

# OEA Speaks

OLYMPIA EDUCATION ASSOCIATION

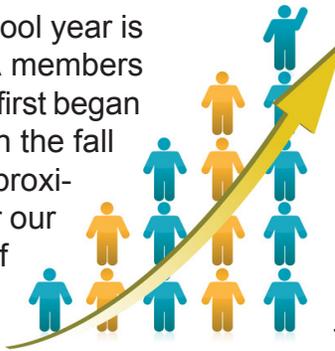
1619 STATE AVENUE NE, OLYMPIA, WA 98506

PHONE: 360-352-5255 ~ FAX: 360-352-7361 ~ WEBSITE: WWW.OLYEA.ORG

## PRESIDENT'S CORNER

SEPTEMBER 2017

Welcome back, educators! Another school year is upon us, and we have many new OEA members joining our association this year. When I first began working as your association President in the fall of 2013, our membership numbered approximately 600 educators. This school year our numbers will be close to 700. Half of us have been working in the Olympia School District less than four years!



Although you may only have a few years of experience as an OEA member, your association has a long history (decades) of advocacy that has resulted in your current day to day experience as an employee with the Olympia School District. This advocacy has resulted in, and continues to influence, our Collective Bargaining Agreement (CBA). The CBA codifies the understandings between the district and the association about how we go about our work as educators. The CBA covers topics such as your compensation, working conditions, class size, medical benefits, evaluation process, due process rights, hiring practices, student discipline, sick leave, and reassignment. And that's the short list.

Our CBA expires next August, and OEA will be bargaining a new CBA with the district this school year. As you may have heard, the State Legislature has done away with the Salary Allocation Model (SAM, or "salary schedule") after this year. It will be the work of every local education association to bargain a new salary schedule for the 2018-19 school year. How much will your base salary be next year? At this point, nobody knows. How will the State Supreme Court respond to the Legislature's progress towards fulfilling the requirements of amply funding our educational system per the McCleary lawsuit? Unknown (but maybe we'll know

sometime in October).

As a member of the Olympia Education Association it is always a good practice to stay informed about ongoing union business and state legislation that may impact your career and your finances. How do you do this? If you're reading this newsletter, that's a good start. The WEA website

(specifically the "OurVoice" tab) also contains great information. Attend your building rep's 10-minute monthly meeting, and be sure to read any emails that I send out. I do not send group emails frequently. When I do, it is to inform you of something important. If you don't have an active building rep in your building, consider taking on that role. The time I spent as a building rep at Hansen expanded my knowledge of how things work in our public schools (and how things don't work, at times).

This is your association. Your involvement is critical as we navigate our way through a period of significant change.

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

## VEBA VOTE

This month each of you will receive information on two important votes on our VEBA Benefit Plan. VEBA stands for Voluntary Employee Beneficiary Association. Every OEA member is entitled to vote on each proposed plan. By IRS ruling we need to vote on these plans annually. One plan allows members who retire this year to cash in

all remaining sick leave (at a 4:1 ratio, 4 days is paid out as 1 day by state law) at retirement and place it, tax-free, in an interest bearing account. Retired members can draw from this account at any time to pay for medical related expenses during retirement.

A second plan, would mean that all non-retired members who accumulate more than 180 sick days and more than 6 personal days would have those extra days placed into the same account described above. Again, this account is tax-free. Members could access this account at any time prior to and after retirement. Personal days are cashed in at a different rate than sick leave. Personal days are cashed out at the long-term sub rate which is currently 145 dollars.



Look for your ballot in your school mailbox this month and talk to your Building Rep if you have questions.

## OEA EXEC BOARD POSITIONS – Nominations Open September 20th

OEA has two vacant Member At Large positions on the OEA Executive Board. There are two years left in the terms for the seats that were previously filled by Libby Black-Walker (Marshall) and Tom Parnell (Student Support). Libby has taken a teaching position with Seattle Public Schools, and Tom is now an administrator in the Student Support office. Both of these individuals are strong union advocates and they will be missed.

Nominations will open at the September 20th Rep. Council meeting and close during the October Rep Council meeting. You can nominate yourself or another OEA member. Nominations will be accepted via the union email address, by phone at the OEA office, or at the September and October Rep Council meetings.

