

# 2017 Field Services & Government Relations Report

PSE leaders: "Share our success"

Doug Nelson, Field Services and Government Relations Director









Success throughout state without much fanfare

# **BARGAIN WITH EMPLOYER**

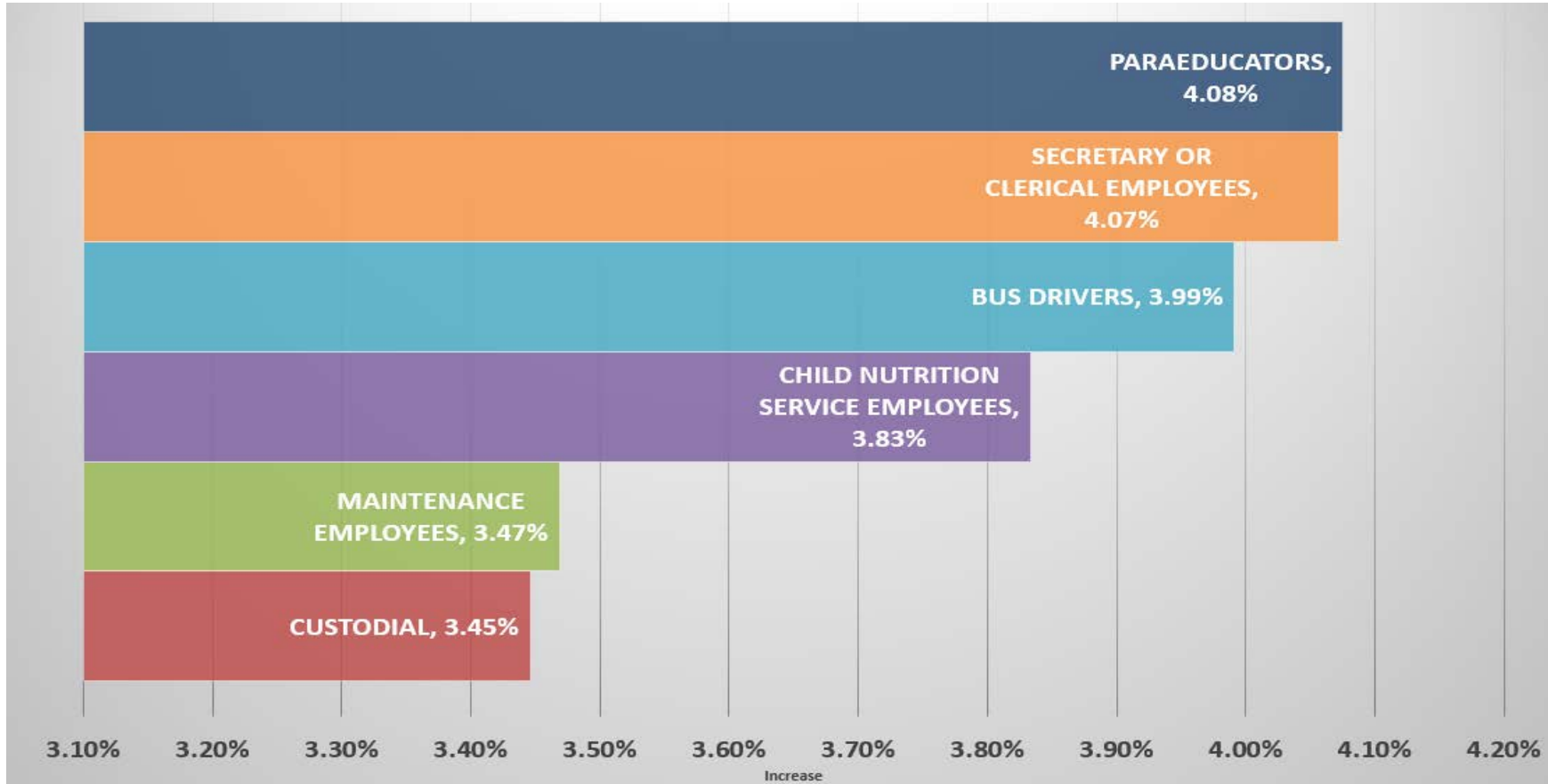
# Signs of success

- ◆ 4% average hourly wage rate increase
- ◆ Unemployment – down slightly
- ◆ 2,188 new classified employee positions
- ◆ \$34.5 million financial gains

