

WELCOME

Camas Education Association

WEA Riverside Staff: Lisa Lewison

WEA – 21 Councils

Cascade Seattle Sammamish Bellevue Rainier Kent
TEA (Tacoma) Soundview Summit



Strengthening Public Schools

The History of Your Union



MISSION

The mission of the Washington Education Association is to advance the professional interests of its members in order to make public education the best it can be for students, staff, and communities.

GOALS and OBJECTIVES

Our goal is to build confidence in public education and increase support for Washington's public school system.

Our objectives are to:

- Increase WEA members' professional status and job satisfaction.
- Improve the quality of and access to public education for all students.
- Forge partnerships with parents, businesses, other unions, and community groups.

In the 1800s

Many teachers worked in lonely isolation in one-room schoolhouses with scanty teaching materials, uncertain public support, and salaries of less than \$100 a year—sometimes the “salary” was food and lodging.



Women had to choose between marriage and teaching since many states had laws barring married teachers. Eventually marriage became acceptable but pregnancy was not. Women had to leave their jobs as soon as their condition showed, a practice that continued in many places until the 1970s.





There was little salary or working condition equity between male and female teachers.

Crowley County, Kansas: Wages for female teachers, in 1877 and 1878 averaged \$25.99; for male teachers, \$31.52 per month.

Teachers of color worked in segregated, under-funded schools

“My first school consisted of three children, for each of whom I was paid fifty cents a month. I also taught three adult slaves at night, thus making my monthly income from teaching only three dollars...”

*Daniel Alexander Payne,
first African American
college president in the U.S.*

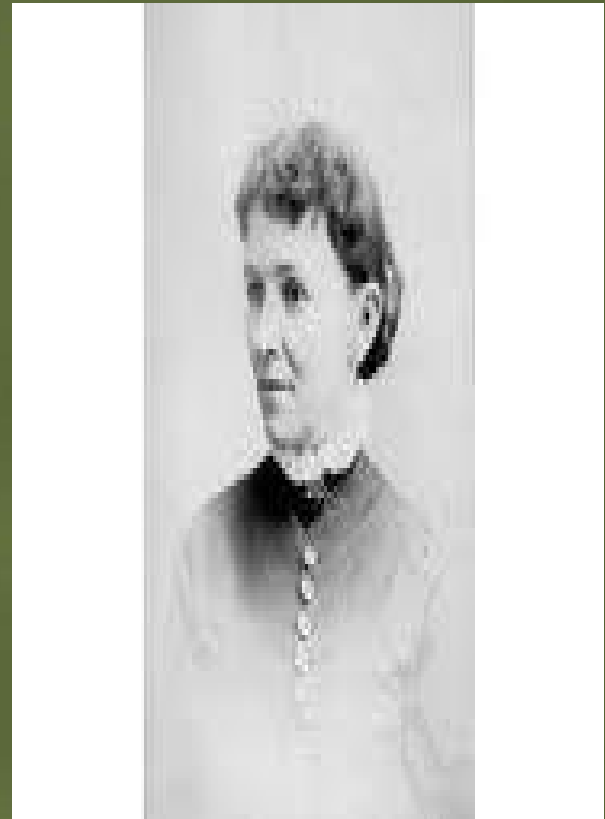


1857

State education associations existed in 15 of the 31 states but there was no national organization to serve as a single clear voice for America's teachers. Ten state associations sent out "The Call," an invitation to the nation's educators to unite in Philadelphia in the summer.

