



July 25, 2018

Dear IEA Members,

Our bargaining process is still ongoing. We took July off, and are ramping-up again to reach the best agreement before school starts.

Districts near us have agreed to unprecedented compensation increases because of the legislature's compliance with the McCleary Decision. ISD can afford to pay competitive wages to teachers and support professionals.

- Lake Washington Education Association's team bargained an average 12.2% raise for its members, wherein an educator with a BA shall earn \$55,699 and an experienced educator at the top will earn \$112,957. (Note that there is a \$2,000 reimbursement fund available to all 1.0 FTE educators in LW, which changes the calculation to a 15% average raise.) The LWEA workday is 8 hours.
- Bellevue Education Association's team negotiated a 19.4% average increase: a beginning educator in Bellevue will earn \$53,300, while an educator at the top of their salary schedule will earn \$111,092. They also have an 8-hour workday.
- The Riverview Education Association reached a settlement in which a beginning educator's pay is \$54,959 and the maximum is \$106,994. Like us, the Riverview staff work a 7.5 hour day.

Each of these locals were negotiating salary re-openers, whereas Issaquah is bargaining a full contract including salary. Because we have compensation as well as other substantive program and case-load proposals on the table, our bargain will take longer. We have ambitious and reasonable goals set by our membership to improve the working conditions and wages of the staff we represent. We need your support.

Please join your colleagues and come to one or all of the following events. Demonstrating unity and awareness about the need for improved and competitive compensation increases our ability to achieve gains like colleagues in other locals.

Date & Time	Event & Location
Wed., Aug 8 8:30-9:00 AM	Coffee Rally and Update from the Bargaining Team at the ISD Administration Building
Wed., Aug. 8 7:00-7:45 PM	School Board Meeting at ISD Administration Building: wear red to show unity and awareness that \$25.8 million in new money is available for salary allocation in 2018 from a net increase of more than \$48 million in state and local funding.
Mon., Aug. 13 8:30-9:00 AM	Coffee Rally and Update from the Bargaining Team at the ISD Administration Building
Tues., Aug. 14 8:30-9:00 AM	Coffee Rally and Update from the Bargaining Team at the ISD Administration Building (unless we have reached a tentative agreement)
Wed., Aug. 15 8:30-9:00 AM	Coffee Rally and Update from the Bargaining Team at Issaquah Valley Elementary Portable 6 (unless we have reached a tentative agreement)
Mon., Aug. 20 8:30-9:00 AM	Coffee Rally and Update from the Bargaining Team at the ISD Administration Building (unless we have reached a tentative agreement)
Tues., Aug. 21 4:30 PM	<b><u>GENERAL MEMBERSHIP MEETING AT ISSAQUAH HIGH SCHOOL</u></b>

The bargaining team will update you on events as they develop---please visit the IEA Website for news.

Sincerely,

Gary Arthur, *IEA President*