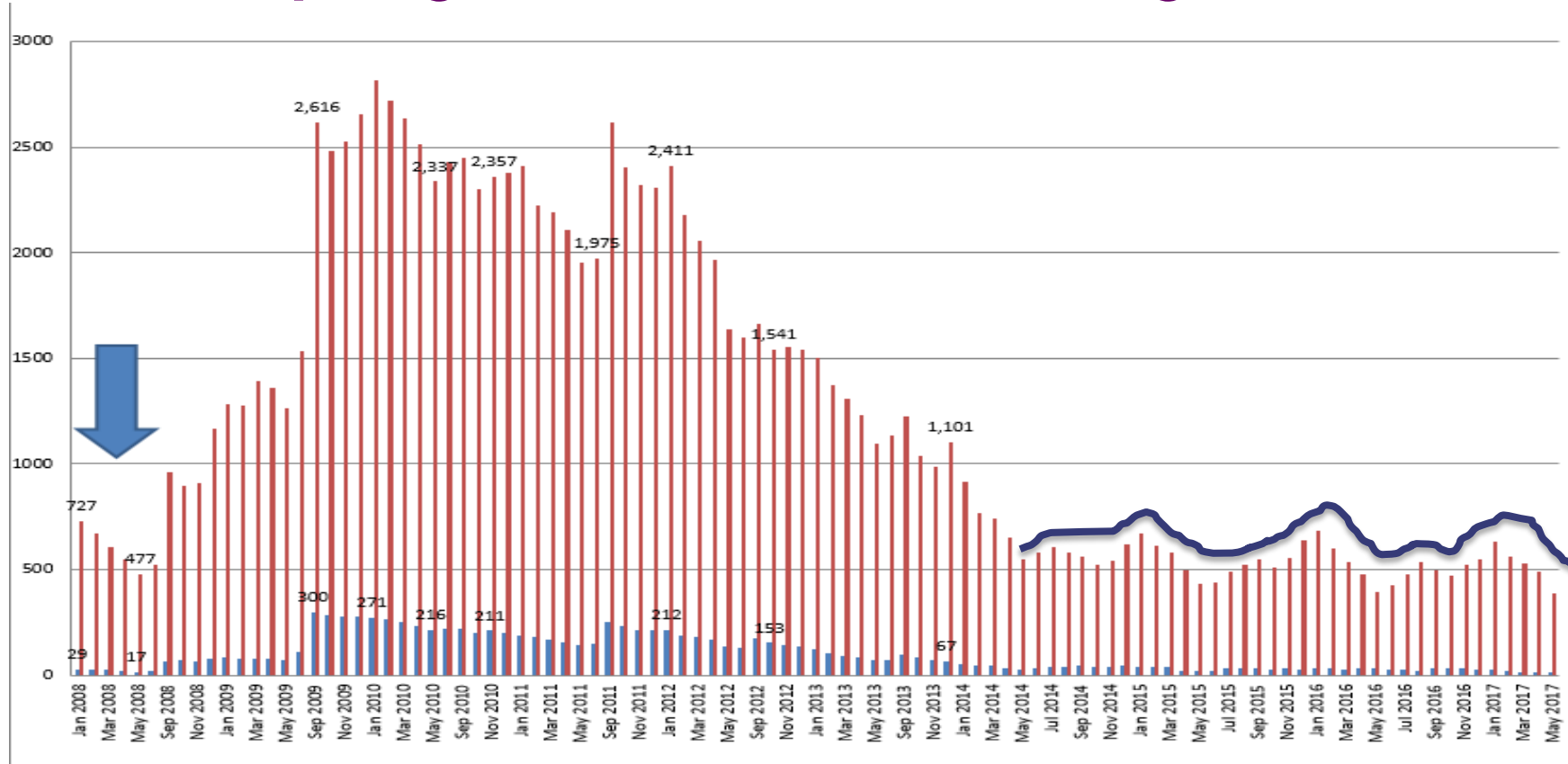
# 2016-17 average hourly rate increase



1.8%

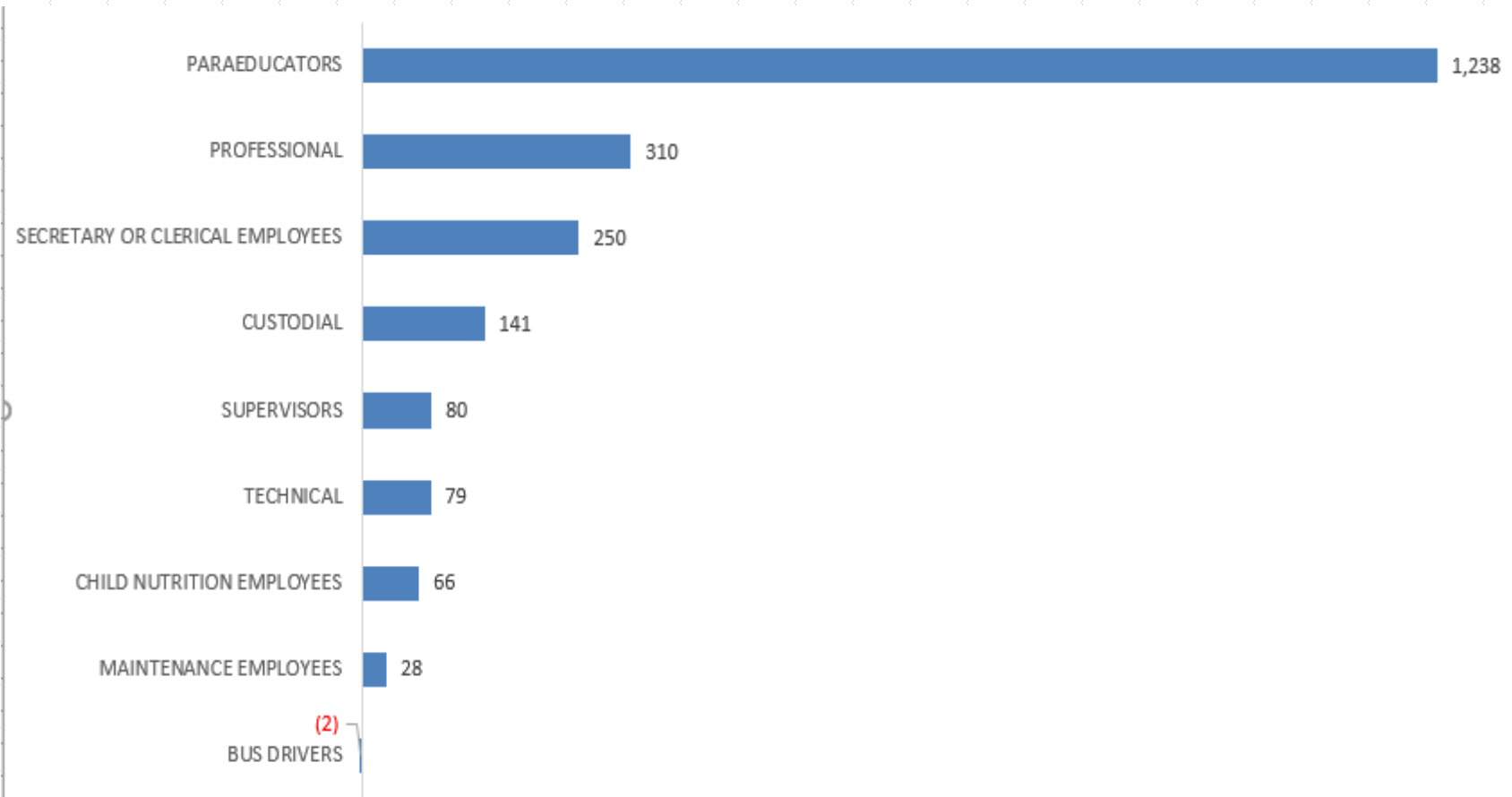


