

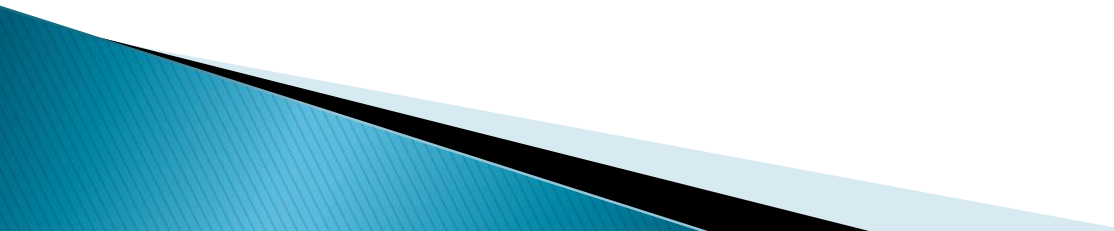
The SCEA & Partners: Collaborative Agenda



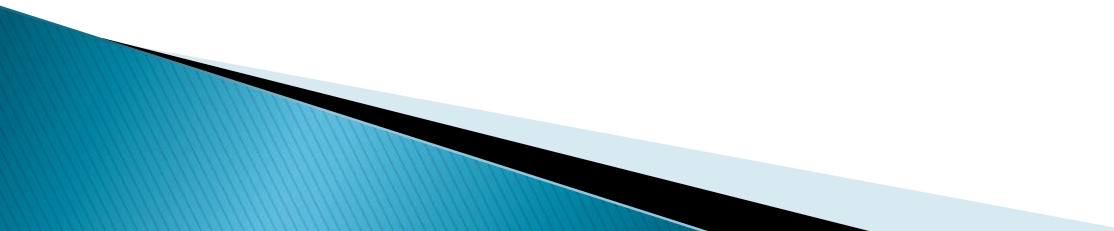
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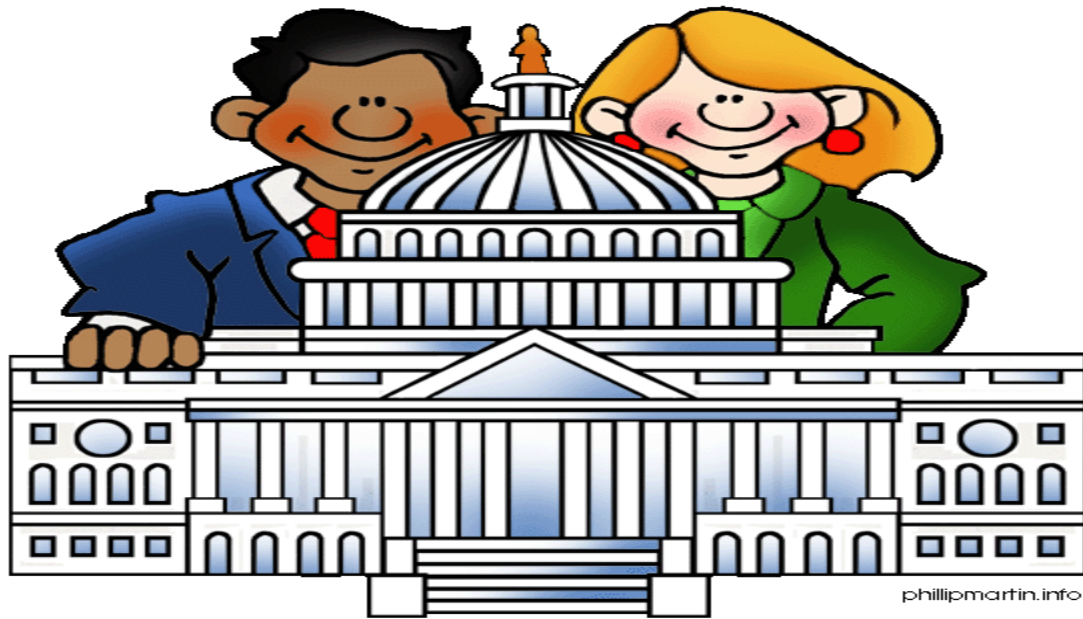
SCPTA Annual Convention
Goose Creek High School
April 16, 2016
Presented by:
Joanie Lawson
Government Relations Specialist
The SCEA

