

Tumwater Education Association

ADVOCATE

TumwaterEA.org

June 2025



Tumwater Education Association Bargaining Update

COLLECTIVE BARGAINING PROCESS

The Tumwater Education Association bargaining team met with the Tumwater School District bargaining team on Thursday and Friday May 22 and 23 until about 7:00 each evening. The bargaining teams met again on June 6 until 6:00 in the evening.

The Association's bargaining team consists of Rhonda Crawford, Katie Gates, Lori Tibbets, Chris Hudson, DJ Brimer and Elizabeth Collins.

The District's bargaining team consists of Ben Rarick, Wendy Bromley, Chris Burgmeier, Meagan Dawson, John Neal, Misty Hinkle, and attorney Christina Weidner.

The Association's initial proposal included the priorities identified in our bargaining survey. These priorities include support for student mental health, maintaining or improving class size and caseloads, competitive salary commensurate with our neighboring districts, improvements to leave, and an increase in paraprofessional support options.

The District's initial proposal unfortunately proposed increases to class sizes, cuts to impact pay and resources, increases in all special education caseloads, reductions in split class resources, increased restrictions on leave usage, and reduction in force language that would not be based on seniority.

The Association and District have also proposed updates to language which include our existing memorandums of understanding. The parties have also proposed editorial cleanups to make the contract easier to read and apply.

The Association's next bargaining meeting with the District will take place on June 9 at 4:30 in the afternoon. The Tumwater Education Association bargaining team will continue to represent your collective voice as Union members at the table.

Tumwater Education Association Bargaining Team

President's Corner

Reflecting on this past 2024-2025 school year provides an opportunity to reexamine our Union strength as we continue the march toward progress.

Union strength means joining forces with PSE President Heather Cooley, TAP President Jennifer Monson, and TOPA President Kristina Dilworth to build working relationships on trust and genuine respect for one another.

Union strength means ensuring that Tumwater School District administrators follow our collective bargaining agreement during the budget and staffing reductions.

Union strength means representing employees to ensure their due process rights are followed as outlined in the collective bargaining agreement.

Union strength means collectively holding Tumwater School District administrators accountable for actions as we demand dignity and respect for employees represented by our collective bargaining agreement.

Union strength means working hard to provide many hugs, rounds of Kleenex, and shoulders to cry on when challenges appear too daunting to overcome.

Union strength means celebrating each other when we stand up together and represent the collective will of the Tumwater Education Association through our democratic processes.



DJ



Tumwater Education Association Election Results 2025

Executive Board Positions	BLE
Vice President Katie Gates - PGS	Avery Butler, Whitney Saxlund
Treasurer Chris Hudson - THS	Early Childhood Learning Sarabeth Delozier
Members at Large Heather Alnes – MTS Page Voie - EOE Kevin Wimsett - BHHS	EOE Rhonda Crawford, Tamara Paddock, Sara Smith
Representative Council Positions	LRE
District Office	Laura Ashley, Lisa Prosser
Sara Beezley	MTS
BHHS	Heather Alnes, Dana Bastin, Claire Runge, Kylee Harper
Aaron Houk	PGS
CHS/NMHS	Erin Crabtree, Katie Gates, Amy Gress, Leah Bacon, Sarah Wernke
Anthony Neff	THE
THS	R. Ande, Michelle Moreno
Richard Coate, Suzanne Hall, Cecilia Harvey, Chris Hudson, Peter Klinzman	Tumwater Education Association Elections Committee
BMS	Renee Cruickshank - TMS Jessie Faron - TMS Cecilia Harvey - THS
Lisa Pearson	
TMS	
Matt Bellmer, Renee Cruickshank, Tony Harris, Jessie Faron	