# Unemployment 2008-May 2017





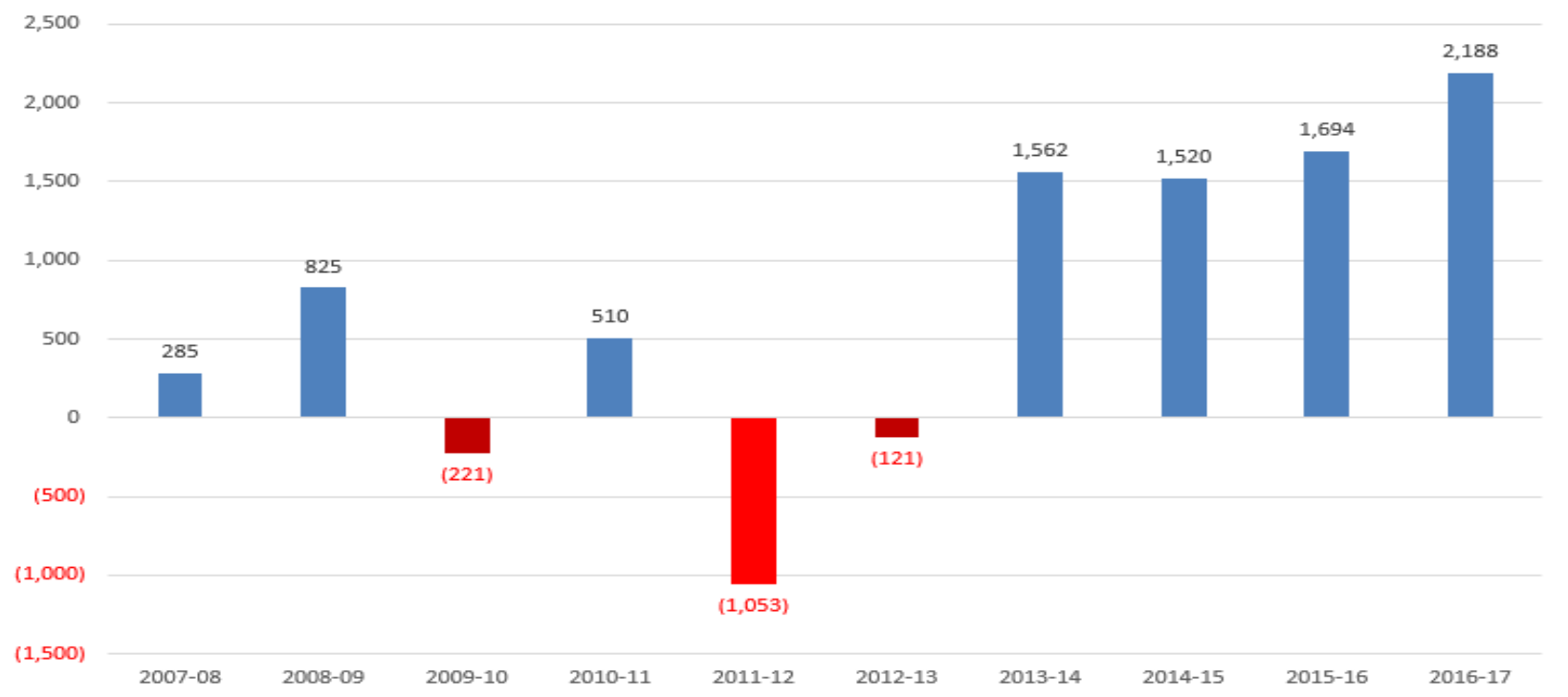
# 2016-17 hiring ... 2,188 new employees



