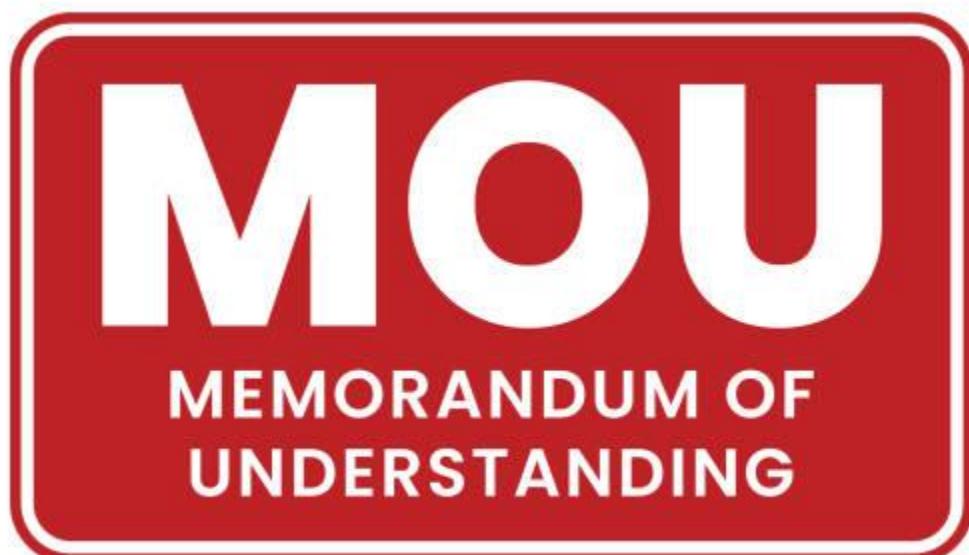


# Tumwater Education Association

## ADVOCATE

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

October 2025



## Co-Curricular Committee Memorandum of Understanding (MOU)

### DECISION MAKING PROCESS

The Association and District have agreed to an MOU for the 2025-26 school year which addresses the need to review and update the co-curricular programs offered.

Here is the language from the new MOU:

"The Tumwater School District ('District') and the Tumwater Education Association ('TEA') recognize the importance of a fair, transparent, and equitable co-curricular salary schedule that reflects the work and responsibilities of positions, eliminates outdated stipends, and incorporates new stipends where appropriate. This Memorandum of Understanding ('MOU') outlines the commitment of both parties to collaboratively review and revise the co-curricular salary schedule for the 2025-2026 school year.

### Duration

This MOU shall be effective from September 1, 2025, through August 31, 2026, unless extended or modified by mutual agreement of both parties in writing.

### Collaboration

For the 2025-2026 school year, the District and TEA will work collaboratively to review the current co-curricular salary schedule. The review process will focus on:

- a. Examining the design and structure of the current schedule.
- b. Ensuring fairness and consistency across all co-curricular positions.
- c. Developing and/or updating job descriptions for all positions listed on the schedule.
- d. Identifying and eliminating stipends for positions or activities that are no longer active or accessed.
- e. Proposing new stipends for positions or activities where duties warrant compensation.

### Committee Work

The review will be conducted through a joint committee comprised of equal representation from the District and TEA. The committee will meet regularly, at least once per month during the school year, or more frequently as needed to complete the work.

### President's Corner

The following information is from the Thurston County Auditor.

"The Thurston County Auditor's elections team accurately runs local, state and federal elections. We manage every part of the election process, from candidate filing to ballot design, processing, and security. We ensure that elections are free, fair, safe and secure.

The Thurston County Auditor's Office Elections Division reminds voters the deadline to return ballots for the **General Election is Tuesday, November 4**. If you have not received or misplaced your ballot, you can request a replacement.

Email [elections@co.thurston.wa.us](mailto:elections@co.thurston.wa.us)  
Call the Auditor's Elections Division at 360.786.5408  
Download a ballot at [VoteWA.gov](http://VoteWA.gov)  
Visit the Voting Centers listed below

### Voting Centers

Signed ballot return envelopes must be postmarked or deposited into one of 31 ballot drop boxes no later than 8 p.m. on Election Day (Nov. 4). Because it is within 7 days of the election, use a drop box to return your ballot. Ballot drop box locations are listed at [ThurstonWAVotes.gov](http://ThurstonWAVotes.gov) and in the ballot packet.