47 teachers answered "The Call"

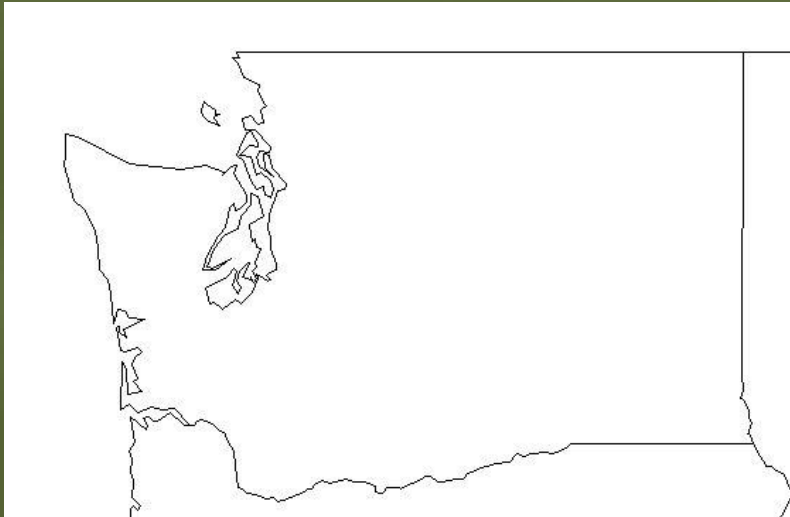
Although membership in the new National Teachers Association (NTA) was restricted to gentlemen,” the two women who answered the call were made honorary members and permitted to sign the constitution. This restriction would last for nine years.



- **1860:** Four years after the birth of National Teachers Association, 23 Ohio teachers formed the earliest known Black Teachers' Association.
- **1865:** NTA President J.P. Wilkersham denounced slavery and recommended that no seceded states be readmitted to the Union until they agreed to provide a free public school system for Black as well as White children.
- **1960:** The National Education Association and the Black Teachers' Association merged.

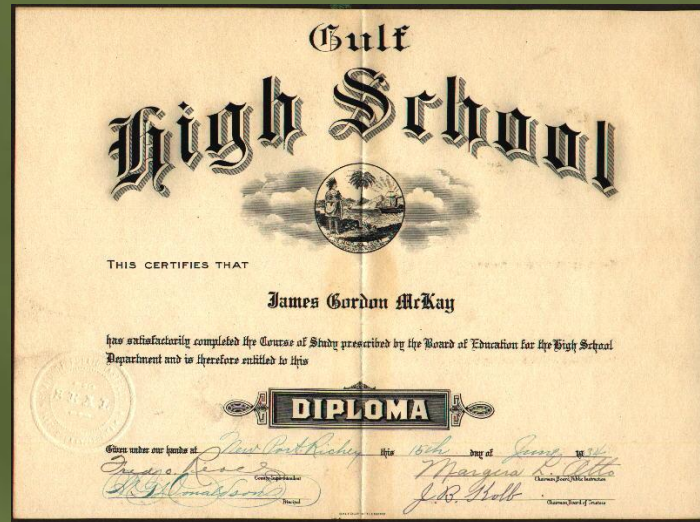
1889

WEA is founded as the Washington State Teachers' Association with 124 members.



- Washington becomes a state Nov. 11.
- The annual average salary for teachers and administrators is \$266.30.
- The annual per pupil expenditure is \$16.06.

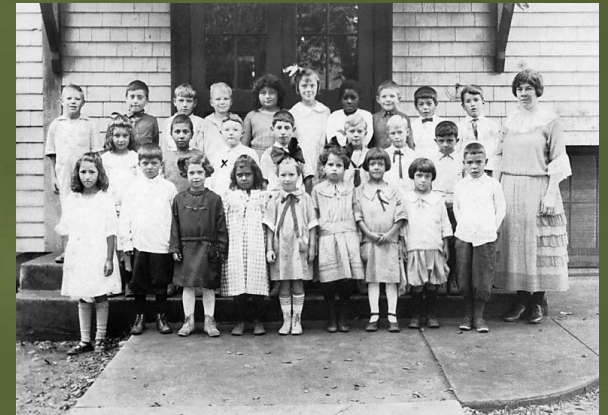
1915



WEA-backed legislation requires all teachers to have at least a four-year high school degree.

