

# *Changing Our Work Environment*

## *Bargaining Alert*



A publication of Everett Education Association/United Teachers of Everett

### **Bargaining Alert #1**

We are very excited for this year's bargain because we have not had this much opportunity to improve salary and working conditions in decades. Your Executive Board and Representative Council have approved a plan to ensure we meet your high expectations and traditional success for our members.

Over the course of the year, you should expect monthly Bargaining Alerts like this one, opportunities to provide us feedback, and support from the Bargaining Support Team.

Here is our plan of what you can expect this year:

#### **Calendar of Events/Tasks/Actions:**

August--

1. Ex. Board approves bargaining plan.
2. Bargaining Team is approved by Ex. Board.

September--

1. Bargaining plan is presented to Rep. Council.
2. Bargaining Support Team (BST) members are solicited.
3. Bargaining Flyer #1 (plan/team) is distributed to members.

October--

1. Bargaining 1-to-1 interviews begin in each building.
2. Climate Survey is conducted.
3. BST finalized.

November--

1. Bargaining 1-to-1 interviews concluded.
2. Three open houses are held.
3. Possible special issue meetings (special education, counselors, etc.).
4. First BST meeting held.

December--

1. Initial issues submitted/approved by Ex. Board, recommended to Rep. Council.
2. Initial issues submitted to Rep. Council.
3. Bargaining Flyer #2 (Initial issues presented).
4. Building Reps. seek feedback on issues, bring to January Rep. Council.

January--

1. Rep. Council approves final issues for bargaining.
2. Final issues presented to members via bargaining alert.

February--

1. Bargaining parameters set by Ex. Board.
2. Bargaining Team begins developing strategy/plan for issues.
3. Paper Survey #1.

March--

1. Possible Paper Survey #2.

April--

1. Begin bargaining.
2. Bargaining Flyer (District proposals).
3. Possible on-line surveys for District Issues.

May to June 15--

1. Bargaining as needed.
2. BST meets prior to end to the school year to develop summer organizing plan.
3. Communication to members as needed.

July to August--

1. Bargaining as needed.
2. Updates as needed.

August--

1. By August 10<sup>th</sup> BST determines general membership meeting date.

September--

1. By Labor Day, meet or exceed established goals.

*Continued >>>>>>*

## We are very excited to introduce your 2017-18 Bargaining Team!

**Jenny Steele**--I am the EEA Vice President and currently working as a school counselor--this is my 11<sup>th</sup> year at North Middle School. Before coming to North I taught Horticulture and Animal Science at Cascade High School for 7 years. This bargain is an opportunity to improve our working conditions and to make historic gains in our compensation. I'm excited because the depth and breadth of this bargaining team's experience, passion, work ethic, and integrity encompasses all that is needed to make the improvements that our members deserve to continue our most important work in the classroom each day. I am energized, I am inspired, and I am ready to take on this contract bargain!

**Katelyn Pancake-Boal**--I am a 2nd grade teacher at Cedar Wood Elementary. This is my thirteenth year teaching and I have been lucky enough to have worked my entire career in the Everett School District. I've had the privilege of serving as a Union Rep in two different schools (Hawthorne and Cedar Wood) and recognize the importance of the union's strong leadership! I am honored to be serving on this amazing team and will work hard knowing I am representing of all you! I appreciate your support and look forward to working and communicating with you throughout the year!

**Monte Scholz**--I teach ELA Block at Heatherwood Middle School; this is my eleventh year in the Everett Public School District. I am honored to currently serve you as a member of the EEA Executive Board. This will be my second round on Everett's bargaining team. Before coming to Everett, I served on Mercer Island's Bargaining Team and served as lead negotiator. This year's bargain will be the most consequential in our members' careers. As the state compensation system we have used since the 1980s sunsets, new salary schedules and enrichment contracts will set the bar for future bargains. My goals for this bargaining season are to make sure that we enter this new era with a solid foundation—keeping Everett in the forefront in compensation. I will also work to continue to strengthen and enhance contract language that honors teachers' professionalism by increasing their voice in district-level curriculum decision-making, and limiting district encroachment on teacher planning and early-release time. Together we can!

**Camlynn Tafa**--I am currently the Instructional Tech Facilitator at Everett High School and the secretary of our Executive Board. I have also taught social studies at Evergreen Middle School and H.M. Jackson High School. On behalf of the teachers of the EEA, I am looking forward to bargaining in one of the most important bargains in our careers. The Everett Education Association is known to have the strongest contract in the state and we want to keep it that way. Our goal is always to empower each and every member of our association and that's why I love being a part of the EEA.

**Anna Tidwell**--I began teaching Kindergarten 13 years ago and I currently teach third grade at Mill Creek Elementary. I have been a building representative for all but two years of my career, when I had my two boys. I love working for our union, especially when I get to listen to your questions and concerns. I also love helping colleagues get information, attending WEA and NEA rep assemblies, and also working on a bargaining team for our union in-between contracts. It is hard work, but I truly love it! I went into education to change the world. I feel to do this, it starts with the education of our children. I am passionate about protecting the rights of not only our teachers, but also our students! It is exciting for me to bargain with such an amazing team of educators and colleagues.

**Heidi Little**--I am currently teaching at Jackson High School; English 1 and AP Lit and Comp; I've also taught several other English courses in my 11 years as an EEA member and Everett employee. I am proud and honored to serve as a bargaining team member for the second time. Being a member of the EEA reminds me that I am part of something bigger than myself. We are a collective unit that makes positive improvements for Everett students and teachers. Having come up through the Everett School District as a student myself, it is fulfilling to give back to the teachers and educators who gave me so much! As your colleague and former student, I can say with fervor that you are worth it!

**Jared Kink**--For the last 17 years, I have represented you at every negotiation from team member to lead negotiator. Over those years, I taught everything from credit recovery to A.P. U.S. History at Jackson High School and North Middle School. My time at North was perhaps the most valuable to me because it allowed me to see the disparities in the district, the varying struggles teachers face at each level, and the dedication all our members exhibit each day. As your current president, I will continue to uphold the high standards our members set forth regarding working conditions and compensation in our contract. Your invaluable professional judgment will be at the forefront of all we do during these negotiations.

**Staff**--The Pilchuck UniServ Council is in the process of hiring a new staff member who will be assigned to our local for bargaining.



Camlynn Tafa Anna Tidwell Heidi Little Jenny Steele Monte Scholz Katie Pancake-Boal Jared Kink

### 1-to-1 Visits Start This Month

A vital part of the bargaining process is hearing from you. We will be visiting each school to hold 1-to-1 meetings to solicit concerns we may be able to address in bargaining. Below are the dates we will be visiting each school.

Cedar Wood 10/9  
Emerson 10/17  
Forest View 10/11  
Garfield 10/11  
Hawthorne 10/30  
Jackson 10/5  
Jefferson 10/17  
Lowell 10/12  
Madison 10/19

Mill Creek 10/19  
Monroe 10/17  
Silver Firs 10/10  
Silver Lake 10/18  
View Ridge 10/18  
Whittier 10/19  
Woodside 10/3  
CRC/Special Ed 11/7

Eisenhower 10/18  
Evergreen 10/30  
Gateway 10/16  
Heatherwood 10/12  
North 11/1  
Cascade 11/2  
Everett 10/23  
HM Jackson 10/25  
Sequoia/Port Gardner 11/8