



# THE ADVOCATE

September 2015

**ad • vo • cate** - noun, a person who publicly supports or recommends a particular cause or policy  
*We are advocates for one another – we are a member driven educational association!*

## PRESIDENT'S MESSAGE

Welcome back, Members!

I am honored and excited to be your President for the next two years. It is going to be a learning year. I ask for your patience, assistance, and commitment to our Union. It takes a little from all to make our BGEA strong. It has been a whirlwind start to our 2015-2016 school year. 90+ new teachers have joined BGEA! We welcome them and will serve as their mentors as they become acquainted with colleagues, students, parents, buildings, District administration and the community.

As your co-lead negotiator, I have been meeting with Mark Hottowe and Linda Allen on a regular basis. I will tell you, as I tell them frequently; the 825+ members are my focus. Ensuring your professional, social, emotional and physical well-being is my job. Your Negotiations Team has put in many summer days, evenings and after school hours advocating for you needs. We are now in mediation. I see you in color, while the District sees you in black and white. I will continue to bargain on your behalf.

I am here to be your leader. Reach out to me when you need an ear, a voice or a presence. I appreciate the wonderful support, stories, and input from you. I have said it in several places – the synergy of our BGEA members is awesome.

Thank you for being a teacher, a parent, or a community member in Battle Ground. I am ready, with all 825+ of you to get some work done!

*-Linda*

## CONTRACT NEGOTIATIONS

We are currently working without a contract. We are following the language in our expired October 31, 2012-August 31, 2015 contract. Once our new contract is voted on and approved by our membership, any new language will be retroactive to August 31, 2015.

Thank you to all members who came out to participate in the Informational Picketing and wave our 3 banners. We had approximately 97 people participate, including the Evergreen EA and Camas EA Presidents, Members of Pacific Northwest Regional Carpenter's Union, Riverside UniServ Council President, WEA Retired Teachers and family members. We appreciate the participation of our members at a very busy start of the year. Thank you!

## HOW YOU CAN IMPACT THE NEGOTIATION PROCESS

Here is how you can continue to be involved in the Negotiation process:

**Write to our School Board:** Share your personal story with them. They have the final say in the budget allocation.

**Write to our local newspapers:** The Reflector, The Columbian, The Oregonian. Share your story with them and the story of Battle Ground. They can get the word out to the public.

**Write to and talk with our community members:**

Here are a several talking points to share:

How does Battle Ground compare to other neighboring Districts in TRI, Insurance Pool, Professional Development money. How has your work load increased, along with excessive testing, etc.

Please note, you cannot use your paid time to write or publish these communications.

In the Thought Exchange survey, teachers and staff were #1 on "What is Appreciated Most" in our district. Testing was the #1 concern. This can be a great conversation starter. Find a way to have a conversation with community members you have a relationship or connection to.

## SAM - YOUR SALARY

The State Allocation Model showing the salary schedule is located on the Board Docs. The amount shown includes the 3% COLA from the state.

<http://www.k12.wa.us/safs/PUB/PER/K-12SalAllocSchedCIS2015-16.pdf>

## BGEA REPS - AT - LARGE

The BGEA Reps-at-Large play an important role in your leadership. This year during Rep Council meetings, we will continue to have 15 minutes of time for primary, middle, and high school reps to meet in groups and provide the Executive Board with pertinent feedback. Each meeting there will be three questions asked and feedback will be gathered from building reps.

The questions this month are:

1. How did the Early Release Schedule work in your building?
2. How are your class size numbers?
3. Have high needs students been equally distributed and supported in your classrooms?

Reps-At-Large will lead group discussions and will provide an update to Linda on items that need further investigation. Linda will follow up on these and provide feedback to the head Building Reps. A summary of the questions that are discussed will be published in The Advocate each month.



## GLOSSARY

**Extended Days** - Supplemental Contract Days

Extended Days are days beyond the contracted 180 day contract to acknowledge extra workload.

**TRI Time** – Time, Responsibility, Incentive

Is time bargained for members to acknowledge workload.