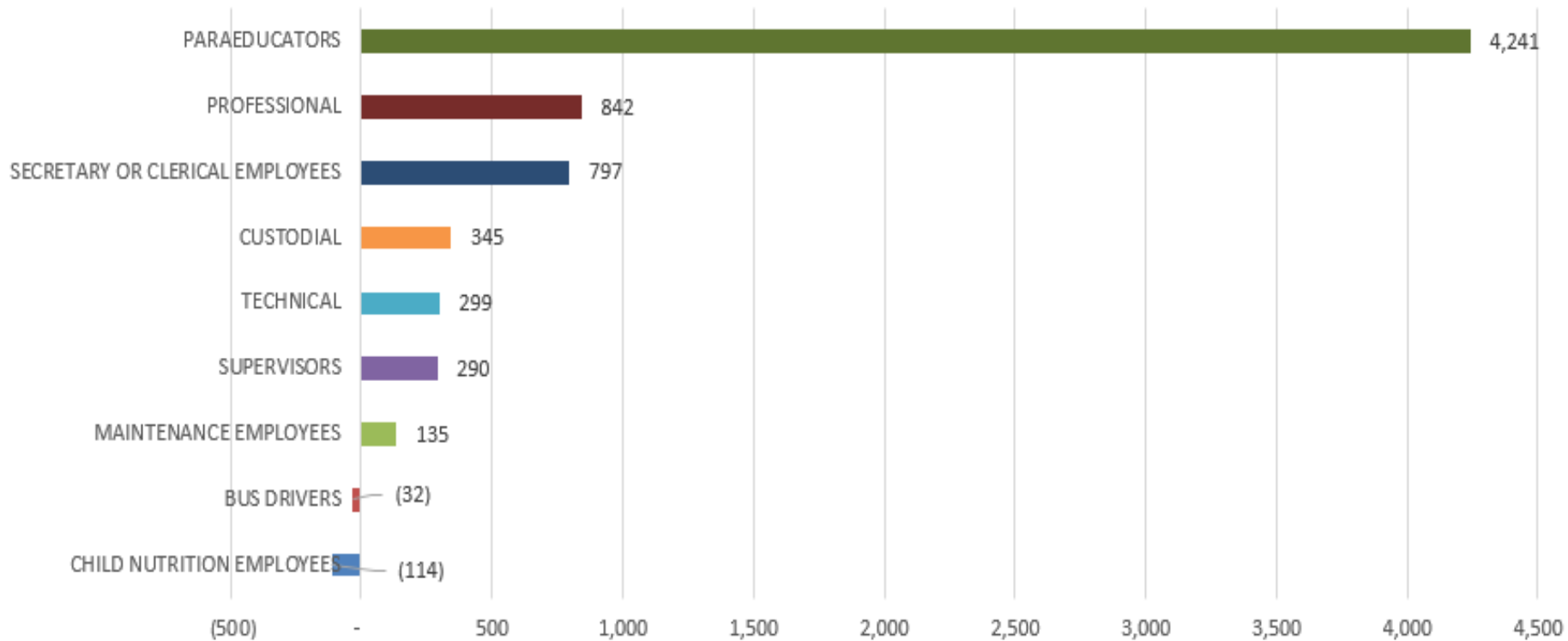
# Hiring in last 10 years

225 added over 6 years

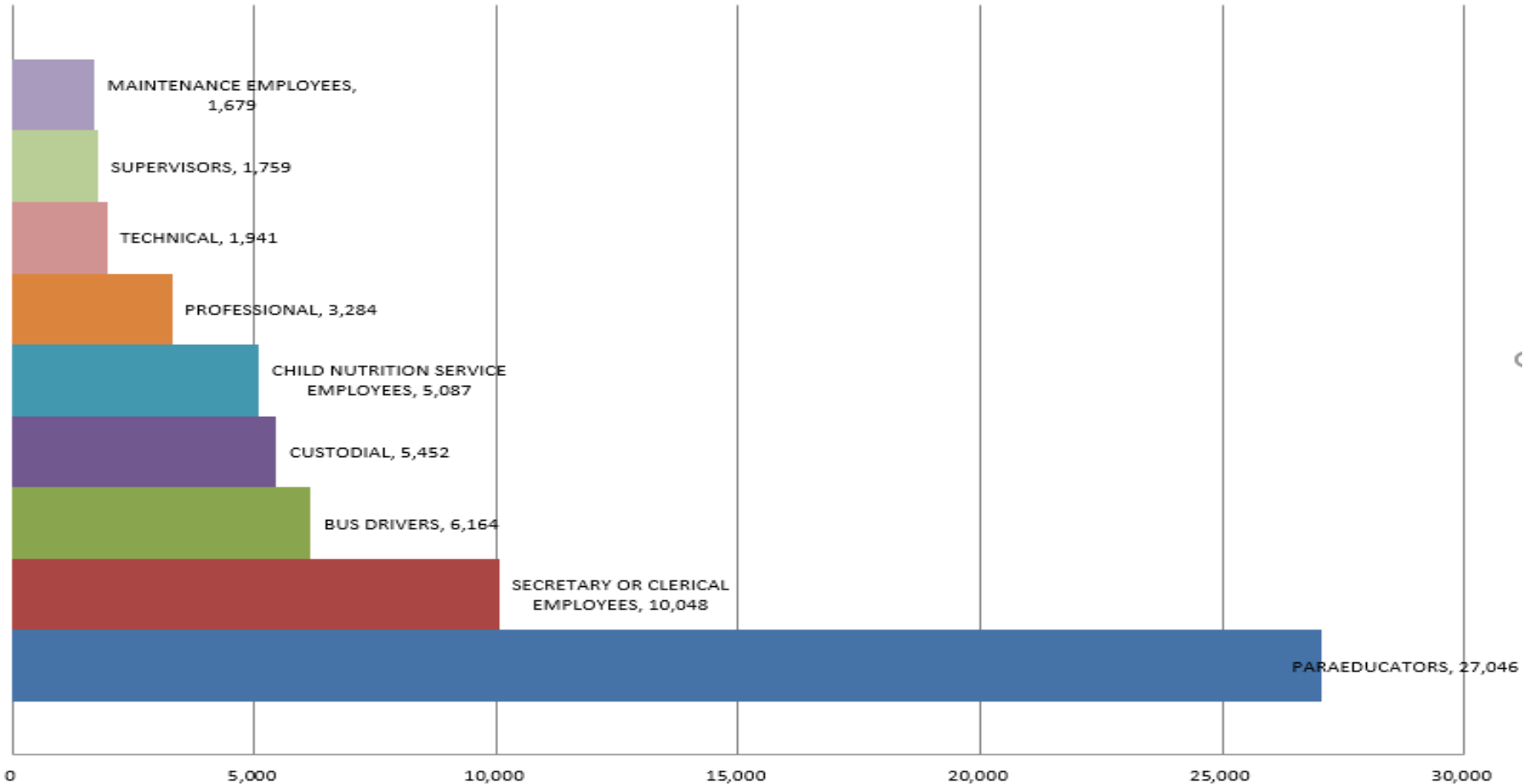
6,964 added over 4 years



# Paraeducators - 60% of New Hires



# 2016-17 school year – classification breakdown



# 2016-17 Financial Gains – zone breakdown

Zone	General Salary Increase	Other Salary Increases	Insurance Increase	Carveout Increase	Other Insurance Increase	Other Permanent Financial Gains	Other One Time Financial Gains	Total	Members	Increase Per Member
1	\$ 2,298,780.42	\$ 213,013.00	\$ -	\$ 9,563.10	\$ 206,500.00	\$ 270,903.00		\$ 2,998,759.52	3,281	\$ 913.98
2	\$ 1,354,745.24	\$ 504,161.80	\$ 106,409.16	\$ (18,931.68)	\$ 12,800.00	\$ 47,572.45	\$ 7,673.00	\$ 2,014,429.97	2,761	\$ 729.60
3	\$ 1,240,470.08	\$ 1,459,324.08	\$ -	\$ 51,093.56	\$ 1,000.00	\$ 286,514.93		\$ 3,038,402.65	1,349	\$ 2,252.34
4	\$ 2,147,608.78	\$ 266,078.34	\$ -	\$ (22,515.77)	\$ 96,500.00	\$ 97,459.50		\$ 2,585,130.85	1,804	\$ 1,433.00
5	\$ 3,485,355.63	\$ 1,303,612.76	\$ -	\$ (27,386.81)	\$ 266,985.00	\$ 91,993.40	\$ 1,300.00	\$ 5,121,859.97	3,738	\$ 1,370.21