The 1920's

- 1921: WEA sponsors initiative to provide \$30 per student from the state and \$10 from counties.
- 1923: First statewide retirement act approved by Legislature after years of WEA pressure.
- 1924: WEA helps to block an anti-tax initiative that would have limited school funding.



The 1930's

- 1933: WEA backs the "New Barefoot School Boy Bill" establishing the business and occupation tax.
- 1937: The state begins contributing to teachers' retirement plan.



1941

- Pressure from WEA helps convince the state to begin to share costs for school construction.



1959

- WEA helps pass Senate/House Bill 135.
- Educators guaranteed ten days sick leave per year.



1960's

- **1965:** Passage of Washington's Professional Negotiations Act requiring school boards to confer and negotiate with elected employee groups prior to final adoption of key policies. School boards resist the change as an infringement on their authority.
- **1967:** Legislature approves collective bargaining for classified school employees.
- **1968:** Tacoma negotiates state's first true collective bargaining contract for teachers.
- **1969:** Seattle negotiates collective bargaining contract.

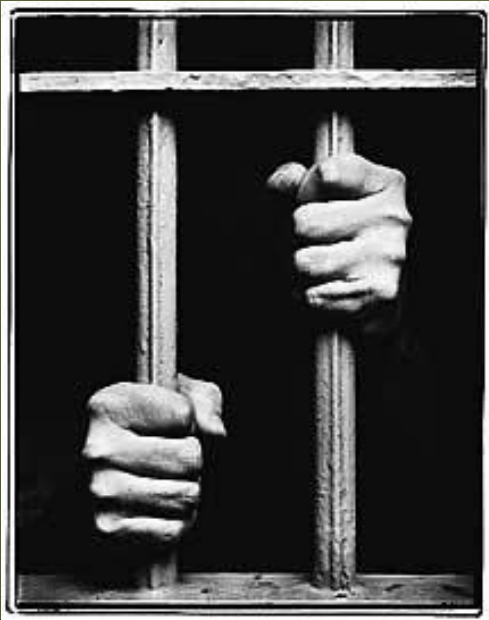
1972

- Aberdeen launches the state's first K-12 teachers strike.
- Congress passes Title IX, providing equal opportunities for female students.



1973

- Evergreen School District teachers vote to strike.
- Schools close for two weeks and the judge issues an injunction. Teachers defy the order and refuse to return to class.



- Three local leaders are jailed. The EEA then appoints a veteran female member as president.
- EEA teachers march en masse to the courtroom to surrender.
- The judge refuses to jail a woman president; 3 leaders jailed.

1975

- WEA successfully lobbies for a new bargaining law that takes effect in 1976.
- The Legislature specifically declines to make teacher strikes legal or illegal.
- UniServ staff organize locals and intensely collaborate so that gains are duplicated across regions.



1975 (cont...)



- WEA and Northshore unsuccessfully challenge the state's school funding decisions.
- The challenge sets the stage for a successful lawsuit by Seattle and other districts the next year.

1977



The Legislature responds to school funding lawsuit:

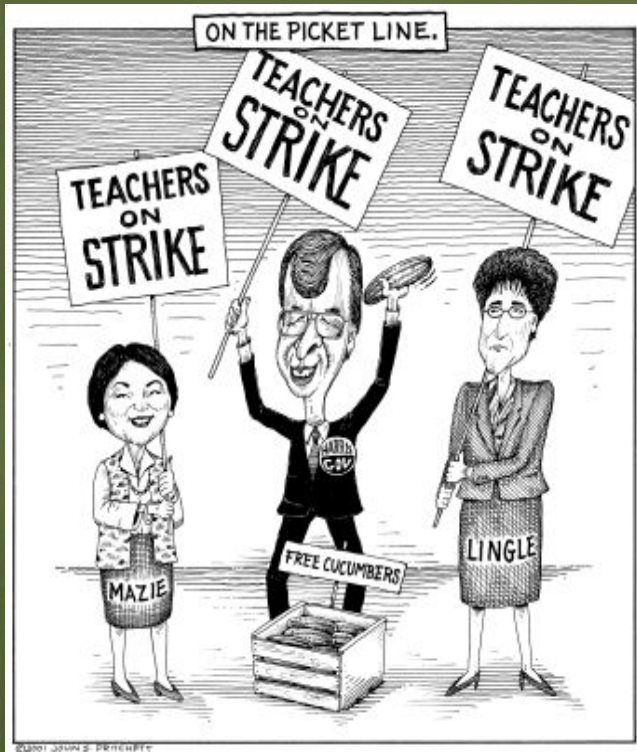
- defines basic education;
- adopts a plan to fully fund it;
- approves a levy lid (over WEA's objections).