**History of Extended Days & TRI Time**

Before the legislature acknowledged the need for educators to be able to bargain additional compensation (TRI) for all staff who put in extra Time, have more Responsibility, and to provide for some Incentive to continue to put in more time, Extended Days were bargained as a way of acknowledging extra workloads. Historically Battle Ground School District's financial situation has been precarious. The District has never had an easy time passing levies especially when the

passage rate had to be at 60%. Until the most recent past, the School Board elected to not run levies at full capacity in fear of not passing levies. A little money is better than no money at all. Now levies pass with a simple majority which makes it easier for the District to pass levies. The problem that haunts the District is many years of inconsistent funding.

During these turbulent years the Association bargained workload issues versus big ticket money issues. During this time it was "easier" (less expensive) to bargain Extended Days for specific groups of educators: psychologists, counselors, librarians, special education, etc. Rightfully so, as these positions required many more hours than was acknowledged through the salary schedule. Traditional classroom educators got language for recess, bus duty, para time, curriculum rate for meetings, etc.

Then TRI time became an option. TRI time was bargained for all educators regardless of their position in the District, and this pay was to acknowledge workload. Now we find ourselves as an Association with a two tiered system: those with Extended Days and TRI time and those with only TRI time.

As we are all aware, the amount of pressure, increased requirements, constantly changing curriculum, additional testing and diverse student population has increased 10 fold the workload on the traditional classroom teacher. In this bargain your bargaining team is making an effort to level the compensation between specific groups of educators and traditional classroom teachers.

We aren't proposing any "take aways" for members who already have Extended Days but the team is asking the District to give additional compensation to the traditional classroom teacher to align them with those members who currently have Extended Days. You will never be able to compare apples to apples, the many roles members play across the district. Every member's role is essential to the success of the whole.

## BGEA TGIF MEMBER SOCIAL

Your Executive Board will be hosting our first BGEA TGIF on October 16<sup>th</sup>, at the BGEA office, 3:30pm – 6:00pm.

BGEA will supply Spooky Treats and Creepy beverages. Feel free to bring a

treat with you to share – No tricks! Drop by for a bit and visit with other members. Bring your book(s) to share!





## **NORTH COUNTY FOOD BANK**

Ellen Joslin has offered to be our Food Basket Liaison for BGEA. Our Teachers, through our building food drives, provide many meals for our students and their families. It is a wonderful outreach from BGEA to our community. Sincere thanks to Ellen for continuing to be an active participant in our BGEA!

## **EXECUTIVE BOARD 2015 - 2016**

Linda Marie Peterson, President  
Carli Barnes, Co-Vice President  
Marina Schwartz, Co-Vice President  
Caitlin Gallup, Treasurer  
Annie Lamberto, HS Rep-At-Large  
Pam Ashford, MS Rep-At-Large  
Trish Voeller, Primary Rep-At-Large

We are currently seeking people for the offices of Secretary and BGEA WEA PAC. Please contact Marina or Carli if you are interested in serving.

## **COMMITTEES**

According to our Bylaws, the President or a majority vote by the Executive Board, shall appoint Ad Hoc Committees to function for a specific purpose and for a specific period of time, usually less than a year. The committee's task shall be stated and limited in scope. When the task is completed the committee shall be discontinued.

## **TEACHER LOAN LIBRARY BRING A BOOK - TAKE A BOOK**

If you have read a great book that you would be willing to share with other members, Linda will have a book shelf set aside in the BGEA office ready to fill with books. The idea is to donate a book that you think would be a great read for other members and take a book from the book home with you. Please be sure you are donating the book, and don't expect to get it back. Linda started this as ASB Advisor at Chief MS and it was a fun success! If you have book(s), please bring them by the office or let Linda know so arrangements can be made to have them picked up.

## **OFFICE MAINTENANCE UPDATE**

New windows are being installed at the BGEA Office on September 30<sup>th</sup>. A Lowe's Window and Door Specialist came to inspect the windows in our office at the end of July. Following the inspection and the recommendations of Lowes, the Board voted, unanimously, to have the windows and the slider door replaced with energy saving windows and slider door. This will save on electricity costs for BGEA and provide increased security at our BGEA office.

Linda has purchased sturdy shelving for the kitchen. Ellen Joslin has provided comfortable seating for our office. If you have a round, wood coffee table you would be willing to donate to the office, please let Linda know.

## **COMMITTEES CONTINUED.**

Linda will be asking people to be part of the following committees: scholarship, grievance. UniServ, School Board, Labor Management, BLITZ, Legislature and Building Action Team. If you are interested in participating on one of these teams, please let Linda know.