6	\$ 3,265,495.18	\$ 447,526.75	\$ -	\$ 4,355.37		\$ 25,000.00		\$ 3,742,377.30	3,444	\$ 1,086.64
7	\$ 2,327,164.47	\$ 834,211.71	\$ -	\$ (19,260.23)	\$ 7,506.00	\$ 56,577.65		\$ 3,206,199.60	3,255	\$ 985.01
8	\$ 1,632,913.79	\$ 441,512.00	\$ 6,324.11	\$ (5,830.95)	\$ 57,209.00	\$ 23,380.00		\$ 2,155,507.95	2,057	\$ 1,047.89
9	\$ 723,738.34	\$ 513,593.75	\$ 27,069.30	\$ 36,063.34	\$ 3,000.00	\$ 18,734.33		\$ 1,322,199.06	1,368	\$ 966.52
10	\$ 891,630.24	\$ 71,737.00	\$ -	\$ (8,436.88)	\$ 20,000.00	\$ 1,518.00		\$ 976,448.36	1,118	\$ 873.39
11	\$ 2,742,585.33	\$ 1,967,141.87	\$ 289,850.40	\$ 118,907.34	\$ 1,165,412.11	\$ 41,756.00	\$ 4,000.00	\$ 6,329,653.05	4,339	\$ 1,458.78
12	\$ 455,417.68	\$ 8,000.00	\$ 4,543.20	\$ (5,342.93)	\$ 31,986.00			\$ 494,603.94	722	\$ 685.05
13	\$ 522,769.00							\$ 522,769.00	647	\$ 807.99
<b>Grand Total</b>	<b>\$ 23,088,674.17</b>	<b>\$ 8,029,913.06</b>	<b>\$ 434,196.17</b>	<b>\$ 112,277.43</b>	<b>\$ 1,868,898.11</b>	<b>\$ 961,409.26</b>	<b>\$ 12,973.00</b>	<b>\$ 34,508,341.20</b>	<b>29,883</b>	<b>\$ 1,154.78</b>

# 2016-17 financial gains – State funding

- ◆ Salary - \$ 31 million
  - State funded - \$ 13.5 million