Agenda

- Objectives
 - Advocacy overview and history
 - Issues and partnerships
 - Summary
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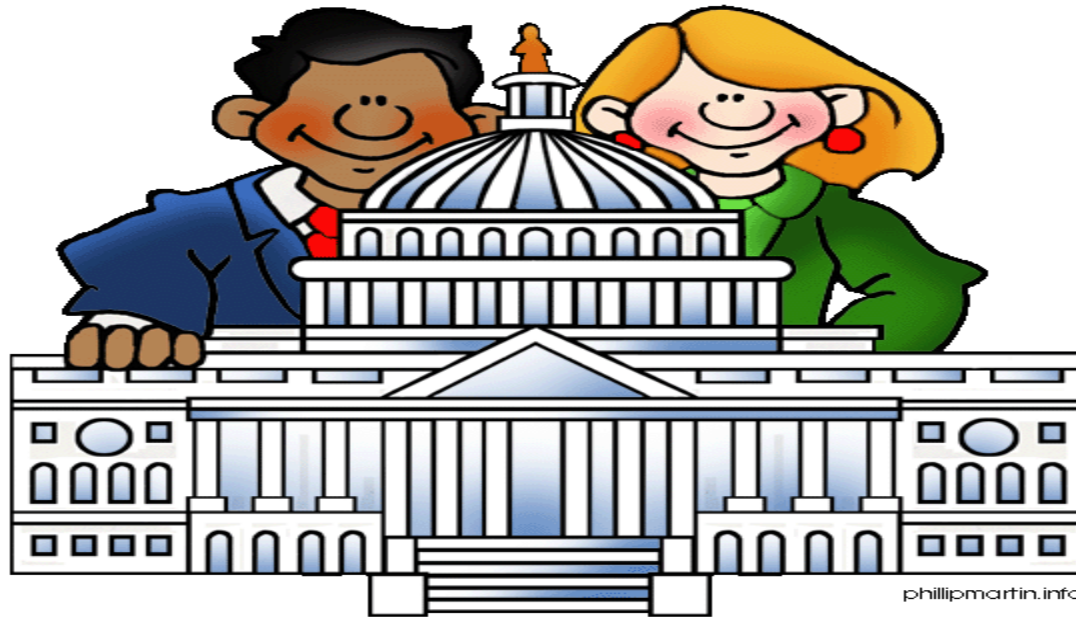
Objectives

- Highlight examples of advocacy success with collaborative partners
 - Increase expertise in selecting other stakeholders
 - Enhance relationship in working with partners
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Advocacy....

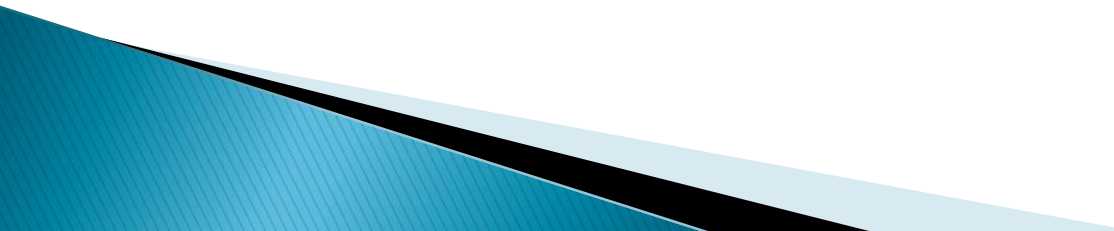
is the pursuit of influencing outcomes – including public-policy and resource allocation decisions within political, economic, and social systems and institutions – that directly affect people’s current lives



Advocacy....

- is using politics to reach our goals
- is the required action to make our voices heard
- is an united front to the opposition

What can you do?

- Recognize your political power
 - Commit to working
 - Solicit support from others to help
- 

What is political power?

Political power (imperium in Latin) is a type of power held by a group in a society which allows administration of some or all of public resources, including labor, and wealth.

History of Education Advocacy

1909 – First teacher tenure law


1918 – First teacher strike (won salary increase)

1919 – First statewide teacher's retirement system

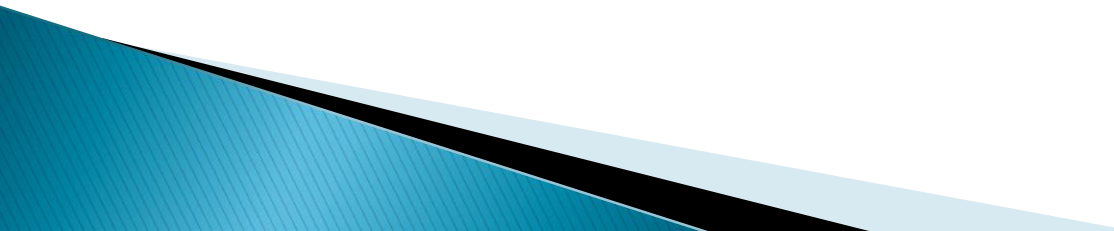
1954 - Brown v. Board of Education

1959 – First statewide collective bargaining law for public employees

History of Education Advocacy

- 1959 – First statewide collective bargaining law for public employees
 - 1974 – Supreme Court strikes down mandatory maternity leave for teachers
 - 1984 – Mandated removal of asbestos in buildings
 - 1984 – Discrimination against women in retirement funds ends
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History of Education Advocacy- The SCEA

