathologists, previously did not align with Occupational Therapists (OTs) and Physical Therapists (PTs) in the District.

The ultimate goal is for SLPs to have the same caseload as OTs and PTs, but we will have to bargain that caseload language during our next collective bargaining contract negotiations during the summer of 2025.

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Speech & Language Pathologists New Memorandum of Understanding

Instead, we were able to align the language for full time SLPs with OTs and PTs, while also allocating the same 0.5 FTE of staff support as OTs and PTs, in the new SLP MOU.

Article 38 Section A1 Current Contract Language:
“1. Speech and Language Pathologists.
The maximum caseload for a full time (1.0 FTE) speech and language pathologist (SLP) will not exceed 48 students per FTE. Each SLPA (6 hr.) that is assigned to the SLP program shall count as 0.15 FTE when calculating caseload (part-time SLPA hours shall be prorated into the formula). Assigned paraprofessionals who are not SLPAs will not count towards caseloads.”

Article 38 Section A1 Revised MOU Language:
“1. Speech and Language Pathologists.
The maximum caseload for a full time (1.0 FTE) speech and language pathologist (SLP) will not exceed 48 students per FTE. Each full time SLPA that is assigned to the SLP program shall count as 0.5 FTE when calculating caseload (part-time SLPA hours shall be prorated into the formula). Assigned paraprofessionals who are not SLPAs will not count towards caseloads.”

This Memorandum of Understanding will be in effect for the 2024-25 school year. The caseload for SLPs will remain at 48 students, while the caseload for OTs and PTs will remain at 45 students. The TEA goal is to also align the caseload for SLPs, OTs, and PTs over time.



Teaching a split level class at your elementary school? What now?
What does our contract say?

ELEMENTARY SPLIT CLASSES

The TEA TSD CBA outlines additional resources for elementary school teachers who teach split classes. What's a split class? When student enrollment fluctuates to the point where an elementary building has, for example, an offset group of 12 second graders and an offset group of 13 third graders, our contract allows for District and building administrators to combine those two groups into one 2nd/3rd split grade classroom with one teacher. Not the ideal situation, of course, but creating split classes prevents overstaffing in elementary schools.

Teaching an elementary split class is arduous, complex, and stressful, no matter how experienced the teacher. The District should always strive to provide our split class teachers with high quality curriculum programs, clearly communicated evaluation standards, PLC support, staffing resources, and planning time.

The additional contract resources for elementary teachers who teach split classes include:

“Shall receive compensation equal to overload of two (2) students. In the event a split class reaches impact, the overload payment will be triggered at the lowest grade level of the students in the class. At the discretion of the teacher, use of these resources may include, but are not limited to, any one, or any combination of items “a” through “e” below, OR item “f”.

- a) impact paraprofessional time
- b) certificated substitute time
- c) purchase materials and supplies
- d) class field trips and activities
- e) curriculum rate pay for more planning time

OR

- f) supplemental contract pay from Co-Curricular Salary Schedule”

TEA will advocate for elementary split class teachers to receive ALL of these resources!



	NEA	WEA	Community Outreach	Spec Assessment	Chinook UNISERV	Local	Mandatory Member Total	
.76 - 1.00 FTE								
Monthly Dues	\$ 17.75	\$ 59.42	\$ 1.00	\$ 1.00	\$ 31.75	\$ 27.37	\$ 138.29	
Annual Dues	\$ 213.00	\$ 713.00	\$ 12.00	\$ 12.00	\$ 381.00	\$ 328.44	\$ 1,659.44	
.51 - .75 FTE								
Monthly Dues	\$ 17.75	\$ 44.58	\$ 1.00	\$ 1.00	\$ 23.81	\$ 20.53	\$ 108.67	
Annual Dues	\$ 213.00	\$ 535.00	\$ 12.00	\$ 12.00	\$ 285.75	\$ 246.33	\$ 1,304.08	
.26 - .50 FTE								
Monthly Dues	\$ 9.83	\$ 29.71	\$ 1.00	\$ 1.00	\$ 15.88	\$ 13.69	\$ 71.11	
Annual Dues	\$ 118.00	\$ 356.50	\$ 12.00	\$ 12.00	\$ 190.50	\$ 164.22	\$ 853.22	
.25 or less FTE								
Monthly Dues	\$ 5.90	\$ 14.88	\$ 1.00	\$ 1.00	\$ 7.94	\$ 6.84	\$ 37.56	
Annual Dues	\$ 70.75	\$ 178.50	\$ 12.00	\$ 12.00	\$ 95.25	\$ 82.11	\$ 450.61	
Substitute MEMBERS								
Daily	\$ 0.79	\$ 0.99	\$ 0.13	\$ 0.13	\$ 1.06	\$ 0.91	\$ 4.01	

The Tumwater Education Association union dues are prorated by FTE level. Dues are automatically deducted from member paychecks every month from September 1 to August 31. There are many benefits to union membership. We are union strong when we make the investment.

Tumwater Education Association Dues

Union dues for September 1, 2024 to August 31, 2025

WHERE DO OUR UNION DUES GO?

Membership in Tumwater Education Association means you also have the support of the National Education Association (NEA), our state's Washington Education Association (WEA), and your regional Chinook UniServ Council.

- Accurate information amid a changing landscape in education
- Support in bargaining your local contract
- Professional development opportunities to help keep your skills sharp
- Eligibility to attend cohorts for obtaining National Board Certification
- \$3 million on-the-job educator employment liability insurance coverage
- Legal assistance from WEA attorneys
- Resources to help in the classroom
- Access to grants from the WEA Children's Fund, which benefits needy children
- Opportunity to attend pre-retirement seminars presented by WEA-Retired
- Money-saving discounts to help stretch your paychecks
- A community of dedicated educators

Our combined efforts to remain union strong have led to competitive pay here in the Tumwater School District.

2017-2018 CERTIFICATED SALARY SCHEDULE

BA	Year 1	\$37,013
MA +90	Year 16	\$68,836



2024-2025 CERTIFICATED SALARY SCHEDULE

BA	Year 1	\$65,182
MA +90	Year 16	\$121,225

How are my dues spent?

We remain union strong for the professional pay educators deserve. Our collective voice leads the way!