The OEA Exec Board meets monthly, and board members also are expected to attend monthly Rep Council meetings. Additional meetings are held as needed. Exec Board members are expected

to maintain a bigger-picture perspective of the association's work with the district and members.

## DID YOU KNOW?

Many of you have changed rooms from last year. All teachers who changed rooms within a building are entitled to one day's long term substitute pay and all teachers who changed from one building to another receive one day's pay.

## PLAN 2 OR PLAN 3?

Teachers new to the profession have 90 days to make one of the most important decisions of their career. The choice between Plans 2 or 3 for retirement should be made with the best possible information. Please review information at [drs.wa.gov](http://drs.wa.gov) before making this important decision. Contact Adam at the OEA office if you have additional questions.

## ARE YOU A BRAND NEW TEACHER?

If so, be sure to complete a timeslip and mark: "New to the Profession – One Day."

OEA has bargained an extra day's pay to partially compensate you for setting up your room and preparation for that first day. But you won't be paid unless you fill out the form.

## HAS YOUR INFORMATION CHANGED?

Please report any changes to your personal information (mailing address, phone number, email



address, etc.) to the Washington Education Association using one of the following methods:

- The form and postage-paid envelope in the Membership Card packet.
- An email message to [member.records@washingtonea.org](mailto:member.records@washingtonea.org).
- Go to [www.washingtonea.org/member](http://www.washingtonea.org/member).

Please also notify the OEA Office of any changes

via email to [oeantea@comcast.net](mailto:oeantea@comcast.net).

## MEMBERSHIP CARDS

Your membership card will be coming to you via the postal service this year instead of through your school mail. This includes your ID card that can be used for NEA member benefits so don't throw them away! Calendars are not included this year, however a few are available at the OEA Office. Please call Miranda at 360-352-5255 or email to [oeantea@comcast.net](mailto:oeantea@comcast.net) to have one held for you to pick up or to be mailed to your school.

## OLYMPIA EDUCATION ASSOCIATION

### OEA Officers

There are four elected officers and three elected Executive Board Members At Large who will be serving you this school year:

President Adam Brickell

OEA Office 360-352-5255  
 E-mail: [abrickelloea@comcast.net](mailto:abrickelloea@comcast.net)  
 Office Hours: Monday through Friday

The president has full-time release from teaching duties to take care of OEA responsibilities.

Vice President Dan McCartan	Lincoln
Treasurer Jenny Morgan	Capital
Secretary Carrie Street	Capital

### Executive Board Members At Large:

Tim Brewer	Washington
To be determined	
To be determined	

## WELCOME NEW TEACHERS!

Heather Kazda	Avanti High School
Catherine Bailey	Boston Harbor Elem. School
Audrey Hamill	Boston Harbor Elem. School
Tara Shipowick	Boston Harbor Elem. School
Nora Brombach	Capital High School
Nancy Kronenberg	Capital High School
Adriana Montes	
Capital High School	
Elianne Nguyen	
Capital High School	
Timothy Olive	
Capital High School	