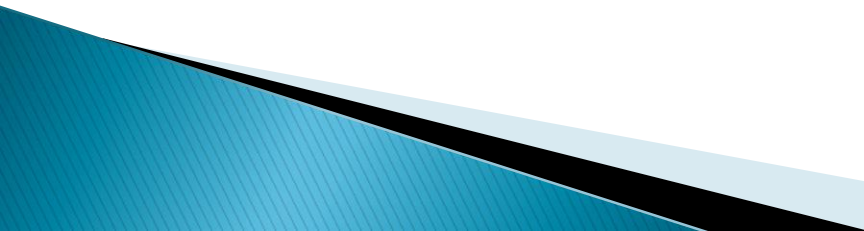
- Saved 280 teacher jobs by allowing school districts to keep teacher supply funds (2009)
 - Kept 28 year retirement for SC Retirement System participants (2012)
 - Read to Succeed bill - amended to include parents in retention decisions (2014)
 - Tuition-tax credit bill - lowered the administrative costs for Scholarship granting organizations from 5% to 3% (2015)
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Effective collaborative partnerships

- ▶ Winer and Ray (1994)* describe four steps for developing collaborations:
 - envisioning results
 - empowering the effort
 - ensuring success
 - endowing continuity

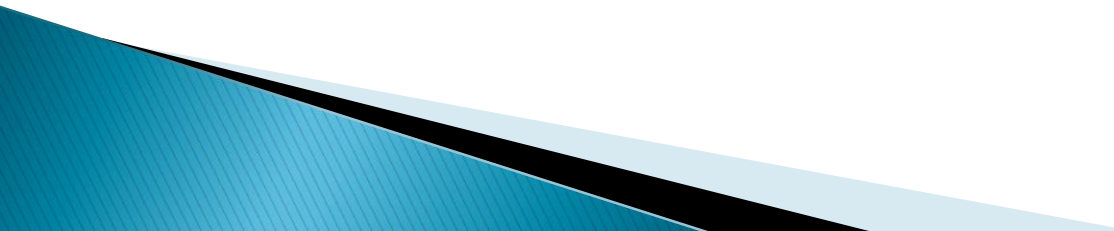
* Collaboration Handbook: Creating, Sustaining, and Enjoying the Journey by [Michael Barry Winer](#),
[Karen Louise Ray](#)

Effective collaborative partnerships

- ▶ Envisioning results involves
 - (1) bringing people together by deciding criteria for membership, inviting participation, and getting to know one another;
 - (2) enhancing trust by sharing knowledge, disclosing self-interests, ensuring that all stakeholders' needs are met, and producing visible results so that people feel their participation is justified;
 - (3) confirming the shared vision by developing vision statements that indicate where the group wants to go; and
 - (4) specifying desired results, the agreed-upon goals and objectives that state how the collaboration will achieve its vision
- 

The SCEA and S.C. State Employees Association

A major success of The SCEA in 2012 came in the effort to revise the S.C. Retirement System (H.4967, Ways and Means Committee). The revised bill passed by the House and revised by the Senate includes the following:

- continues TERI for all current employees,
 - keeps 28 year retirement for current employees and requires 30 years of service for new employees,
 - keeps in annual and sick leave in Annual Final Compensation (AFC) calculations,
 - keeps 3 year averaging for current employees in AFC,
 - provides guaranteed 1 percent pension adjustment for two years and then converts to adjustments based on return on investments
 - phases in the 1 percent employee contribution rate increase, over two years,
 - limits Return-to-work employees (post TERI) to \$10,000 in salary before ending retirement payments
 - Personal Employee Benefit Authority (PEBA which gives stakeholders (i.e. teachers, state employees) the oversight of the financial management of the retirement and health care systems.
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The SCEA and S.C. State Employees Association

“Hopefully it is a good sign ... that we’ll prevail in the lawsuit.”