- ◆ Insurance - \$2.4 million
  - State funded - \$1.4 million
- ◆ Other permanent increases - \$961,000
  - State funded - 0

# 2016-17 Financial Gains – member impact

- ◆ \$1,155 per member
  - \$497 from state funds
  - \$658 from employers

# Impact of permanent gains

- ◆ Last year - \$41.5 million
- ◆ This year - \$34.5 m plus \$41.5 m from last year = **\$76 million**



# Return on investment (ROI)

- ◆ Dues - \$11.8 million this year
- ◆ ROI – all dues returned to PSE members plus you got them an additional
  - \$22.7 million or more accurately
  - **\$63.2 million when you include last year's gains**





2016 Election

**ELECT SUPPORTIVE POLITICIANS**

# COPE Goal

## ◆ 2016 – 2017

- Goal 1,500 members donating \$60,000

## ◆ 1,125 members donating \$52,632

- Convention started
  - ◆ 225 members donating an additional\_\_\_\_\_

# 2016 election contributions

- ◆ 96 candidate endorsements
  - 53 democrats
  - 38 republicans
  - 5 non-partisan
- ◆ \$94,000 contributions to candidates
  - \$49,000 (52.1%) Democrat
  - \$37,000 (39.4%) Republican
  - \$8,000 ( 8.5% ) Non partisan

