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Interaction Details:

Questions	Responses
1) Please complete this portion of the questionnaire before proceeding with answering the questions.	Name: Chris Reykdal Email: chris4rep@gmail.com City: Tumwater
2) What legislative position are you seeking?	State House of Representatives, LD22, #1
3) Washington Education Association members believe the State of Washington must fulfill its paramount duty to amply fund our public schools. The 2009 Legislature passed SHB 2363, which suspended the annual cost-of-living adjustments (COLAs) for education employees for two years. The COLAs were mandated by voter-approved Initiative 732. SHB 2363 requires the Legislature to reinstate educators' annual COLA in the 2011-12 school year AND incrementally restore the COLA percentage educators lost during the two-year suspension. After four years, educator salaries will be what they would have been without the suspension. WEA supports current law (SHB 2363), which reinstates the annual COLA for educators in the 2011-12 school year and incrementally restores the lost COLA percentage over four years. Do you support WEA's position?	Yes
4) Please explain your position:	I support WEA's position! We actually need to speed up the COLA catch-up. There is nothing more stimulating in the economy than disposable income in the hands of consumers. We've bailed out banks, brokers, auto-makers, and insurers, but we failed to put real cash in the hands of consumers. We need to address the COLA catch up not in four years, but in two years! The long term answer is to reform our State's tax structure! From day one of this campaign, I brought a strong message of revenue reform. Before I-1098 was proposed, I laid out clear steps to alter our taxes in order to provide adequate revenue for teacher salaries, class size reductions, and more: - Dramatically cut the B&O tax and replace it with a corporate income tax (tax profits not sales); - Lower sales tax and state property tax; - Replace with high-earner income tax.

I Support I-1098, but even if it doesn't pass, I will work hard on dramatic tax reform if I get the honor of serving.

5) The 2009 Legislature passed ESHB 2261, which sets out to "enhance the current salary allocation model" through deliberation and input from "teachers, administrators and classified employees." WEA members oppose tying teacher pay, in whole or in part, to student achievement or test scores. Do you support WEA's position? Yes

6) Please explain your position:

There is absolutely no evidence that tying teacher pay to test scores is effective. We must oppose any notion of this!
There are too many factors in the life of a child/student that go into their performance. Schools are not designed to fix, in six hours, what families fail to do the other 18 hours of the day.
Teachers already have rigor in determining and maintaining teaching excellence:
-Teacher prep programs
-Hiring process
-Probation Period
-Annual Evaluations
-Step-system to encourage experience and additional content expertise.
I oppose any system that attempts to make the "institution", or the employees of an institution, wholly responsible for the success of a child when there are much bigger societal factors involved. Until we address income inequality, poverty, mental health, and a host of other issues afflicting so many homes, teachers should not be punished, or go unrewarded, for doing their best to help kids!

7) WEA believes any alternative compensation system must be subject to local collective bargaining, fully funded, available to all and based on objective criteria. Do you support WEA's position? Yes

8) Please explain your position:

Any compensation system, whether State or locally funded, should be subject to collective bargaining. The critical notion here is that it should be objective in it's criteria, and should NEVER be subject to a single variable like test scores, student evaluations, etc.
Conversations about alternative systems continue to fail us all because they do not honestly acknowledge how underpaid our educators are today. When we get the

public believing that rearranging the deck chairs will solve problems, we fail to inform them that teachers are grossly underpaid, period!

Research in our community and technical college system significantly proved that by any measure -- national, regional, etc. - Washington's teachers are underpaid. You can't recruit, retain, and reward the best and brightest if you don't pay them what they are worth. I say let's focus on new revenue to adequately fund what we have before we engage yet another process of doing more with less!

9) WEA opposes differentiated pay based on the subject taught. Yes
Do you support WEA's position?

10) Please explain your position:

Again, I believe that a lot more funding should be dedicated to teachers' salaries regardless of what they teach. I also believe all pay should be bargained. If a WEA local chooses to bargain differential pay, workloads, stipends, bonuses, etc., that local should have that option, but it should never be forced upon them by the State or local district administration.