BYLAWS ARTICLE IX ELECTIONS

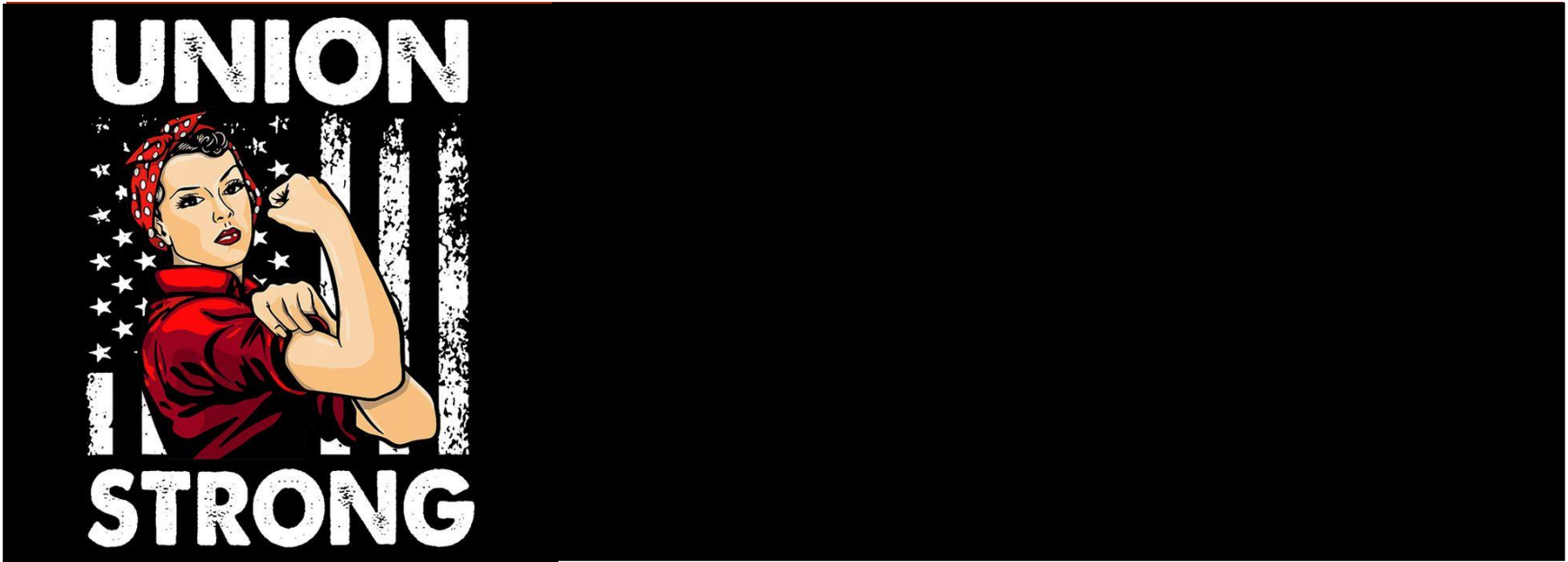
“Section 1
The President, with the approval of the Executive Board, shall appoint a Nominations Committee who shall complete a list of candidates for the Association officers and for the Executive Board Members. This list shall be prepared for the April Representative Council Meeting with recommendations for the time and place of the election and an election procedure that guarantees fairness. Each nominee must be a member in good standing and give his/her consent to appear on the ballot.

Section 2
In addition to the provisions of Section 1 above, nominations from the floor shall be called for and received at the March and April Representative Council Meetings. Following the close of the April Representative Council Meeting, nominations shall be closed.

Section 3
The Association recognizes the importance of having a full leadership team. Every effort will be made to ensure that all leadership positions are filled.

Section 4
The election shall be made by secret ballot, observing the one person, one vote principle. To win, a candidate must receive a majority of the votes cast. In the event of a plurality or a tie, the Executive Board shall hold a run-off election within fifteen (15) days between the two (2) candidates receiving the most votes. In the event that a nominee is unopposed, the President shall ask the Representative Council at the May Meeting to declare that candidate elected.

Section 5
Representative Council Member(s) shall be elected by secret ballot by members assigned to each site. The top vote getters up to the number of positions allotted each site shall be declared elected. Each site will submit to the Secretary, in writing, the name(s) of the representative(s) at their site.”



TEA, TAP, TOPA, and PSE Joint Labor Tumwater School District Bargaining Units In Solidarity

TEA, TAP, TOPA, and PSE conducted a joint labor general membership meeting on May 17 at Tumwater Middle School in the new gym. The purpose of the meeting was for members and nonmembers from each bargaining unit to share labor relation concerns regarding Tumwater School District administrators from the District Office. The four bargaining units had approximately 100 employees combined attend the joint labor general membership meeting.