# Legislative election results

## ◆ House

- No change – 50 d, 48 r

## ◆ Senate

- Small change
  - ◆ 26 r, 23 d
  - ◆ 25 r, 24 d





Fixing things (an understatement)

# 2017 SESSION



# Priorities

- ◆ McCleary solution
  - Salary and staffing allocation improved
- ◆ Higher education agreements funded
- ◆ Paraeducator development program
- ◆ K 12 health insurance fixed

# Member Involvement

- ◆ Legislative Conference, Jan. 15-16
  - 247 members attended, 206 last year
  - 107 first timers – 98 last year, 71 year before
- ◆ Leader lobby day – February 17
- ◆ Lobby week – April 3 to April 7

# Frank J. Warnke Legislative Interns

- ◆ Charlotte Dye, Battle Ground paraeducator
- ◆ Malissa Filidei, Evergreen bus driver
- ◆ Dawna Hansen-Murray, Yelm library assistant
- ◆ Loren Sickles, Evergreen paraeducator

# 109 Blog Entries

- ◆ Keeping members informed during session
- ◆ <http://pseclassified.org/category/2017-legislative-session/>

# Other efforts

- ◆ Fund all education staff
  - 111,264 voters reached on social media
  - 480 calls to legislative hotline
  - 3,237 advocacy campaign clicks
- ◆ Fix K 12 health insurance
  - 232 personal stories shared with legislators



Nearly all major issues satisfactorily resolved

# 2017 SESSION

# Higher education agreements

- ◆ WWU (Western Washington University) and CWU (Central Washington University) collective bargaining agreements approved
- ◆ Negotiated agreement on insurance benefits approved

# ESHB 1115 – Paraeducator bill

Passed Senate 49-0

Passed House 94-1

Governor Signed May 8, 2017

First in the nation!! (no state is even close)

Paraeducator board, training, standards, career ladder,  
teacher and administrator training



# Paraeducator board

- ◆ September 1, 2017
- ◆ 9 member board
  - 3 paraeducators
    - ◆ Laura Rogers – Everett ELL paraeducator
    - ◆ Loren Sickles – Evergreen special education paraeducator
  - Parent, teacher, principal, university official, community college official, OSPI representative

# Board duties

## ◆ Develop:

- paraeducator standards of practice
- a general paraeducator certificate
- special education and ELL certificates
- advanced paraeducator certificate
- 4 day and 10 day courses
- e-certification system for paraeducators who complete requirements
- paraeducator career ladder
- training program for teachers and administrators

# Training

- ◆ **If funding is provided**, starting September 1, 2019, paraeducators must complete:
  - Basic: 4 day course required within 4 months to a year based on district size
  - General: 10 day course required within 3 years

# Standards

- ◆ Title I standards applied to all paraeducators
  - Starting September 1, 2018
- ◆ Permissive standards for ELL, special education and advanced paraeducator

# Career ladder

- ◆ Advanced paraeducator
- ◆ Smoother paths for paraeducators who want to become teachers

# Teacher / administrator training

- ◆ Professional development – current staff
- ◆ Universities update curriculum – developed by the PESB (Professional Educator Standards Board)

# Supreme Court “McCleary” Decision

- ◆ January 5, 2012
  - Not funding amply & over-reliance upon local levy to fund basic education
  - Impressed with HB 2261 / HB 2776
- ◆ July 18, 2012
  - Ordered legislature to make steady progress to full funding
- ◆ January 9, 2014
  - Speed up efforts, give us a plan to fully implement by 2018
- ◆ July 10, 2014
  - Ordered state to appear September 3 to explain why they don't have a plan (contempt of court hearing)

# “McCleary” - continued

- ◆ September 11, 2014 Order
  - Contempt!
  - Wait until after 2015 legislative session to determine sanctions
- ◆ August 13, 2015 Order
  - \$100,000 per day fine
  - “Adopt complete plan to comply with article IX, section 1 by the 2018 school year.”
- ◆ October 6, 2016 Order
  - 2017 session to complete plan



## McCleary solution – over next 4 years

- ◆ Salaries - \$860 million
- ◆ SEBB - \$375 million
- ◆ LAP, ELL and special education funding  
- \$600 million

# Increased state allocation for salaries

## ◆ 2018-19 - \$301 million

- \$39,975 (18% increase from \$33,877) - \$172 million
- Plus regionalization increase (up to 24%) - \$129 million

## ◆ 2019-20 - \$258 million

- \$47,486 (19% increase) - \$233 million
- Plus regionalization increase (up to 24%) - \$25 million in addition to last year's increase

# Increased state allocation

- ◆ Negotiation limit: up to state allocation in your district
- ◆ **Uncertainties: access to local levies and calculations**