11) WEA supports the current practice of providing salary bonuses and other support for teachers who achieve certification by the National Board for Professional Teaching Standards. Do you support WEA's position? Yes

12) Please explain your position:

I absolutely support this. I think the bonuses should be higher and I believe school districts need to carve out resources to allow teachers the equivalent of a sabbatical to pursue National Board standards or their equivalent. The greatest organizations in the world invest in their people so they can improve, grow, and learn. Those same organizations carve out time for their workers and then reward them for their growth. We need to remain committed to the National Board Bonuses and their future equivalent.

13) Washington educators currently are required to work until they reach age 65 to qualify for their normal retirement pension, regardless of the number of years they serve. Some educators must work more than 40 years before earning their normal pension. WEA supports legislation that allows educators to Yes

retire with their full normal pension based on the number of years they work rather than requiring them to reach an arbitrary age of eligibility. Do you support WEA's position?

14) Please explain your position:

Absolutely! Teachers lost a lot in the move from TRS 1 to TRS2 and TRS3. We need to return to a model that rewards years of service, not an arbitrary age. We must further reward teachers who choose to stay and can be effective. Too many retirement systems now punish people for starting second careers or choosing to work beyond "retirement age".

15) The 2009 Legislature passed ESHB 2261, which changes the definition of basic education and makes other changes to the K-12 school system. WEA members called ESHB 2261 a "false promise" because it ignored the current underfunding of basic education and did not include new funding. WEA members believe the state Legislature should keep its promise and fully fund the programs called for by this bill, which is estimated to cost an additional \$3 billion annually. Do you support WEA's position? Yes

16) Please explain your position:

I absolutely support WEA's position! Every funding study for the last 40 years has failed to address the core issue in education - lack of FUNDING! We've reformed and improved standards for essential learning, Statewide testing, teacher preparation and certification, etc. but we keep failing to address fully funding our education system. State and local governments' share of total State Gross Domestic Product has slipped from 12% to less than 10%. Even if the State had just maintained it's historic average share of GDP (10.6%) it would have netted \$2.3 billion more on an annual basis. Money that could have been used to fund our schools. WE NEED TAX REFORM NOW! I'm not trying to raise taxes beyond reason, but I do want the State to maintain its share of growing economic activity in our State. If all we did was keep up, we would have billions of dollars to fund the education reforms of the last four years. It's time to get beyond studies and task forces. It's time for real answers. It's time for new revenue.

17) The 2010 Legislature passed SHB 2776, which promises to reduce the average K-3 class size to no more than 17 students per teacher by the 2017-18 school year. Washington currently has some of the nation's largest average class sizes, and the Legislature recently eliminated Initiative 728 class-size-reduction funding. WEA believes the Legislature must restore funding for Initiative 728 and provide the additional state funding to reduce class sizes as promised by SHB 2776. Do you support WEA's position? Yes

18) Please explain your position:

We must restore our funding to lower class sizes, especially in the early grades! Research shows that quality early learning is indicative of later success. Once restored, local districts should also be required to maintain those lower class sizes at grades K-3. I-728 and SHB-2776 are just examples of where the people, by initiative or by representation, have clearly made it their intent to put education first. I believe legislators have the responsibility to raise the proper revenue to fund the will of the people, even if it means higher taxes.

19) In the 2010 legislative session, WEA helped draft and pass SB 6696, a research-based approach to improving student achievement. This legislation was forged between the Governor, the Legislature and education stakeholders, and it represents a major step forward in reforming teacher evaluation, assistance to struggling schools and teacher certification. SB 6696 establishes statewide criteria for teacher evaluations and allows local school districts and education associations to develop their own local evaluation systems. The legislation was tailored to the needs and conditions of Washington State and will allow our state to compete for federal Race to the Top funding. WEA supports SB 6696 as passed by the Legislature in 2010 and opposes further changes to the law. Do you support WEA's position? Yes

20) Please explain your position:

I support WEA's position. After administering ARRA funds provided by the Feds for the last two years, I am very cautious about our State rewriting our approaches to education just to get temporary federal money. We've seen this before! All of the reforms are made permanent, but the money goes away. Then we get stuck with unfunded mandates after we have promised the world to our citizens. I strongly believe that the federal government should get out of the details.

