

Carol Gregory

Federal Way, WA 98003-4200

Audit Information

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Interaction Details:

Questions	Responses
1)Please complete this portion of the questionnaire before proceeding with answering the questions.	Name: Carol Gregory City: Federal Way
2)What legislative position are you seeking?	30th District House Position 2
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:	Teacher salaries in Washington state have not been competitive for many years. Initiative 732 was an attempt to right that wrong. SHB 2363 is a commitment to maintain the intent of 732 even in bad economic times. Teacher compensation is critical to keeping people in the profession and I support the legislature's effort to keep the commitment of the people of the state of Washington.
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:

I do not support tying teacher pay in whole or part to student achievement. The education system is not funded to provide the necessary resources and support systems to allow teachers to fully meet the needs of every child. Educating a child is also about partnerships. The lack of funding for education has also limited or eliminated the community based supported systems that need to be in place to support the education process. The system also is not recognizing the changing demographics of children and the increase in the number of children in poverty. Teachers cannot be held for the social issues that are not properly addressed in an underfunded system that directly affect a child's ability to learn.

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:

Alternative compensation systems will be most effective if bargained locally in order to accommodate the needs and situations being experienced locally. I would not support a one size fit's all system determined at the state level.

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

10)Please explain your position:

Again differentiated pay determined at the state level is a bad idea. There are other more effective ways to meet the needs of recruitment and retention in high needs subject areas. Incentive programs that support education and training are some that are already in place. Differentiated pay systems might be effective locally if negotiated to meet local needs such as TRI pay.

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 think people deserve to be compensated for the commitment of time and hard work that goes into securing a certification from the National Board for Professional Teaching Standards.

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 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?

Yes

14)Please explain your position:

I am not sure what the point of an age requirement is, but I think it is very arbitrary and doesn't give the flexibility older teachers need to determine for themselves when it is time to exit the profession. I believe there should be a minimum number of years a person should have to work but defining retirement by a birth date potentially keeps people trapped into the profession and does not allow for new teachers to enter and take their place.

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:

ESHB 2261 calls for a myriad of reforms to the education system. Our focus now should be on funding what we say is needed and not to begin tinkering with what we have adopted before we even know what works. Policy is much easier to pass than the funding for it. It is now time for the legislature to do the hard work and meet it's commitment to fully fund the education system.

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:

I find it amazing that we invest money in programs that reduce class size and provide intensive academic support for children at risk, prove that it makes a difference and then when money gets tight ignore what we have learned and cut them. We have proven over and over that class size has a definite impact on a teacher's ability to teach and a student's ability to learn. Initiative 728 was the right answer and we must restore it.

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:

Again we need to give time to implement what we have enacted before we start tinkering.

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:

I believe that school employees need to be at the table when decisions that affect their profession are being made.

- 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: I have always supported public education employee's right to organize, bargain collectively, and engage in the political and legislative processes without being discriminated against or intimidated. I have demonstrated my beliefs through my actions over many years.
- 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: So many decisions that affect public school employees are determined in the political arena. It is critical that their voices be heard in the debate at this level.
- 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: While the Community and technical colleges are in a state system there are still many local variations including local funding sources. It is appropriate that all funding be included in the bargaining process.
- 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 would support these measures.

- 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: It is the same argument that I had with passing the WASL as a requirement for graduation. It only demonstrates a portion of what a child learns and the work that a student produces in school. I don't have a problem with it being one of the factors considered for graduation but not the only factor. That approach discriminates against students who have difficulty demonstrating proficiency through tests but can demonstrate it in other ways.
- 33) WEA opposes linking teacher evaluations to student test scores. Do you support WEA's position? Yes
- 34) Please explain your position: Please see answer to question 2
- 35) Who was the most influential teacher you had in school and why? I had many each for a different reason. I think the ones that I most responded to were the ones that recognized my particular skills and helped me build on those. I really related to those that challenged my opinions and caused me to think outside the box and those that help me hone my organizing ability.
- 36) Please describe your campaign plan for fundraising and doorbelling. With your help we will run a very aggressive campaign. We plan to raise in excess of \$150,00 and doorbell at least 15,000 houses. My personal goal is to doorbell between 6,000 and 8,000 homes.
- 37) Please list endorsements by noteworthy elected officials. I came into the race three weeks ago and to date have Speaker Frank Chopp and Representative Tomiko Santos on my team.
- 38) Tell us about your plan for getting your message out to voters. We will be using doorbelling, mailings, our website and other technology tools as well as cable TV.

- 39) Please list four family members and their relationship to you. If school age, what school do they attend?
- Gil Gregory - husband
 Lauren Capone - granddaughter - sophomore, Federal Way High School
 Jordan Warren - granddaughter - 3rd grade - Nautilus Elementary, Federal Way
 Nathan Warren - grandson - 1st grade - Nautilus Elementary
- 40) Please list name of campaign manager, campaign Web site address, campaign mailing address, campaign e-mail, office phone number, campaign manager cell phone
- Alexander Lewis, Campaign Manager
 We are in the process of setting up the infrastructure
- 41) Organizational memberships (church, community, service, social, union, professional, etc.):
- 30th District Democrats
 Chair, 33rd District Democrats
 Chair, Washington NARAL Board
 Chair, Seattle/King County City Year
 Olympia book club
- 42) Education:
- Graduate of the University of Washington in elementary education.
 2 years advanced work
- 43) Brief employment history:
- Teacher - Northshore school district 7 years
 President of the Northshore Education Assn. 2 years
 President of the Association of Classroom Teachers - 1 year
 President elect and President of the Washington Education Association - 6 years
 Member of Governor Gardner's staff - 8 years
 Member King County Executive Ron Sims staff - 5 years
 Administrator in the Highline School District - 4 years
 Director, Burst for Prosperity Initiative - 3 years