# 2020-21 +

- ◆ Washington state IPD (implicit price deflator) for all
  - Replaces Seattle CPI (consumer price index)
- ◆ Uncertainty if district can enhance state funding

# K 12 Health Insurance

- ◆ School Employee Benefit Board (SEBB)
- ◆ January 1, 2020
- ◆ Significant policy changes
- ◆ State level negotiations

# SEBB – 9 members

- ◆ 4 employee representatives
  - 2 classified / 2 certificated
- ◆ 4 experts (including 1 school district official)
- ◆ Chaired by health care authority director

# SEBB duties

- ◆ Determine what insurance plans we will be offered
- ◆ Determine coverage in those insurance plans
- ◆ Set annual employee/employer premiums

# January 1, 2020

- ◆ All school employee insurance plans purchased by SEBB go into effect
- ◆ Policy changes go into effect



# Negotiations

- ◆ Coalition bargaining with Governor Inslee starts July 2018
- ◆ Bargaining agreement approved by legislature in 2019 legislative session

# Policy changes 😊

- ◆ 630 hours receive full state allocation
  - Employer / state cost: \$75 million (est.)
  - 9,000 classified employees
    - ◆ 30,000 dependents
- ◆ Family vs single premiums equalized
- ◆ Parity with state employee funding
  - \$840 to \$957 (est.)
  - Employer/state cost: \$300 million (est.)

# Other program funding increases over next 4 years

- ◆ LAP (Learning Assistance Program) - \$528 million
  - Paraeducators provide 61% of instruction
- ◆ Special Education - \$53 million
  - Paraeducators – 58% of instruction
- ◆ TBIP (Transitional bilingual instruction program) - \$66 million
  - Paraeducators – 62% of instruction



NCESEU & Bob Canavan, Washington DC lobbyist

# **FEDERAL LOBBYING**

# NCCESEU

National  
Coalition of  
Classified  
Education  
Support  
Employee  
Unions

- 1 Million Members
- CSEA (California School Employees Association)
- MSEA (Minnesota School Employees Association)
- NEA (National Education Association)
- PSE/SEIU 1948
- SEIU 284 (Minnesota School Service Employees)
- Meet twice a year to lobby and coordinate efforts

# Current Issues

ESSA – Every Student Succeeds Act

- 61% of instruction in Title I by Paraeducators
- Are paraeducators “educators”?

CSEY – Classified school employee of the year

- RISE (Recognizing Inspirational School Employees) event
- Jamie Manchester, Davenport Paraeducator

Protect federal education funding from sequestration cuts

- IDEA, Head Start, Title I, Pell Grant, Forest Revenue, Impact Aid



# WHAT'S NEXT

# November 7 election

- ◆ 45<sup>th</sup> legislative district senate race
- ◆ Likely to become most expensive legislative race in state history
- ◆ Primary results show that Senate will become democratic



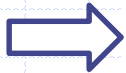
# Supreme Court

## ◆ Amicus brief

- PSE's position: "More work to do"
- Need a "plan to fund 5,000 classified employee FTEs"
  - ◆ \$168 million

# Staffing shortcoming

	<b>State Allocated FTEs</b>	<b>Actual FTEs</b>
Certificated Instructional Staff (CIS)	53,463	53,677
Certificated Administrative Staff (CAS)	4,023	3,991
Classified Staff (CLS)	17,225	22,309
<b>Total</b>	<b>74,711</b>	<b>79,978</b>



# Boards starting up

- ◆ Paraeducator board
- ◆ SEBB

# Paraeducator activities

- ◆ \$1 million online training modules
  - [Learning-space.org/paraeducators](http://Learning-space.org/paraeducators)
- ◆ 39<sup>th</sup> Annual NRCP (National Resource Center for Paraeducators) conference
  - April 26-29, 2018
  - SeaTac area
  - Paraeducators, teachers, administrators, parents invited



Participate in advocacy cycle

**WHAT CAN YOU DO...**



# Bargain with district

- ◆ 80 open contracts plus,
  - An equal number of salary and insurance negotiations
- ◆ Fair contract assistance ready and willing

# Elect supportive politicians

- ◆ Participate in campaigns
- ◆ Vote
- ◆ Contribute to COPE – did I mention ...



# Lobby legislators

- ◆ Read the blog, share with colleagues
- ◆ Participate in lobbying efforts

# In RTW environment, we can no longer keep quiet about our success!

- ◆ When you go back to work, tell your colleagues that your/our success is their success:
  - \$1.5 billion state funding increases for classified employee staffing, salary, and insurance benefits (before we start negotiations!) over the next 4 years.
  - No better ROI! Anywhere!!
  - Their union made paraeducators 1<sup>st</sup> in the nation!!!
  - They are part of the most persistent, adventurous, courageous and successful unions in the nation.