They should provide block grants to the states with clear outcomes stated. The states should then work with education stakeholders, including WEA, to tailor solutions that fit each state's unique situation. Each school district should then bargain major elements to meet their local region's needs.
The experts at anything are the ones closest to the service delivery -- in this case it's teachers, counselors, and administrators in local districts - not the US Dept. of Education.

21) ESHB 2261 established the Quality Education Council (QEC) and individual workgroups on issues such as educator compensation. WEA believes the QEC and related workgroups should solicit the professional input and judgment of public education employees. Any final recommendations should be based on sound research and the expertise of Washington educators. Do you support WEA's position? Yes

22) Please explain your position:

The QEC must listen to the public employees who are actually delivering the services.
I remain very troubled that the QEC was ever developed without WEA representation on it. We've seen a proliferation of task forces and oversight groups largely "staffed" by legislators over the last several years. This is not healthy! We must get back to our Democratic roots -- legislators set the direction, the executive branch carries out the direction. I am far more comfortable with oversight models that put the major stakeholders on boards and then report progress, findings, and best practices to the legislature. When legislators think they are smarter than teachers, they start trying to fix what they don't know and then they fail to do their main job -- provide adequate funding!

23) WEA strongly supports the right of public education employees to organize, bargain collectively and engage in the political and legislative processes. WEA believes commonsense education reform can be developed effectively and collaboratively at the local level through the collective bargaining process. WEA supports legal protections against discrimination or intimidation for workers who exercise their right to organize. WEA supports workers' rights to due process. Do you support WEA's position? Yes

24) Please explain your position:

Bargaining is a fundamental right, not unlike free speech or due process. It should be protected in law! I also firmly support the Employee Free Choice Act at the federal level.

25) WEA supports the right of public school employees to engage in the political process, both individually and collectively. Do you support WEA's position? Yes

26) Please explain your position:

Yes. In addition to supporting educators' rights to engage in the political process, one of my long-term goals would also be to help WEA enhance their political outreach and grassroots activity when it comes to candidate recruitment. Local levies are often the critical organizing theme for local unions, but putting WEA-focused candidates into the legislature needs a new level of activism. We have seen the rise of "education" Democrats in suburban Washington, but they don't always have teachers and counselors in mind when they exercise their interests. We need a new crop of legislators who will put teachers and classroom resources above tests, evaluation systems, and one-size-fits-all curriculum.

27) WEA supports giving community and technical college faculty the right to bargain salaries at the local level, a right enjoyed by all other education union members in the state. Do you support WEA's position? Yes

28) Please explain your position:

I support this if there are legislative caps on annual tuition increases. Local community and technical colleges do not have local taxing authority, so it's easy to imagine that higher salaries for staff would come at the expense of higher tuition for students.

I do not support pitting higher salaries against higher tuition. My first priority will be to close the enormous funding gap in the per-student funding at the community and technical colleges. University faculty have more potential for higher salaries because the funding per student is dramatically higher. I truly do not believe that colleges have meaningful amounts of local funds to bargain permanent salary increases against, but I also believe in the fundamental and basic right of workers to bargain, so I do support this.

Let us NEVER stop fighting for more State support if expanded bargaining is authorized. Colleges do not have local taxing authority, and I would never support unlimited tuition authority, so my first priority will be to obtain greater State funding from which to bargain.

29) WEA supports a minimum starting salary of \$45,000 for teachers and other certificated education employees. We also believe education support professionals deserve at least a living wage as starting pay, and we support salary increases that exceed the cost of living for higher education faculty and staff. Do you support WEA's position?

Yes

30) Please explain your position:

I strongly support this. We need to pay our teachers more and the starting salary needs to rise if we are going to attract our best and brightest into the most important of career fields. I will never forget my starting teacher salary in 1994 -- \$21,425. It was way below market value on day one. I graduated Summa Cum Laude and a member of Phi Beta Kappa, but I was making \$10,000 less than my college roommates who graduated with "business" degrees. If we truly care about education and the competitiveness of our nation, we will raise teachers' salaries and continue to fund their cost of living adjustments! It will yield far greater benefits than any other public investment over the long-term.

31) WEA opposes linking the High School Proficiency Exam (HSPE) to student graduation. (Passing the HSPE is currently a graduation requirement.) Do you support WEA's position?

