

NTEA CONNECTION

NORTH THURSTON EDUCATION ASSOCIATION

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*I am
extremely
honored to
have served
you as your
NTEA
president*

PRESIDENT'S CORNER

JUNE 2017

Colleagues, welcome to the conclusion of the 2016-17 school year. This has been quite a year, with considerable activity on the part of our NTEA members. It is said a picture is worth a thousand words, so I'm hopeful that you will enjoy some of the memorable moments that your colleagues were involved in while attempting to raise the level of concern for fully funding schools.

Utilizing this June Connection, I am exercising executive privilege to use my last President's Corner to do some reflecting on the past fourteen years as your NTEA president.

Initially in 2003 when I became president, I was hopeful that I could finish out the two-year term and return to my teaching position. At that time, I had completed 32 years of teaching in the middle school, and had become increasingly involved in association endeavors. I must admit like every new president I entered into this position with a great deal of naivety. While at that time I was vice president and chief advocate, I had not had the opportunity to fulfill all the responsibilities of the presidency. During one of my first president trainings I learned that I no longer could speak as "Conni Van Hoose"! Now when I spoke my words were spoken as the NTEA president representing 700 members. I took the training seriously and learned to think before I speak. I tried to always predict how my words would resonate with all members. Very quickly I became aware that with 700 members, it would be impossible to speak for everyone in such a diverse group. Thus began a journey of fourteen years.

It has truly been a most challenging journey. The tremendous opportunity to serve kids and adults has been gratifying, frustrating, energizing, fatiguing, heart wrenching and anxiety filled. The journey evolved from a five year Effective Schools Plan, through Kagan trainings, multiple - almost yearly - curriculum changes and now with a new superintendent and a de-



veloping strategic plan for our district. While philosophies in education continually change, the basic goal to educate every child remains the same. The journey from 2003 to now is amazing:

- 2003 - Start of computers 2017 - The take over by email
- 2003 - 700 NTEA members 2017 - Over 1,000 NTEA members
- 2003 - Teachers might take a break in the faculty room
2017 - Teachers seldom have time to stop and visit
- 2003 - ESEA certification highly qualified
2017 - Teaching positions based solely on endorsement
- 2003 - Base pay \$23,300, TRI pay 3 days
2017 - Base pay \$37,700 plus TRI pay \$7,216 = \$44,916
- 2003 - Top pay \$56,580, TRI pay 3 days
2017 - Top pay \$67,288 plus TRI pay \$14,724 = \$82,012
- 2003 - Tri-pay comparison - NTEA bottom of 13 districts
2017 - Currently NTEA is the top of all districts south to the Oregon border



This trend in compensation will likely continue and when all is said and done at the legislative level, there will come a time that teachers are compensated at a rate that is worthy of their professional competencies.

Our last past president John Wood stated, “I now understand that nothing else works in the district, the community, or planet without authentic, ongoing work of developing and maintaining quality relationships.” I couldn’t agree more, it is all about relationships. This includes all forms of relationships, whether it is teacher-student, teacher-teacher, teacher-parent, teacher-principal, association members-association leadership and district leadership. It is important to work at gaining trust and mutual respect. I keep a post-it note on my computer that states, disrespect invites disrespect. This is my reminder of the importance of maintaining positive relationships.

Keeping this in mind, I will encourage members continue to treat each other kindly, attempt to collaboratively work with administration. Our ultimate goal is to work in the best interest of students. By securing what is in the student’s best interest it will subsequently benefit our interests as educators.

I feel extremely honored to have served you as your president for an unprecedented fourteen years, and I am grateful to have had this opportunity. I wish all of you the very best!

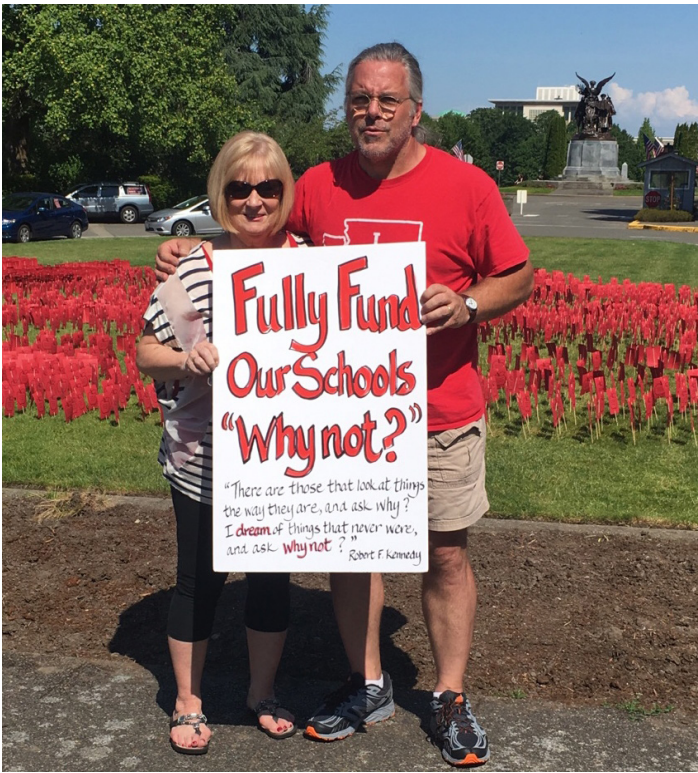
For the final time, continue to take care of yourself and others, and remember working together we can continue to make a difference.

