

# Tumwater Education Association

## ADVOCATE

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

April 2025



RA Business Submission Forms and Deadlines: [WEA RA Forms and Procedures / Submitting Proposals to RA](#)

RA Nominations & Elections Forms, Guidelines and Deadlines: [WEA RA Nominations and Elections](#)

## Washington Education Association Representative Assembly 2025

### WHAT IS THE WEA REP ASSEMBLY?

“The 2025 WEA RA will be in Spokane, WA April 24-26, 2025. WEA is a member-driven, democratically governed organization and the annual Representative Assembly (RA) is its chief policy making body. Once a year, local associations select more than 1,000 WEA members to gather for RA.

Local associations attending RA hold an election among their membership to select delegates. Each local is allowed to bring one delegate per 60 members or major fraction thereof.

The annual meeting, which has a look and feel similar to a major political convention, provides a forum where WEA members can collaborate, debate and vote. Individual members and local associations submit New Business Items, New Resolutions or Amendments to Continuing Resolutions, Standing Rules, Bylaws, and WEA Constitution, which, when passed, set the organizational priorities for WEA for the coming year.

RA delegates also elect the WEA President and Vice President every three years and NEA State Board Directors when their varied terms are up. The 2025 WEA RA will be an election year for 3 NEA Board Positions.

RA 101 Course: RA 101 is an introductory course designed to provide a basic overview of the rules, procedures and policies of WEA RA. It is a perfect starting point whether you are new to RA or an experienced delegate who wants a refresher. The course is online, self-paced and free. You can dive in any time and start learning!

### [WEA RA 101 Course](#)

Nominations & Elections: RA delegates also elect the WEA President, Vice President and NEA State Board Directors when their varied terms are up as well as At-Large WEA Board Director positions in a Board election year. The 2025 WEA RA will be an election year for 3 NEA Board Director positions.”

### President’s Corner

Tumwater Education Association sent our formal request to bargain our contract with the Tumwater School District. We now have tentative bargaining dates set for the months of May and June.

The Association bargaining team has also sent our bargaining survey out to all members. The bargaining team will utilize the survey results to determine the priorities from the collective voice of all members.

The Association bargaining team has conducted two meetings to establish a plan for the upcoming bargain. Those two meetings occurred on March 3 and 17. The team will meet again on April 8 to review the bargaining survey results.



WEA says the following about bargaining at the local level:

“Perhaps the greatest areas where you can exercise the power of standing united is in your own local bargain. Collective bargaining is your opportunity to have an equal voice in wages, hours and working conditions - offering the chance to make significant improvements to your classroom and work environment. Educators and education support professionals (ESPs) have a vital voice that must be heard in shaping our schools and colleges. After all, a teacher’s working conditions are a student’s learning conditions.”

We know these statements to be true for Tumwater Education Association as well.

DJ

SOURCE: WEA WEBSITE



## Tumwater Education Association Exec Board and Rep Council Elections

Nominations are now open and will close at the April 30, 2025 Representative Council meeting. Nominees must confirm their acceptance of the nomination and give consent to appear on the ballot. Nominees may also self-nominate. Nominees must be Tumwater Education Association members. The election cycle will take place May 15-30, 2025 after nominees are finalized at the April 30, 2025 Representative Council meeting. The following positions are open. The number in parentheses indicates the total number of seats for each position.

**Executive Board:**

Vice President (1)  
Treasurer (1)  
Members at Large (3)

**Representative Council:**

District Office (1)  
BHHS (4)  
CHS/NMHS (1)  
THS (6)  
BMS (5)  
TMS (4)  
BLE (3)  
ECL (Early Childhood 1)  
EOE (4)  
LRE (2)  
MTS (4)  
PGS (4)  
THE (3)

Vice President and Treasurer are two year terms. Members at Large and Representative Council are one year terms. The following position descriptions provide more information about the duties as outlined in the Bylaws.

**Vice President**

"The Vice President shall assist the President, perform such duties that may be assigned by the President pursuant to the provisions of these Bylaws, and shall act in the absence of the President."

**Treasurer**

"The Treasurer shall:

- a. receive and disburse all funds of the Association. Disbursement of funds shall be done only upon authorization by the President or the Executive Board. Disbursements made upon authorization by the President shall be reported to the Executive Board at its next meeting;
- b. prepare and submit such financial reports as are required by law;
- c. prepare and distribute such financial reports as are deemed necessary by the Executive Board or Representative Council;
- d. provide the financial bookkeeping of the Association;
- e. report at each Representative Council Meeting; and
- f. sign all checks along with either the President or Vice President."

**Members at Large**

"The duties of the Member-At-Large shall be assigned by the President or the Executive Board."

### Provisional Employees

Tumwater School District has notified 19 provisional certificated staff employees from 8 different schools that their contracts will not be renewed next school year. The schools impacted by the District decision to not renew these provisional employee contracts are:

- Black Lake Elementary
- East Olympia Elementary
- Littlerock Elementary
- Michael T. Simmons Elementary
- Peter G. Schmidt Elementary
- Tumwater Hill Elementary
- Bush Middle School
- Tumwater High School

Tumwater Education Association is hosting an informational resource meeting for all provisional certificated staff employees who were not renewed for employment by the District. The Association will present the following resource information for the nonrenewed provisional employees:

- Association contract
- Unemployment benefits
- Job search & application
- Q&A session
- Other WEA information

The meeting will take place at the WEA Chinook Uniserv building in Tumwater on April 10, 2025. The meeting will begin at 4:30 and dinner will be served. Provisional employees who were not renewed for employment by the District are encouraged to attend this meeting.