1981

- Legislature approves HB 166, a measure that blocked local districts from increasing pay above limits set by the state (Salary Allocation Model – SAM).
- Since then, WEA has been able to modify, but not repeal, its provisions.
- Salaries subsequently drop from the high point of fifth in the nation.



1991



- Multilocal strike closes schools across Washington as teachers demand higher salaries.
- Gov. Booth Gardner establishes the Governor's Council on Education Reform & Funding, "G-CERF".
- G-CERF lays the groundwork for a major education-reform initiative.
- G-CERF fails to achieve any significant improvement for long-term education funding.

2000

- WEA launches Initiative 732, to guarantee annual cost-of-living increases for all public school employees. It passes overwhelmingly.
- I-728 to reduce class size passes with 72% approval.



2003



January 14 “Day of Action”. Rallies in Spokane and Kennewick, along with the biggest protest march and rally in Olympia’s history. 25,000 WEA members, students, parents, school administrators, and public school supporters rallied demanding that legislators “Keep the Commitment” by upholding I-728 and I-732.

2004



WEA joins a coalition of parents, school districts, public education supporters, and community organizations to bring suit against the state for failing to live up to its Constitutional “paramount duty” to fully fund education. This led to the landmark state Supreme Court decision known as “McCleary”.

2007

WEA works to pass HJR 4204 amending the state constitution to allow a simple majority vote to pass levies.

2008

Efforts to reform school funding continue! Washington now ranks a dismal 45th in the nation in per-pupil spending, and Washington's class sizes are now the 47th largest in the nation.

I-732 (COLA Initiative)

- No State-funded cost-of-living increase since 2008-09.
- All increases in compensation since that time have been gained at the bargaining table.

2010

NEWS coalition wins the initial King County Superior Court level judgment in the “McCleary” lawsuit over inadequate state funding under our constitution’s Paramount Duty language.

2010

- The Legislature passes education reform bill, SB 6696 which includes prototype school funding model. This model later becomes the language of I-1351.
- This also sets in motion the pilot project to implement a new teacher evaluation system.

January 5, 2012

Supreme Court Declares State in Violation

Lead attorney Tom Ahearne summarized: "The highest Court in our State has clearly told our Legislature, once and for all, that the State is violating its Constitutional duty to the people of Washington - and has declared that the Court will retain jurisdiction to enforce its ruling rather than sit on the sidelines and 'hope' that the Legislature someday complies."

2013

Despite being passed by 72% of voters, the State Legislature stopped funding I-728 in 2010 and repealed the law in 2012.

Washington now ranks 47th in the nation for class size touching off a major effort to reduce class size.

2014



WEA members collected 347,326 signatures to assure I-1351 is on the November ballot! Of these signatures, WEA-Riverside over 19,000!

September 2014

In an unprecedented decision, a unanimous high court found the Legislature in contempt for violating an order to produce a detailed plan for funding Washington State's public schools. Potential sanctions awaiting outcome of the 2015 Legislative session.

What's Next?

November 4 election day:

- ✓ Pass I-1351
- ✓ Elect Monica Stonier and other pro-education candidates

2015 Legislative Session

- ✓ No changes to teacher evaluation
- ✓ Lobby for funding (McCleary decision)

Local bargaining!