



a world of possibility

4640 S. 144th St. Tukwila, WA 98168 | (206) 901-8000 | tukwilaschools.org

Tukwila School District
Resolution No. 855
July 12, 2017

Frequently Asked Questions (FAQs)

1. How many collective bargaining contracts is the Tukwila School District a party to?

There are five collective bargaining agreements between the District and employee organizations. These agreements are between the District and the Tukwila Education Association; the Tukwila Education Association Athletics and Activities Association; the Tukwila Classified Education Association; the Service Employees International Union (SEIU) Local 925 (Custodian, Maintenance, Food Service and Transportation); and the Tukwila Principals Association.

2. Why are there separate agreements with teachers, and other District staff?

Teachers, principals, para-educators, and other support staff have different job responsibilities, and different laws govern their employment. Each bargaining agreement covers employees who share common duties, skills, and working conditions.

State law requires individual contracts and additionally authorizes collective bargaining agreements. Each employee has an individual contract with the District. The collective bargaining agreements generally cover a broader range of topics, such as employee discipline, employee assignments and transfers, the school calendar, the work day, leave, and pay.

3. Why did the School Board adopt this policy now?

The School Board adopted the policy in advance of future collective bargaining negotiations to provide enough time for the District, its employees and the community to better understand the implications of the 2017-2019 Washington State Budget and its impact on labor-management relations. Current collective bargaining agreement negotiations are exempt.

4. How will the policy affect teachers, staff, parents and students?

The policy is designed to allow teachers, staff, parents, and students a more transparent process to view the collective bargaining process. The Board believes a public process will provide all stakeholders with more information about how the District manages its budget and collective bargaining process and other aspects of its operations.

5. Will this policy prevent teachers from gaining more salary and benefits?

The District and its unions bargain in good faith. By allowing the public to view the collective bargaining process the District hopes the public will gain insight into how the final contracts are structured – on both sides.

6. This idea has been proposed in other areas – how did this issue come to the Tukwila School Board? The resolution before the Tukwila School District was written independently at the suggestion of board members and not provided by any outside group.
7. Can this policy be legally challenged?

The District hopes not. Challenges to similar policies have been dismissed by the state administrative agency responsible for public sector labor-management relations, the Public Employment Relations Commission.

8. If you are willing to have the negotiations conducted in an open meeting, why not take public testimony on the contract itself and let the taxpayers/community have a say in the actual language of the agreement?

State laws govern the requirements for a collective bargaining process. This resolution does not open the bargaining process to public input, it simply allows the public to view the process as it occurs.