

# OEA Speaks

OLYMPIA EDUCATION ASSOCIATION

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## PRESIDENT'S CORNER

The month of November brought changes in the weather as well as changes to the OSD School Board and the OEA Executive Board. Newly elected School Board Directors include Scott Clifthorne, Hilary Seidel, and Leslie Huff. Scott and Hilary have children attending Lincoln Elementary, and Leslie has a child at ORLA. I hope you will congratulate them and welcome them to the district when you see them in your building. Relationships with board members are important, and I look forward to getting to know our new Board Directors.

Outgoing OSD board members include Eileen Thomson, Justin Montermini, and Mark Campeau. All three of these individuals have given a great deal of their time and energy to the Olympia School District. I appreciate the time they have afforded me over the years in one-on-one meetings to discuss OEA issues and concerns. They

have worked collaboratively with the district and the association to problem-solve issues as they inevitably arise. I know Eileen, Justin, and Mark will continue to advocate for public schools and public school employees. They will be missed.



The OEA Executive Board now has all positions filled. An election in October resulted in Jason Finney (Garfield Elementary) and Brent Kabat (Olympia High School) filling the two, open Member-at-Large positions on the board. Jason and Brent attended the November Executive Board meeting, and it was great to have their additional voices added to the group. I look forward to working with them throughout this year and next. There will be a lot to discuss as we move into some pretty

## NOVEMBER/DECEMBER 2017

interesting times with the new state education funding model.

The next OEA Speaks newsletter will be delivered to your building mailbox in January. It will be 2018, and my hope is that when I reflect on our association in this newsletter a year from now I'll be able to report that we all stuck together during very uncertain times. We really are stronger together, and our work is possible because you are a member.



I wish you a fun and restful winter break!

Adam Brickell, OEA President  
[abrickelloea@comcast.net](mailto:abrickelloea@comcast.net)

## NOMINATIONS OPEN



Ever want to see and participate in WEA or NEA decisions from inside the process? Such an opportunity exists annually to all members in good standing by running to be a delegate at the WEA Representative Assembly and/or the NEA Representative Assembly. Nominations for each assembly are now open and will remain open until the December 13th Representative Council meeting.

The WEA-RA will be held in Spokane, April 19-21, 2018. The National Education Association's Representative Assembly (NEA-RA) will be held in Minneapolis, MN, June 30-July 5, 2018.

Interested? All expenses are covered by OEA. Call the OEA Office at 360-352-5255 to put your name in nomination, or email Adam at [abrickelloea@comcast.net](mailto:abrickelloea@comcast.net).

## FIND THE OEA/OSD COLLECTIVE BARGAINING AGREEMENT ONLINE

As part of our 2016-18 Collective Bargaining Agreement, there will be fewer hard copies of the CBA available. This agreement will save the District printing costs. We all agreed that an up-to-date online version would be available on the District website. It is a good idea to bookmark this site on your computer at school and at home.

Here is how to find the current CBA:

1. Go the OSD site at [www.osd.wednet.edu](http://www.osd.wednet.edu)
2. Hover your mouse over "Departments"
3. Hover your mouse over "Human Resources"
4. Click on the "Contracts" link.
5. Click on the "OEA (Olympia Education Association) 2016-18

OR

1. Go to the OEA site at [www.olyea.org](http://www.olyea.org)
2. Hover your mouse over "Resources"
3. Click on "Collective Bargaining Agreement"



## THE WEATHER OUTSIDE IS FRIGHTFUL ...

With the rumors of increased wind, rain, and snow this winter, it's important to fully understand the intent of contract language that we have relating to inclement weather and reporting to work.

You are expected to report to work on time; however, the District and the Association are concerned that individuals get to work safely. If the cars driving in front of your house are sliding into ditches or trees are falling across the road, common sense says to wait until conditions improve. However, you must arrive at work no later than 30 minutes before students are due to arrive.

If you don't get to work because of inclement weather conditions, you may use emergency leave (after calling in).

## BREAKING NEWS: MCCLEARY COURT ORDER *from*

*Washington Education Association*



The state Supreme Court recently issued its order on the state's progress on meeting McCleary obligation for our students. The short version is: the state has more work to do, especially as it relates to salaries. The state is at least \$1 billion short and salaries must be fully funded by September 1, 2018.

That's part of a 46-page order issued by the Court. Below are some highlights. We will continue to review the order and will keep you posted as to other key issues.