The Thurston County Auditor's Elections Division is a designated voting center during business hours. Voters may register to vote, update their current registration, obtain a ballot, or use a voting assistance device at the Voting Center. For more information visit [ThurstonWAVotes.gov](http://ThurstonWAVotes.gov)."

Please remember to vote if you have not already.

### Thurston County Elections



## Co-Curricular Committee Memorandum of Understanding (MOU)

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#### Timelines

The committee will complete its review and provide recommendations to both bargaining teams by May 31, 2026, to allow for consideration during negotiations for the following school year, or to put into an MOU until negotiations resume in the future.

#### No Precedent

This MOU is entered into on a one-year basis for the 2025-2026 school year and shall not establish a precedent or binding past practice for future years."

The Association surveyed members to determine interest in joining the Co-Curricular Committee.

The Association representatives on the committee are:

Chris Hudson – THS Math Instructor – Committee Chairperson

Nicole Nelson – BHHS Athletic Director

Aaron Houk – BHHS CTE Instructor

Andrew Landowski – BHHS Band Director

Jessie Faron – BMS & TMS Occupational Therapist

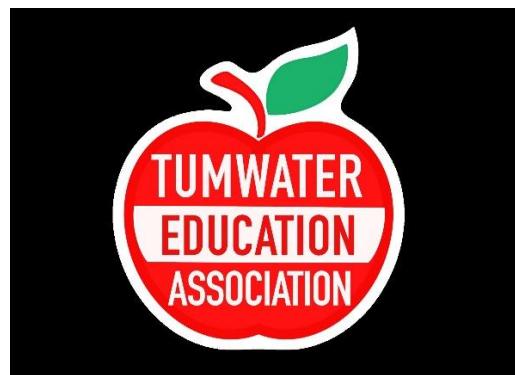
The representatives will meet with the District this school year to develop a proposal for the Association bargaining team to present during our next contract negotiation in 2026.

### WEA Certification Courses Now Available

Do you have questions about your Washington state educator certificate and what you need to do? WEA has a slate of educator certification 101 courses available for teachers, CTE teachers, and educational staff associates. Check [WEA-WIN](#) for available courses as you consider the next certification steps you will need to take. Learn about what you need to do for the equity-based school practices certificate renewal requirement, STEM requirement and suicide prevention training. Find out how to add an endorsement. Explore the basics of Professional Growth Plans (PGP) for all educator certificate roles and how you can earn 25 clock hours at no cost for completing a PGP.

WEA offers a wealth of resources designed to inspire new ideas and promote professional growth in the workplace. From practical tips and innovative teaching strategies to the latest research and educational trends, WEA pages are brimming with valuable information to help you stay at the top of your game. Please visit WEA Resources and explore the resources to discover fresh ideas that you can implement in your classroom today. WEA is here to support you every step of the way in your professional journey.

## New Bargained Release Day 2025-26 Day Off for Certificated Staff Employees



### DUTY FREE EMPLOYEE CHOICE

The Association and District bargained one Release Day for certificated staff employees to use at their discretion only for the 2025-26 school year. Here is the new contract language:

"For this year only, each employee will be granted one (1) release day which the employee may schedule with principal approval. The employee may utilize the time at the employee's discretion. If this day is unused, then the employee may cash it out at the long-term substitute rate prior to the end of the 2025-2026 school year."

The Release Day is completely duty free with no expectation that certificated staff employees complete any work on that day. The Release Day is not deducted from any other form of certificated staff employee accrued leave.

#### Teaching Staff:

Complete the sub request in Red Rover and select Release Day. Confirm that the Release Day has a substitute to cover the absence. Complete the online TSD Release Day request form after the substitute is confirmed. Confirm that the online TSD Release Day request form has been approved.

#### ESA Staff:

Complete the absence report in Qmlativ and select Release Day. Complete the online TSD Release Day request form. Confirm that the online TSD Release Day request form has been approved.



# Student Mental Health Committee MOU

## Support and Resources for Students and Staff

### “Purpose

For the duration of the current Collective Bargaining Agreement (CBA), the District and the Association agree to convene a joint committee dedicated to identifying and implementing holistic supports to improve student mental health.

### Committee Composition

The committee shall be comprised of an equal number of representatives from the Tumwater Education Association (TEA) and the District. Members will be appointed by their respective parties.