Questions have emerged regarding the RCWs for provisional employees as they relate to our contract and the process of establishing memorandums of understanding (MOUs). The two RCWs which apply in the case of provisional certificated staff employees in Tumwater School District are:

- RCW 28A.405.210
- RCW 28A.405.220

Taken together, these RCWs mean that provisional employees cannot appeal the decision from the District to not renew provisional employee contracts. The Association contract, in Article 4 Conformity to Law, states that our contract cannot override Washington State law.





# Tumwater Education Association

## Exec Board and Rep Council Elections

### Representative Council

"The duties of the Representative Council shall consist of all the following:

- a. establish Association policies and objectives;
- b. establish guidelines and hear continuing reports on bargaining;
- c. adopt the annual budget;
- d. approve or ratify the establishment of paid positions in the Association;
- e. approve or ratify the establishment of committees not established in the Bylaws;
- f. adopt rules and agenda for its meetings;
- and g. enact such other measures as may be necessary to achieve the goals and objectives of the Association, which are not in conflict with this Constitution and the Bylaws.

The duties of the Representative Council Members at each work site shall consist of the following:

- a. call meetings of the Association members to discuss Association business;
- b. organize and oversee all elections;
- c. maintain two-way Association communication within the building;
- d. attend Representative Council Meetings;
- e. collect surveys and questionnaires;
- f. serve as a member advocate at the site;
- g. distribute Association materials;
- and h. serve as a consultant on the contract."



Congress created the Department of Education in 1979 when President Jimmy Carter was in office.



### “NEA Files Suit to Defend Public Schools from Trump’s Reckless Cuts”

SOURCE: NEA TODAY  
BY: AMANDA LITVINOV  
PUBLISHED: March 24, 2025

### NEA Today Article

#### KEY TAKEAWAYS:

- “1) The Trump administration has cut the workforce of the Department of Education by 50 percent since January. The massive staff reductions have eliminated all or nearly all employees in certain offices, rendering them non-functional.
- 2) Dismantling the Department of Education or slashing existing federal funding will have devastating effects on students.

3) The National Education Association and a coalition of education, civil rights, and school employee groups filed a lawsuit arguing that the staff cuts left the agency unable to carry out many of its mandatory functions and put student civil rights in jeopardy.”

#### Quote from NEA President Becky Pringle:

“America’s educators and parents won’t be silent as Donald Trump, Elon Musk, and Linda McMahon try to steal opportunities from our students, our families, and our communities to pay for tax cuts for billionaires.”

Please click the article link above to learn more about the National Education Association lawsuit and the Trump administration goal to ultimately eliminate the federal Department of Education.



Tumwater Education Association and Tumwater School District have agreed to an MOU that clears up [contract Article 29](#) to make the language consistent with the bargained changes made at the bargaining table in 2023.

# Article 29 Position Recruitment, Application, and Job-Sharing Memorandum of Understanding

The Association and District realized that Article 29 still contained outdated language that was not revised after the bargaining concluded for the 2023-25 contract. The outdated language positioned Involuntary Transfer/Reassignment in Section A when the language was supposed to be positioned in Section H.

In addition, the Involuntary Transfer/Reassignment language still utilized building level seniority in Part 6 when the new bargaining language is actually District level seniority.

The Association and District agreed to create a memorandum of understanding (MOU) to address the mistakes in the 2023-25 collective bargaining agreement. The new MOU is now available on the District website for employee and public reference. The MOU addresses the procedures required for the District to follow when making staffing changes as a result of the nonrenewal of provisional employee contracts for the 2025-26 school year.

[Contract Article 29 MOU](#)

The resulting changes to certificated staff employee positions across the District now require the District to follow the language of Article 29 in an effort to keep employees within their buildings, and adjacent to their original positions, in the event of Involuntary Transfer/Reassignment.

Article 29 Section A Vacancies and Assignments states “Vacancies shall be defined as open or new certificated positions that are created after returning building certificated staff have been assigned for the bargained calendar year.” This means building principals need to make internal shifts of employee position assignments at each building before any position can be posted as a vacancy within the District.

Section A also states “Assignments shall be defined as grade level bands, majority of subjects taught, or programs taught in a building. Employee input and preferences shall be sought, considered, and given due consideration when making such certificated assignments.” This means building principals may involuntarily reassign employees to positions within the building and must take the input of those employees into consideration, but those employees being involuntarily transferred within the building are ultimately required to follow that process if directed by the building principal.

However, the building principal is required to follow all the steps of Section H Involuntary Transfer/Reassignment when placing an employee into a position involuntarily.

Positions are only available to voluntary applicants after all the internal shifting of position assignments are completed within each building every year. Then, the building principals may work with Human Resources to post those positions as vacancies open to all qualified employees from across the District.