

Tumwater Education Association

ADVOCATE

[TumwaterEA.org](https://tumwaterEA.org)

October 2024



[Tumwater School District Proposed 2024-25 Budget](#)

Please click the link above to read the full proposed budget from the Tumwater School District.

Tumwater Budget Deficit Fact or Fiction?

MATERIALS, SUPPLIES, AND OPERATING COSTS

The Tumwater School District is projecting yet another budget deficit during a year when the Tumwater Education Association is about to bargain our collective bargaining agreement. Superintendent Kevin Bogatin informed certificated staff employees of a \$2.5 million budget deficit during the Tumwater University opening session at Black Hills High School. What a way to get educators excited for another school year.

How did the District arrive at the budget deficit conclusion? Ben Rarick, the new Assistant Superintendent of Finance & Operations, states, “the District is running an operating deficit in the General Fund and will need to course correct over the next year to ensure fiscal stability.” He also states “the District has closed the books for the month of July. The updated deficit trend continues – this July’s fund balance is \$3.27 million less than July of last year.” Where did the money go?

We have read this budget deficit storyline before. The same plot with a different cast of characters. Is it fact? Is it fiction? Those of us who have been around in Tumwater School District for a while have already read this storyline. The District forecasts projected, or budgeted, dollar amounts for the complex myriad expenditures required for the fiscal year. Then, at the end of the fiscal year, the District reports the actual dollar amounts spent in comparison.

The number one thing to remember about school district budgets? The budgets are projections. In the world of school district financing, budgets are separated into two different categories of “actual” and “budgeted” dollar amounts. The District now projects a “budgeted” increase in Materials, Supplies, and Operating Costs, which is the budget line item that often gets inflated beyond “actual” amounts. The deficit is budgeted at this time. The deficit is not actual.

President’s Corner

Did you know? Tumwater Education Association general members are represented by elected Executive Board and Representative Council members. The Executive Board and Representative Council meet every month to conduct the democratic processes of the Tumwater Education Association as elected representatives.

The Tumwater Education Association was built on foundational documents which establish the democratic processes we are required to follow as your elected representatives. The documents organize our collective voice as a body of members and provide the required framework for moving the will of the general membership forward.

- Mission Statement
- Constitution
- Bylaws
- Policies & Procedures

Our foundational documents are located on the Tumwater Education Association website at:

[Resources](#)



Our charter was established in 1972. We have amended our foundational documents many times over the past 52 years. Now we find ourselves at another point in time where our Mission Statement, Constitution, Bylaws, and Policies & Procedures require another update through the amendment process. The Tumwater Education Association Executive Board and Representative Council are following that process now.

Tumwater School District					
2024-2025 MSOC Disclosure					
Combined 1191 MSOC from F-203					
Regular Instruction (Column A)	\$	8,068,284			
Grades 9-12 Additional (Column J)	\$	425,606			
* Total MSOC Allocation	\$	8,493,890			
** Objects of Expenditure from F-195	Totals	Prg 01	Prg 02	Prg 03	Prg 97
Object 5 - totals	\$	2,117,714	\$ 1,435,668	\$ 40,196	\$ - \$ 641,850
Object 7 - totals	\$	8,232,791	\$ 3,192,600	\$ 3,000	\$ 150,000 \$ 5,037,191
Object 8 - totals	\$	101,912	\$ 49,350	\$ 5,562	\$ - \$ 47,000
Object 9 - totals	\$	70,000		\$ -	\$ - \$ 70,000
* Total Budgeted 5-9 Expenditures	\$	10,522,417			
* Difference	\$	(2,028,527)			

*The aggregate MSOC amounts and the difference between these amounts is to be disclosed as part of the budget hearing.
** To determine which expenditures to include in the calculation, reference the language below from the supplemental budget.

Tumwater Budget Deficit

Fact or Fiction?

CONTINUED FROM PAGE 1

The Tumwater School District chart above demonstrates the Materials, Supplies, and Operating Costs (MSOC) budgeted amounts for the 2024-25 school year. The amounts are not actual expenditures at this time. The amounts are budgeted expenditures.

The District is now required to disclose the state allocation for MSOC, the budgeted expenditures for MSOC, the difference between these two amounts, the proposed use of the difference, and how this use will improve student achievement. The language is located in the supplemental budget.

The District has “budgeted” to spend \$2,028,527 more than the “actual” MSOC funds received from OSPI.

The District plans to spend \$2 million more than they received from OSPI on MSOC for the 2024-25 school year. Where’s the dump truck?

The Tumwater Education Association will be keeping close tabs on the Tumwater School District budget cycle this year. In the realm of literature genres, perhaps the District budget deficit storyline belongs in the Historical Fiction section of the library. Only time will tell.

The Tumwater Education Association will provide updated responses throughout the school year. Washington Education Association budget analysts will also monitor the District budget closely. Is it just a coincidence that the District has another “budget deficit” during a bargaining year?

Unused Site Team Funds

Our contract provides Site Team funding annually for each school in the Tumwater School District.

“In recognition of both parties’ joint commitment to site-based decision making, funding will be provided for site teams at the following levels. Sites may determine the number of site team members and the actual amount of compensation provided each member.”

Elementary Schools	\$7500
Middle Schools	\$7500
Tumwater High School	\$9500
Black Hills High School	\$9500
Cascadia High School	\$5000

“Unused funds will rollover to the Article 2 committee at the end of each school year; provided that the total funds accumulated in the Article 2 fund shall not exceed \$40,000 in any given year.”

We did have unused Site Team funds leftover from the 2023-24 school year. These funds will rollover to the Article 2 fund for the 2024-25 school year.