### Meetings

The committee will meet at least quarterly, with additional meetings scheduled as needed by mutual agreement.

### Resources

Resources for release time and other needs identified by the committee will be drawn from unused Article 2 rollover funds, up to \$10,000. Allocation and use of funds will be determined collaboratively by the committee.”

The Association and the District are committed to problem solving support and resources for students and staff.

**Speak up!**

“The District shall provide a safe and healthful working environment for all employees. Employees will not be required to work under unsafe or hazardous conditions or to perform tasks that endanger their health, safety, or well-being.”

**SAFETY FIRST!**

## Article 27

### Employee Facilities

#### Safe Working Conditions

The Association and the District bargained new contract language for Safe Working Conditions.

“The District acknowledges that excessive heat and cold, excessive smoke, mold, pest infestations, and excessive levels of carbon monoxide in classroom settings can contribute to unsafe working conditions for students and staff. Remedies for these conditions may include temporary changes in assigned workspace, supplemental enhancements to heat and air systems (e.g. fans), establishment of building-specific temperature protocols, facility adjustment accommodations, or, in the most extreme cases, temporary closure of school buildings.

The District’s air quality systems, including central HVAC settings and protocols, will be programmed to align with the temperature guidelines set forth in WAC 246-366-090, pertaining to indoor classroom conditions, and WAC 246-366-080, pertaining to classroom air contaminants.”

This new contract language addresses the long standing air quality issues that employees have faced at many school buildings over the years. The Association and District recognize that excessive heat is an ongoing issue during the beginning and end of the school year. The only permanent solution to this problem is the installation of air conditioning as a component of the HVAC systems in schools. The cost for air conditioning would be about \$40 million for total upgrades. This expense requires capitol funding approved by voters.

# CO-TEACHING



## Co-Teaching Problem Solving

### Contractual Planning Time Issues

The District directed secondary level Special Education teachers to co-teach with content teachers in the general education classroom setting at the middle and high schools for the 2025-26 school year. The Association bargaining team requested information from the District about the new co-teaching requirements during our most recent bargain. The District did not provide the information requested. The District's co-teaching directive has now created a change in working conditions for co-teaching employees because many do not receive common planning time during their contractual workday for the school year. The District co-teaching requirement is therefore also a requirement for co-teaching employees to collaborate and plan together in the mornings before the workday, in the afternoons and evenings after the workday, and even on the weekends.

The Article 2 team brought this concern forward to the District at our October meeting. The Association requested that the District cease co-teaching as a mandatory requirement for teachers and instead establish co-teaching as an optional pedagogical decision for teachers to make on their own behalf professionally in accordance with their own program needs as they so determine. The District currently uses Article 38 collaboration funds to pay for co-teachers to meet outside of the regular contractual workday. However, the requirement to meet for planning outside of the workday is a contract violation in technical terms. In addition, the Association has concern that Article 38 collaboration funds will be depleted quickly before the school year is over if the District continues to expect that co-teachers meet for common planning outside of the contractual workday. That is why the Association notified the District of our intent to file grievance over this matter.

The District cannot direct employees to work after hours. Co-teachers cannot co-teach without having common collaboration and planning time. That is why the District's requirement that secondary level Special Education and content teachers co-teach is also a requirement by the District that the teachers must work outside of their contractual workday. Middle and high school schedules have already been set for the school year and cannot be reset, which means the District is unable to provide regular daily scheduled common planning time during the workday for many co-teachers at this time. The Association also brought forward concern that the District may be technically violating Article 37 Equitable Class Loads and Electives by scheduling a disproportionate number of students with IEP plans in content level courses at the middle and high schools for co-teaching partners. The District responded to the Association concerns with a proposed action plan to provide co-teachers one full day per month for common planning. The day will be covered by substitutes for both co-teachers. There are sixteen co-teachers total at all middle and high schools who do not have common planning time daily. The one day per month will provide an opportunity for these co-teachers to collaborate and plan during their contractual workday so they do not have to on their own time outside of their contractual workday. The District is unable to reschedule students at this time but will reevaluate student schedules at the end of the first semester this school year. In the meantime, the Association bargaining team plans to collectively bargain new contract language for co-teaching in 2026 to allocate for changes in working conditions that co-teachers face at the secondary level. The District must provide resources for co-teachers in the future.