As you read this, remember that WEA has been the leader in the McCleary case. It was our delegates at a Representative Assembly who directed WEA to organize the NEWS coalition which brought the case. WEA has provided most of the funding and we've been an active member of the coalition. As we enter the home stretch, it's useful to remember that our members have been leading this charge to improve education for every student in our state.

1. The Court found that the Legislature has not complied with McCleary and so it retains jurisdiction of the case, as well as the \$100,000-a-day contempt penalties. Even the state acknowledged that it wouldn't meet the Sept. 1, 2018 deadline, and these actions reflect that reality.
2. The Court has also reaffirmed the role of local control, noting that the state funding is an allocation, not a prescription. Districts retain broad flexibility to use state funds as they deem necessary to meet their specific community needs. While some categorical funds must be spent for specific purposes, such as special education, the Court also noted that districts

have discretion in designing those programs to best serve their students.

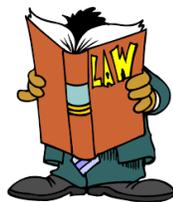
3. The Court has said the new salary model is acceptable, but that it is underfunded by \$1 billion because the state missed its own self-imposed deadline by a year. Salaries must be fully funded by Sept. 1, 2018 for the state to be in compliance with the McCleary ruling.
4. Not all the news is great. The Court also ruled that the capital budget is not part of the McCleary decision. Thus, K-3 class size funding is fully in place, but construction costs are not included.
5. The state must provide a full report back to the Court by April 9 detailing what it has done to meet the paramount duty.
6. As we learn more, we will revisit what this means for the upcoming legislative session, as well as for local bargaining. Please know, there is much more to come.

This is the statement WEA issued to the media.

“We’re glad the Court retained jurisdiction. This ruling proves what we said during the session -- the budget represents progress but doesn’t meet the McCleary mandate to amply fund K-12 public schools by Sept. 1 of next year. The Constitution makes a promise to Washington children -- all of them have the right to an amply funded quality public education. We look forward to working with legislators in January to finally meet that promise.”

## DO YOU NEED AN ATTORNEY?

If you need a lawyer, WEA provides members with attorney services at a discounted hourly rate for personal legal matters that are not employment related. Participating attorneys will provide each member with two 30-minute consultation sessions during each school year period. These two free consultations are taken separately and deal with



two different questions.

This benefit allows you to discuss your problem with an attorney to determine whether you need additional legal services. (Some restrictions may apply.) If you need additional services and your problem falls within any of the areas listed below, the attorney’s fees are discounted 30%:

- Real Estate Matters
- Wills and Estates
- Domestic Relations
- Consumer Protection
- Traffic Violations (including DUI)

The participating attorneys in our area are Clint Morgan and Rob Hill (360-357-5700). When calling, please identify yourself as a WEA member.

## WELCOME NEW TEACHERS!

Rebecca Beswick - Lincoln Elementary School  
 Tammy Gammon - McLane Elementary School  
 Evan Horback - Avanti High School  
 Antonio McClinton - Olympia High School  
 Katherine Miller - McKenny Elementary School  
 Nicole Powell - L.P. Brown Elementary School  
 Stacy Udo - Olympia High School

## ATHLETIC GRANT AVAILABLE



The race for a 2018

Thomas R. Brown Athletics Grant from California Casualty is now on. Public high schools and middle schools across the U.S. that are in need of financial help for their sports programs are urged to apply at [www.calcasathleticsgrant.com](http://www.calcasathleticsgrant.com). Applications must be received by January 15, 2018 for consideration for the 2017/2018 academic year. Qualifying teams can score up to \$3,000. California Casualty has served educators since 1951 and has provided the NEA® Auto & Home Insurance Program since 2000. For more information, please call 1-877-509-1593.

## FROM THE ARCHIVES

Our OEA office manager, Miranda, is in the process of clearing out some of the archives stored in the basement of the OEA office. She's scanning important documents and recycling many pieces of paper we no longer need. Occasionally we'll share some of her "finds" in the newsletter.

Here are some of the first recorded minutes we have on file for the Olympia Education Association circa 1946. The name of the high school where the meeting took place is not mentioned because there was only one high school in the Olympia School District at the time.

December 12, 1946

Olympia, Washington

On the above date a meeting of the O. E. A. was held in the high school. At that time Mr. Martin Miller, the delegate to the W. E. A. representative assembly gave a report on the annual convention. His report included the recommendations of the Assembly relative to the Finance Committee and Retirement Committee. The meeting was highly successful because of the wealth of information distributed on the current problems of interest to the members and their presentation to the Legislature.

Olive Betti  
Secretary