Conni

NTEA BARGAINING UPDATE: JUNE 9, 2017

Due to inaction from the State Legislature, NTEA and North Thurston Public





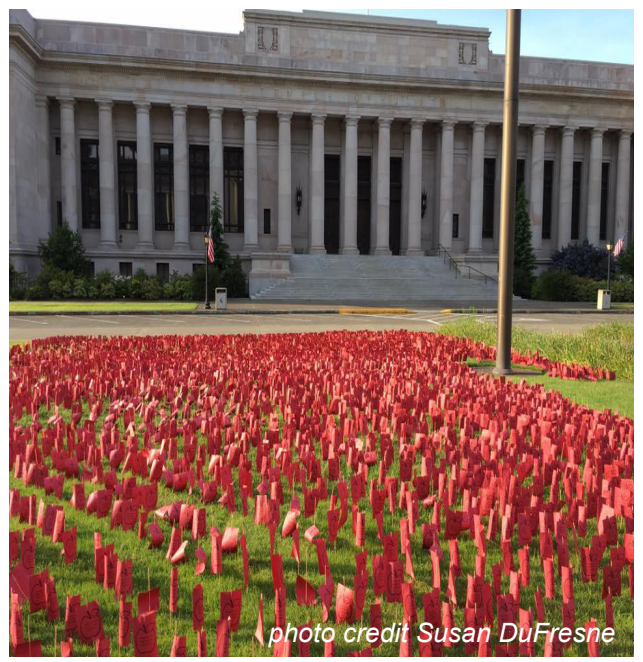


photo credit Susan DuFresne



Schools have been unable to reach a tentative agreement. NTEA and NTPS have scheduled five (5) bargaining dates over the summer months. The intent is to reach a tentative agreement before school resumes in September for the 2017-2018 school year. All parties appreciate everyone's patience as we await guidance from the legislature.

The bargaining team continues to address issues around stipends in the interest that they are dispensed fairly and equitably. This also includes a regular review of stipends as an essential component of any agreement. The special education subcommittee also brought forth the issues of retention of SPED teachers, case-load and workload.

The bargaining team also discussed staff placement. Employees would like to know the rationale for movement, and the NTEA bargaining team asked that the district abide by the preamble and communicate and collaborate with employees and the Association before staff movement takes place.

Other bargained items included professional development, supplemental pay for moves, placement of students, and parent teacher conferences. Despite the inaction from the Legislature, this bargaining session was very productive and collaborative.

The next bargaining session is scheduled for June 19.

Steve Coker, NTEA chief bargainer
Jay Lirette
Bob Campbell
Ray Nelson

Cheri Kelly
Anna Conner
Jenny Hoffman
Kathy Beach

TEACHERS OF THE YEAR

Chelsea Altrum – Timberline
Fred Ericson - River Ridge
Paul Garrett - Aspire
Quin Crowell - Aspire
Katie Agren - Chinook
Andie Baumgartner - Chinook
Dr. Jennifer Lyne – Komachin
Jennifer Montgomery - Nisqually
Neal Wildrick - Lacey
Stacey Steucke - Lacey
Jenny Hoffman - Horizons
Donna Wolf - Lakes
Ryan Mackey - Meadows
Katelynn Wyrick - Olympic View
Cathy Johnson - Pleasant Glade
Jane Sebring - Pleasant Glade
Brandi Krause - South Bay
Diane Taylor - Woodland
Diane Bredeson - Woodland





RETIREMENTS

Susan Southwick - Evergreen Forest

Stella Feeley – Horizons

Donna Wolf – Lakes

Donna Geddes-Harrison – Meadows/Evergreen Forest/South Bay

Denise Falette – Mt. View

Denis McFadyen – Mt. View

Peter McCann – Mt. View

Terri Fulton - Olympic View

Joyce Hancock - Olympic View

Jane Sebring - Pleasant Glade

Sharon Lavery - South Bay

Diane Bredeson – Woodland

Diane Taylor – Woodland

Linda Buerger – Woodland

Richard Woods - South Sound

Brenda Amburgy – Timberline

George Christoph – River Ridge

Carl Ericson – River Ridge

Willaim Gentz – River Ridge

Susan Colard – North Thurston

Paul Garrett – Aspire

Jennifer Lyne – Komachin

Nancy Stoker - Chinook

Debra Clark – Nisqually

JoEllen Houser - Special Education

Donna McPeak – Special Education

THE RETIREMENT LESSON PLAN



WAKE UP SMILING

NO PAPERS TO GRADE RELAX

Visit Family & Friends

Everyday is like Summer ☀️ Break

🍎 **STAFF MEETINGS** No Stress

Learn to Live without Bells

TAKE NAPS 👣 Put Your Feet Up

Yard & Bus Duty Free 🚌 **TRAVEL**

TIME & FOLLOW YOUR DREAMS

CLASSIFIEDS

North Thurston Work Crew Available. Current and past CTE students available for projects. Weed eating, landscape projects, lot clean ups, misc. labor. All workers current NTHS or SPSCC CTE students. Bonding and insurance. Bids or by the hour. Mark Sloan 360-701-3489.

For Sale: Baldwin Electropiano. Full keyboard/ pedals. Head set. Great for beginners. \$200 must pick up. Donna 360-459-3330.

