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BOARD OF DIRECTORS' MEETING  
MARCH 9-10, 2018

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**TITLE**

Draft K-12 Bargaining Goals for 2018-19 (updated with amendment from Board meeting)

**SOURCE**

WEA Executive Committee

**BACKGROUND**

The WEA Board asserts, based on clear evidence, that the Washington State Legislature continues to underfund basic education. The WEA will continue to advance a legislative agenda that includes providing necessary funding for students in special education, highly capable programs, transitional bilingual programs, and all students who deserve individual attention to reach their full potential.

While the Legislature still must make progress, the WEA Board claims victory in the outcome of the McCleary lawsuit. The legislature has been forced to make significant investments in K-12 education at levels and rates that have not been seen in over 30 years. This funding includes a significant increase in state funding for professional, competitive salaries for both certificated staff and education support personnel throughout the state. This significant victory should allow every local association to negotiate a fair contract that meets the needs of students and staff.

WEA members stand united. We've spent years in the courts, at the ballot box, in the streets and in the Legislature getting to this point – now is the time to negotiate together for competitive, professional salaries for K-12 educators in every Washington school district.

To recap:

- July 2017: Legislature increases K-12 funding by \$7 billion because of the Supreme Court's McCleary decision.
- February 2018: Voters in 150 Washington school districts approve \$4 billion in local levies.
- March 2018: As ordered by the State Supreme Court, legislators approve an additional \$1 billion for K-12 salaries in 2018-19, in addition to the \$1 billion in salary funding the legislature approved last year.

In the current environment – with a shortage of qualified certificated and classified staff, K-3 class size reductions, educator retirements, increasing student populations, a booming job market, skyrocketing housing costs, and an average teacher salary that is nearly \$5,000 below the national average – competitive, professional pay is needed to continue attracting and keeping caring, committed, qualified teachers and support staff for our students.

Working together, WEA members have the power in numbers to negotiate a fair return for our work.

To implement the solution envisioned by the members of the WEA, and supported by the Supreme Court, every local must establish a bargaining strategy to achieve professional, competitive salaries. Only through local, collective bargaining - where local association members' voices are represented in negotiations - will appropriate solutions be developed.

### **RECOMMENDATION(S)**

To assist local associations in meeting the needs of their members, the WEA Executive Committee recommends that the WEA Board of Directors adopt the following bargaining goals:

(1) Significant salary increases should be achieved in the 2018-19 contract year, with a goal of **a minimum 15% increase in total compensation in 2018-19**. Locals with lower current salaries should set a higher goal.

(2) Local associations that represent certificated staff should adopt a goal that certificated staff salary schedules should be consistent with WEA's policy that certificated salaries should range from \$52,500 to \$105,000, adjusted annually from 2010. **The updated figures for use in the 2018-19 school year are \$61,500 to a minimum top salary of \$123,000.**

(3) Local associations that represent Education Support Professionals should adopt a goal that allows members of the bargaining unit to be paid competitive professional wages based on their profession, by setting a goal of **a minimum of 36.7% increase**.

(4) Bargaining agreements meet the needs of students and staff. Individually-directed collaboration and planning time, to develop plans to meet the individual needs of each and every student is required for success. Local associations should implement new contracts to **meet professional level compensation levels recognizing all the work that members already perform outside the work day and work year, and protect or increase self-directed planning time.**