Roger Smith, Executive Director of The SCEA

The State, 12/3/2013

Yesterday, The SCEA won a major concession in our effort to stop the health insurance premiums increase for educators and state employees, when the S.C. Supreme Court temporarily halted any increase until our lawsuit has been settled. **The SCEA and S.C. State Employees Association (SCSEA)** filed a lawsuit after Governor Nikki Haley, Treasurer Curtis Loftis and Comptroller Richard Eckstrom voted to increase premiums after the General Assembly had passed a budget that would cover the employee increase. The lawsuit will be heard on January 23, 2013. Read more here:

<http://www.thestate.com/2012/12/03/2542886/supreme-court-temporarily-stops.html#storylink=cpy>

The SCEA and S.C. State Employees Association

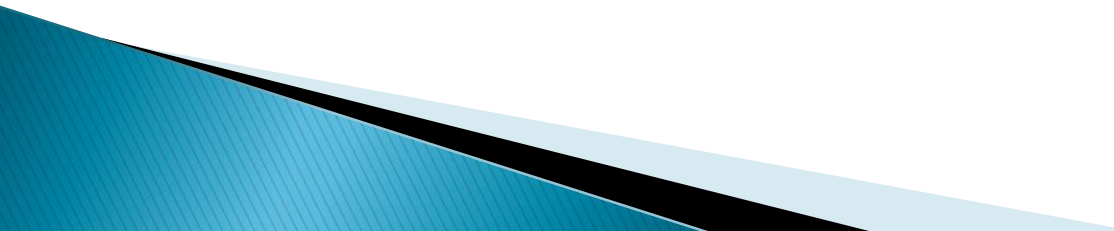
The SCEA won a major victory this year when the State Supreme Court ruled that the Budget and Control Board could not overrule the General Assembly and increase the employee portion of the health insurance premiums. The General Assembly included \$51 million in the 2013 budget to cover this expense, but the Budget and Control Board voted 3-2 in August to require employees to pay their portion. As a result The SCEA, along with the S.C. State Employees Association (SCSEA), filed a lawsuit against Governor Nikki Haley, Treasurer Curtis Loftis and Comptroller Richard Eckstrom for voting to increase the employee health insurance premiums. Senate Finance Chairman Hugh Leatherman and House Ways and Means Chairman Brian White were the two members of the Budget and Control Board who voted against the increase for employees.

Members Matter, The SCEA newsletter



The SCEA and S.C. State Employees Association

Why this collaboration worked?

- Mutual goals because both groups participate in state health and retirement plans
 - Established relationships
 - Willingness to ensure both groups are recognized
 - Combined memberships represents large majority
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The SCEA and S.C. State Employees Association

▶ Envisioning results involves

(1) bringing people together by deciding criteria for membership, inviting participation, and getting to know one another;

- Retirement bill passage (H.4967, Ways and Means Committee)
- Mutual goals because both groups' members participate in retirement plan

The SCEA and S.C. State Employees Association

▶ Envisioning results involves

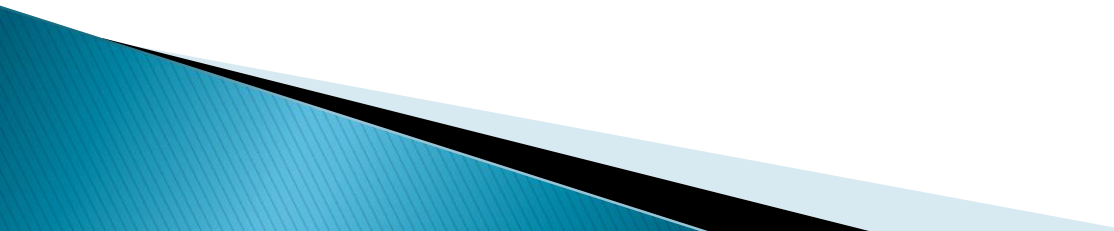
(1) enhancing trust by sharing knowledge, disclosing self-interests, ensuring that all stakeholders' needs are met, and producing visible results so that people feel their participation is justified;

- Retirement bill passage (H.4967, Ways and Means Committee)
- Joint lawsuit over health care costs
- Shared notes from meetings, provided flexibility for schedules
- Shared costs for attorneys

The SCEA and S.C. State Employees Association

- ▶ Envisioning results involves
 - (1) specifying desired results, the agreed-upon goals and objectives that state how the collaboration will achieve its vision
 - Retirement bill passage (H.4967, Ways and Means Committee)
 - Victory in overturning health care costs increase

The SCEA and other collaborative partners

- S.C. School Board Associations – teacher dismissal legislation
 - S.C. Association of School Administrators – teacher dismissal legislation
 - NAACP- King Day at the Dome, education issues
 - Corinthian Lodge #11 PHA (Masons) – 2014 election cycle phone banks
 - TransformSC – education policy
 - League of Women Voters – K-12 Education Collaborative Agenda
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Summary

- Collaborative partnerships can be important to success
 - Mutual goals and agreement is critical
 - Additional support is beneficial to all participants
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