## **TPEP - ASSESSMENT WORKSHOP**

This 3-hour course is being offered by WEA-Riverside UniServ Council. This training is designed to help you learn about why it's so important to use formative assessments in the classroom, understand the research behind the practice and recognize how formative assessments impact the opportunity gap.

Pick the time and location that best suites your schedule:

1. Tuesday, October 6<sup>th</sup>. 4:30pm – 7:30pm  
Clark College, Penguin Union Building, Rm 161  
1933 Fort Vancouver Way, Vancouver, WA

### **Register for Clark College Workshop**

[https://docs.google.com/forms/d/1-RYagQDEbS\\_2fVEqNAup92iWyCep8qibiVBMoC7uevM/viewform?usp=send\\_form](https://docs.google.com/forms/d/1-RYagQDEbS_2fVEqNAup92iWyCep8qibiVBMoC7uevM/viewform?usp=send_form)

## TPEP - ASSESSMENT WORKSHOP CONTINUED.

2. Saturday, October 17<sup>th</sup>, 9am – 12pm  
Camas, District Office, Board Room  
814 NE 22nd Avenue, Camas, WA

### Register for Camas Workshop

[https://docs.google.com/forms/d/1gECQHZIIOGsZV7crkmjh3FM2G8sSjdnPqzJWVpMbhrS0/viewform?usp=send\\_form](https://docs.google.com/forms/d/1gECQHZIIOGsZV7crkmjh3FM2G8sSjdnPqzJWVpMbhrS0/viewform?usp=send_form)

Three Clock Hours are available.

For more information or help with registering, please contact the WEA-Riverside Office at: 360.256.0880.

## BARGAINING UPDATE

The bargaining team has been working hard on your behalf. We have appreciated your support at the summer luncheon, General Membership meeting and banner waving. The District is a million dollars from where your team has determined they should be to fairly compensate members. We have TA'd many issues. We are still struggling with compensation, TPEP, class size and transfer language. We will need your continued support to further their progress in these areas.

Please plan to attend the September 28<sup>th</sup> School Board Meeting at the Lewisville Campus at 6:00pm. There will be an opportunity for you to express your concerns about the lack of progress at the bargaining table.

We are scheduled to enter into mediation with the School District on September 29<sup>th</sup>. We will keep you posted on upcoming dates and ways you can support your team. We will continue to communicate through Facebook and email with updates.

Our General Membership Meeting is September 30<sup>th</sup>, Chief Middle School Commons, 4:30pm – 6:00pm. Full membership attendance is encouraged. Let's fill the Commons and the Gym at Chief!

*Thank you, BGEA members. You are the mentors, the strength, and the support for each other and the hundreds of children that enter the doors of our school every day!*

## UPCOMING DATES TO REMEMBER

### September 30<sup>th</sup>

#### General Membership Meeting

Chief MS Commons, 4:30pm – 6:00pm.

### October 7<sup>th</sup> – 14<sup>th</sup>

#### Linda's Out

Linda will be away at her daughter's wedding in North Carolina. If you need assistance, please contact Carli Barnes, Marina Schwartz or Lynn Davidson.

### October 9<sup>th</sup>

#### State In-service Day

You can find many In-Service opportunities at ESD112 and in Oregon. Check around and share opportunities you find.

### October 12<sup>th</sup> & 26<sup>th</sup>

#### School Board Meetings

Lewisville Campus / Room C-26, 6pm – 7pm. Your presence is very powerful during our Bargaining. Linda will have questions prepared for anyone willing to ask a question.

### October 14<sup>th</sup>

#### Early Release Professional Development

District planned collaboration activities. This day will focus on alignment of grade level and subject area, curriculum, assessment and common core standards. Groups meeting will be CTE, special education, ESL teachers, district-wide core teams with TOSAs and specialists groups such as PE, music, art, counselors, media/librarians etc. Meeting places, times, and groups TBA. Educators not effected by the day's professional development will work on PLC's.

### October 16<sup>th</sup>

#### BGEA TGIF Halloween Social

BGEA office, 3:30pm-6:00pm

### October 21<sup>st</sup>

#### October Representative Council Meeting

Battle Ground High School, Library, 4:15pm