Members and nonmembers alike shared concerns regarding the manner in which administrators from the District Office conducted interactions with employees during this school year. The TEA, TAP, TOPA, and PSE presidents facilitated the meeting as a safe venue for employees to voice their concerns within their Union rights and without fear of retaliation.

The four presidents conducted a follow up meeting with Superintendent Kevin Bogatin on May 22 and 27.

The presidents shared the information gathered at the May 17 joint labor general membership meeting with Bogatin.

The bargaining unit presidents remain Union united and stand strong together as we address the challenges that employees face in Tumwater School District. In fact, the joint labor general membership meeting was received very well from the employees who attended. The Tumwater Education Association Representative Council also received positive feedback about the joint labor general membership meeting from those Representative Council members who attended the meeting.

TEA, TAP, TOPA, and PSE plan to continue our Union solidarity by conducting quarterly joint labor general membership meetings during the 2025-26 school year. The agendas for these meetings will be determined jointly by the four bargaining unit presidents with input from the members of each unit. We remain Union strong together.



Mission

The mission of the Tumwater Education Association is to be a valuable resource and partner in our members' personal and professional growth and in our efforts to improve teaching and learning in Tumwater's public schools.

Goals

Strengthen our contract through bargaining and bargaining support.

Advocate for members through contract enforcement.

Build a stronger union by informing, engaging, and organizing our members.

Strengthen Tumwater Education Association relationships with the school board, community, and district administration.

Operating Principles

The Tumwater Education Association will foster a culture that values and honors member involvement.

Therefore, we agree that:

We will seek solutions that all parties can see furthering their personal and professional growth and by which all parties feel honored.

We will seek solutions in a manner that helps build working relationships based on trust, honesty, dignity, and respect.

We will exercise good communication skills, including active listening, assertive word choices, and taking ownership of our own feelings and perceptions.

We will strive to focus on the issues.

We will seek solutions at levels closest to the situation.

We will seek to provide safe, dignified, and respectful contexts within which we can address problems and explore solutions.



Federal Impact on Public Education

WEA Message from NEA Board of Directors

“We all want our kids, colleagues and schools to thrive. As fellow WEA and NEA members elected to represent you at the national level, we are sharing tools and information to help every educator feel confident in communicating about the federal impact on our students, our jobs, and our neighborhood public schools and colleges.

First – it’s important to know that NEA is working in coalition with many partners, including when we file litigation, to protect public education.

Second – do you know how much federal funding, including for Special Education and Multilingual Education, comes to your local community from the federal government? Check out [nea.org/data](https://www.nea.org/data).

When we talk to people in the grocery store, or even out-of-state family members, it’s very helpful to know the amount of federal funding supporting our local public schools, local jobs, and local students. In our experience, community members and even members of Congress have been surprised at this data!

Third - We have even more tools to help members and local unions at [nea.org/protect](https://www.nea.org/protect) and on our WEA website to advocate for immigrant and refugee students.

Lastly - you’ve probably heard about the U.S. House of Representatives passing the ‘one big’ budget reconciliation bill, voting 215-214. This bill is headed to the Senate and has the impact to harm generations of public school students, families and educators.

To help you communicate about the specifics, we are bringing your attention to how the bill:

- Funnels \$20 billion of public funds into private schools through a voucher scheme (despite 90% of all students attending public schools, including 95% of students with disabilities)
- Eliminates federal funding for Teacher Preparation Programs (despite the national educator shortage)
- Caps or eliminates programs that provide student loans to attend graduate and professional schools
- Imposes new taxes on scholarships, fellowships and student loans
- Cuts \$290 billion to families’ and students’ food supports through the Supplemental Nutrition Assistance Program (SNAP). (This would significantly impact our students’ school meals!)
- Cuts the largest amount in history from Medicaid, \$716 billion, which is healthcare access for children, people with disabilities and chronic illness, caretakers and other low-income families
- Adds costly measures including a co-pay for some of our lowest-income neighbors, meaning approximately 15 million people are expected to lose healthcare coverage by 2034

Let’s be clear: this bill aims to take money from our students, public schools, and communities — to finance massive tax breaks for the ultra-wealthy.

As we look forward to the end of the school year, each of us staying informed and taking small actions makes a difference.”