Tumwater Hill Elementary	\$3795
Littlerock Elementary	\$954
East Olympia Elementary	\$2,170
Bush Middle School	\$1,340
Tumwater Middle School	\$324
Tumwater High School	\$92
Cascadia High School	\$5000

Please work with your building administrators to use all funds available to your Site Teams.

Professional Growth Plans

Educators earn 25 clock hours annually at no cost



CLOCK HOURS FOR WORK YOU ALREADY DO EVERY DAY
It’s true! Certificated staff employees can earn 25 free clock hours every year by completing a Professional Growth Plan (PGP) for work they are already doing every day at their work sites. The PGP process may appear

complicated at first, but the process becomes easier after the first attempt. Remember when you were learning to ride a bike?

What is a professional growth plan? [Professional Growth Plans \(PGPs\)](#) are job-embedded, self-directed professional development. With a PGP, teachers, administrators, paraeducators, and ESAs set their own goals, align them to certification standards, design an action plan, and collect evidence documenting growth towards achieving their goals. Educators then reflect on the process. Now we’re moving the bike forward.

There is no cost to an educator for a PGP. Only one PGP may be completed each year. PGPs are completed between July 1 of one year and June 30 of the next. An educator holding a Washington State certificate must review the PGP for completion. [PGPs](#) (download and save to access) are part of Washington State’s educator preparation programs. Watch this tutorial video and learn how to complete a PGP:

[How to Complete a PGP](#)

CONTINUED ON PAGE 3



Professional Growth Plans

Educators earn 25 clock hours annually at no cost

CLOCK HOURS

Clock hours from PGPs are eligible for use in salary advancement and may be used for certificate renewal. Clock hours from PGPs may also be used in the paraeducator certificate program. PGPs are equivalent to 25 clock hours. PGPs completed prior to June 30, 2018, are equivalent to 30 clock hours. No more chasing clock hours every year for your certificate renewal and salary advancement options. The PGP process is a centralized way to earn free clock hours for work educators are already doing throughout the school year.

PGP information for specific roles

- [Educational Staff Associates \(ESAs\)](#)
- [Teachers](#)

Ready to climb back on that bike? Now it’s easier than ever to get rolling. No more wobbly riding, wiggly handlebars, or waggley crashes. Now is the time to learn more about the Professional Growth Plan process and make your professional life easier.

SOURCE: Washington State PESB



TEA members play a significant role in ensuring that our contractual resource funds are fully accessed and utilized during the school year. Otherwise, those funds go unused. The Article 2 team determines use of unused funds.



Article 22 Staff Development

Staff Development Allocation

Our contract provides funding for staff development every school year. This funding is separate from the Site Team funds each school receives.

“The parties agree that improving one’s professional ability is a part of our regular work. In order to reinforce this belief, the following amounts of staff development funds will be allocated each year to the sites on a per-staff FTE basis, unless agreed otherwise: \$102,000.”

We have funds set aside to reimburse clock hours every school year as well. These funds come from the \$102,000 amount. The District is contractually required to use \$20,000 from the staff development funds to reimburse clock hours.

Staff Development Options

“Each site will be able to determine how to use its Staff Development funds. Whenever possible and practical, sites will be encouraged to coordinate their staff development activities in order to maximize efficient use of these resources. Options for use of Staff Development funds may include:

Paying registration fees, expenses, and substitute costs so staff can attend workshops, conferences, professional meetings, and training; Bringing a workshop presenter to the building; Purchasing reference or training materials to enhance staff knowledge and skills; and Paying for substitutes to release employees in Tumwater schools to prepare and make presentations in and out of Tumwater School District as an education professional, or to make professional visitations to other buildings or districts.”



Yelm Education Association members fought hard over the summer for a fair contract in the midst of two failed levies, extreme budget cuts, and reduction in force actions from the Yelm School District. They united and remained strong together through the entire process on behalf of the Yelm community.

Yelm Education Association Fights Back

YEA members authorized strike before the school year started

UNION SIBLINGS KNOW AN INJURY TO ONE IS AN INJURY TO ALL – WHICH IS WHY WE UNITE

Our Union siblings over in the Yelm Education Association fought for their students, their community, and their profession over the summer. WEA Chinook Uniserv President Tim Voie shared the following information on behalf of YEA members on August 30:

“Our Yelm Education Association family is working hard to counter the district’s proposals that undermine students’ learning and well-being. YEA is fighting to maintain manageable class sizes and caseloads, access to essential programs such as P.E., music, library, and art, keep elementary planning time, and have enough counselors to meet students’ social and emotional well-being. The local also is pushing for the district to use its full allotment of state funding for compensation so it can attract and retain the well-qualified educators their students need and deserve. On Tuesday, YEA members voted 97.5% to strike on Sept. 3 if there is no ratified agreement in place. We know, at our core, that educator working conditions are student learning conditions. I know what our YEA Sisters and Brothers are experiencing, and I know the hard work their co-presidents and bargainiers are putting in to secure a FAIR CONTRACT NOW!”

The collective efforts from Yelm Education Association, WEA Chinook Uniserv, Washington Education Association, and neighboring regional affiliates like Tumwater Education Association demonstrated our unity together.

The Yelm Education Association bargaining team reached a tentative agreement with the Yelm School District on September 2, the day before school was to start for the year. The general membership held their contract ratification meeting on September 3 at the Yelm High School Performing Arts Center, where they voted to approve the contract and return to school



YEA members were technically on strike for one day, September 3, because that was officially the first day of school. The YEA co-Presidents shared the following joint statement: “Thank you, from the bottom of our hearts, for your overwhelming support. Your show of solidarity made all of the difference for our team!”