Yes

32) Please explain your position:

I support WEAs position! We need standards, but no single test should ever be used - whether WASL or the new HSPE. We need multiple pathways for students and multiple ways for students to show proficiency. And let us never abandon the most important evaluation method - individual teachers grading student work and progress. It is still the best evaluation system because it's the only one that is holistic - looking at academic success, multiple ways of showing knowledge (verbal, written, tactile, etc.), work ethic, and mastery of curriculum content.

33) WEA opposes linking teacher evaluations to student test scores. Do you support WEA's position?

Yes

34) Please explain your position:

I am strongly opposed to linking teacher evaluations to student test scores. All of the data suggests that test scores (on average, not case by case) are linked to socio-economics. We must stop punishing teachers because they teach in low-income districts, poorly funded schools, and without the resources they need to help students be successful. Let's start linking legislators pay to student test scores. Maybe then we would focus our total attention on our paramount duty - to FULLY fund our education system instead of pretending that some new test will overcome socio-economics and lack of funding.

35) Who was the most influential teacher you had in school and why?

Mrs. Sharon Cruz - I had her in 5th and 6th grade. She knew I was poor, but she treated me with all of the respect and dignity that every child deserves. She was full of energy and she made learning fun because she was focused on us! Not testing, not EALRs, not benchmarks - her students came first. She also taught me lessons outside of content; about being a good friend to others, working hard, and providing leadership to make a situation better for others. She inspired me to become a teacher!

36) Please describe your campaign plan for fundraising and doorbelling.

Total funding goal: \$100,000 to \$130,000 depending on who my opponent is in the General Election. I've raised nearly \$35,000 to date (friends and family), and now we will also seek support from organizational donors. Total doorbell goal of 10,000 by primary and 15,000+ by general election. We are already over 3,000 doors (I've done nearly 2,000 myself and my volunteers have knocked over 1,000 doors to date).

37) Please list endorsements by noteworthy elected officials.

Superintendent Randy Dorn
Outgoing Rep. Brendan Williams
TEA President Terry Van Meter
Rep. Dave Quall
Sen. Rosemary McAuliffe
Rep. Pat Sullivan
Rep. Geoff Simpson
Mayor Pete Kmet (Tumwater)
Mayor Tom Nelson (Lacey)
Washington State Labor Council
All four Firefighter locals
(nearly 50 other community leaders,
elected officials, and activists, and
hundreds of parents, teachers, and
community members).

38) Tell us about your plan for getting your message out to voters.

- Doorbell 15,000+ residences (most effective way)
- Phone banks before primary and before general election
- Print ads (online and Olympian print)
- 4-6 direct mailers, depending on funds available
- Yard sign deployment (400 to date, with 1,000+ by the end)
- Sign waiving on major intersections (July through November)
- Direct promotion by membership organizations that have endorsed me (firefighters, transit unions, operating engineers, state labor council affiliates, etc.)

39) Please list four family members and their relationship to you. If school age, what school do they attend?

Wife - Kim, former classroom teacher and currently a counselor at Olympia High School
Carter - Son, Kindergartener

Kennedy - Daughter, future kindergartener
Vic - Brother, Math teacher at Port Angeles High School

40) Please list name of campaign manager, campaign Web site address, campaign mailing address, campaign e-mail, office phone number, campaign manager cell phone

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41) Organizational memberships (church, community, service, social, union, professional, etc.):

Former WEA Member (Longview Education Association)
Former Teamster
Former International Wood Worker
Former Planning Commissioner, City of Tumwater
Current School Board Member (Tumwater, elected in 2007)
Volunteer: Southwest Soccer Association, YMCA youth sports.
Trustee - College Spark, Washington (providing grants to schools and colleges that focus on moving low-income, first generation students into and through college.)

42) Education:

Snohomish High School, Snohomish WA, 1990
BA, History and Teaching Certificate, WSU, 1994
Masters in Public Administration, Univ. of North Carolina - Chapel Hill, 1999

43) Brief employment history:

Teacher, Mark Morris High School (U.S. and World History) 1994-1997
Fiscal Analyst, Washington State Senate, 1999-2002
Operating Budget Director, Washington State Board for Community and Technical Colleges, 2002-2006.
Deputy Director, Washington State Board for Community and Technical Colleges, 2006-Present