*Welcome  
 Glad you're here!*



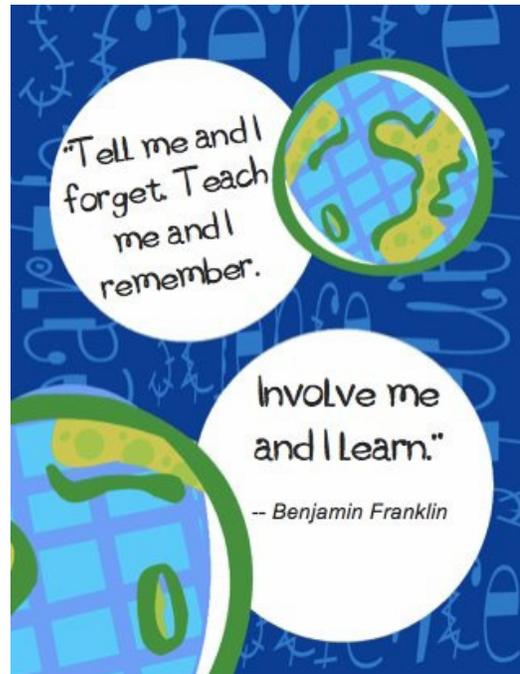
Terry Rose	Capital High School
David Wall	Capital High School
Laura Hendrix	Centennial Elementary School
Patricia Thies	Centennial Elementary School
Mary Ardington	District Office
Christy Cole	District Office
Owen Flores	District Office
Paige Law	District Office
Lindsay Clark	Garfield Elementary School
Brandy Fitzgerald	Garfield Elementary School
Cassandra George	Garfield Elementary School
Kymberly Greene	Garfield Elementary School
Linda Kingsley	Garfield Elementary School
Molly Sjoboen	Garfield Elementary School
Austen Anderson	Hansen Elementary School
Melissa Cleveringa	Hansen Elementary School
Wendy Dunlap	Hansen Elementary School
Francisco Lopez	Hansen Elementary School
Deyana Menser	Hansen Elementary School
Tessa Nelson	Hansen Elementary School
Luci Ann Stafford	Hansen Elementary School
Kelly Wesley	Hansen Elementary School
Katherine Halmos	Jefferson Middle School
Lacey Smith	Jefferson Middle School
Adela Autry	L.P. Brown Elementary School
Helen Bowden	L.P. Brown Elementary School
Dianne Bowman	L.P. Brown Elementary School
Erika Christensen	L.P. Brown Elementary School
Kimberly Clark	L.P. Brown Elementary School
Nancy Geiger	L.P. Brown Elementary School
Angela	
Preston-Mortinson	L.P. Brown Elementary School
Michelle Dinkins	Lincoln Elementary School
Diane Fay	Lincoln Elementary School
Chelsea Faulk	Madison Elementary School
Alma Bass	Marshall Middle School
Julia Calhoon	Marshall Middle School
Jennifer Mettler	Marshall Middle School

Jamie Sproul	Marshall Middle School
Dorothy Espedal-Johnson	McKenny Elementary School
Catherine Fairhead	McKenny Elementary School
Megan Gosnell	McKenny Elementary School
Sharika Miller	McKenny Elementary School
Greta Rieger	McKenny Elementary School
Elizabeth Shaffer	McKenny Elementary School
Hillary Landon	McLane Elementary School
Elysia McLaughlin	McLane Elementary School
Danielle Canfield	Olympia High School
Marissa Rhine	Olympia High School
Ana Talavera	Olympia High School
Troy Warnick	Olympia High School
Derek Weldon	Olympia High School
Rachel Erickson	ORLA
Ryan DeFant	Pioneer Elementary School
Stephanie Benfield	Reeves Middle School
Kevin Gunther	Reeves Middle School
Mary Patrice Lins	Reeves Middle School
Thomas Rowswell	Reeves Middle School
James Aries	Roosevelt Elementary School
Arriya Hagen	Roosevelt Elementary School
Joann Stenhjem	Roosevelt Elementary School
Kimberly Whalen	Roosevelt Elementary School
Margherite Curley	Roosevelt/Madison/ L.P. Brown Elementary Schools
Courtney Jarmon	Washington Middle School
Katie Savinski	Washington Middle School
Gary Viggers	Washington Middle School

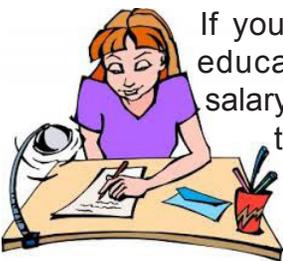
AFTER your Master's. In some cases, credit taken before the Master's Degree count as being after the Master's for salary purposes.

## TEAM UP WITH CALIFORNIA CASUALTY!

Thomas R. Brown Athletics Grants- provides grants to support public middle and high school athletics in financial need. Applications and eligibility can be found at [www.calcasathleticsgrant.com](http://www.calcasathleticsgrant.com).



## TURN IN THOSE CREDITS!



If you are planning on making an educational advancement on the salary schedule this year, remember that the deadline for turning in credits is October 31st.

Even if you don't think you have enough credits to advance, it's important to turn in your credits anyway, since it may generate additional salary money from the state than can be placed on our local salary schedule. This is particularly true if your credits move you to BA+15, BA+30 or MA+90.

Also, remember that it's possible to reach the MA+45 lane without taking all additional credits

## OCTOBER CALENDAR

- Every Tuesday - President meets with Supt.
- Every Wednesday - President meets with HR
- October 4 - OEA Exec Board 4:15
- October 5 - World Teacher's Day
- October 16 - Boss's Day

