



# Action Line

Vancouver Education Association

Winter Break 2017



## Funding Salary Changes State Allocation Model Slated to Change

Yikes! The Salary Allocation Model may no longer exist after August 2018? **Do not worry.** Late last June as we were finishing up the snow-delayed school year, the Washington legislature was still in session. They were unable to accomplish their task to build a budget that met the obligations of the McCleary decision in their regular session. After multiple extended sessions, the legislature managed to complete their tasks. By this time many of you were off on summer adventures, taking courses, or just breathing, so many details may remain unknown. Sweeping changes were made that will impact certificated staff. Previously, we adopted the State Allocation Model (SAM) as the teacher salary schedule in the state. This schedule currently provides base salaries ranging from \$36,521 to \$68,836. Each employee was placed on SAM based on your respective number of years of teaching and educational credits. The funding model provided the exact dollar amount for each employee to the local school district. This “staff-mix factor” allowed the district to pay the designated salaries to each recognized employee funded by the state. Because of this funding model, VEA was not previously allowed to bargain salary locally, but has been able to bargain Time, Responsibility, and Incentive (TRI) supplemental contracts from local levy dollars up to 22%!

EHB-2242 mandates that starting in 2018-19, SAM will no longer exist and schedules will transition to being locally bargained. In 2019-20, there will be some additional considerations imposed on the schedule with the minimum base salary being at least \$40,000 and the top base salary limited to not exceed \$90,000. All districts will receive state funding for base salary based on the state average plus a regionalization factor times the district certificated FTE. Vancouver School District will receive a regionalized factor of 6%. **Many questions still remain unanswered.** Superintendent of Public Instruction, Chris Reykdal, in a December 1 memo encouraged the legislature to delay, by at least one year, the shift from the staff mix model to the average CIS model. This recommendation is based on the awareness of the complexity involved to adequately provide for experienced staff, that there are no “average” districts, and any model they attempted to produce at OSPI resulted in a mismatch of expectations and resources. In addition, the regionalization should not be district-to-district, but truly reflect a “region”. The Washington legislature is set to go back into session on January 8, 2018. WEA is hopeful that the legislature will make some “fixes” to legislative oversights that will make this process more manageable for local districts – particularly those with senior staff and/or robust TRI packages.

There is much detail and the changes are complex. Be assured that VEA along with the WEA lobbyists, research analysts, and staff have been focused on the specifics of the changes in the law, are lobbying for changes, and are prepared to bargain locally to maximize dollars and implement the best compensation package possible. It is important the YOU remain involved with VEA. We are working hard to improve your salary and working conditions. Our greatest defense to any political change is maintaining our strong local unions. Every member has a vote. Each one of us has a collective obligation to participate. Together we are solid.

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## Bargaining Survey

The VEA bargaining team is asking you to complete the most comprehensive bargaining survey in VEA history. The survey will close at 5:00 pm on Friday, January 5<sup>th</sup>. The survey will take 10-15 minutes to complete.

<https://www.surveymonkey.com/r/Q3XT67W>

Survey results will be shared at a general membership/all member meeting on January 22, 4:30 pm at VSAA.

#MembershipMatters



## LOOKING FOR LEADERS

There are many hats to be worn in Association work. The more members wearing those hats, the more effective and strong the



association becomes. Opportunities for members to run for leadership positions on the **2018-19 VEA Executive Board** began with open nominations at the December Rep Council meeting. Nomination forms are available from the VEA office for the positions of 2<sup>nd</sup> and 4<sup>th</sup> Vice President, Secretary, Intermediate Trustee, and Middle School Trustee. Nominations will close at the January 9<sup>th</sup> Rep Council meeting.

## Is there a smaller way to get involved?

You do not have to be a building rep. You do not have to be on the board. You DO have to be a VEA member and commit to attend and report back to the membership. Nominations are open for VEA delegates to the **WEA Rep Assembly** (Spokane – April 19-21) and the **NEA Rep Assembly** (June 30-July 5 in Minneapolis, MN). Nominations will close at the January 9<sup>th</sup> Rep Council meeting. Contact VEA for a nomination form.

## Everyone Loves a Bargain!

**NEA Click and Save:** Save a bundle at your favorite online stores including Target, Macy's, The Home Depot, Best Buy and Toys "R" Us. Sign up for advance notice of special deals. Earn WOWPoints at thousands of merchants and redeem them like cash. Learn more at [www.neamb.com/clickandsave](http://www.neamb.com/clickandsave)

## Gift Ideas for the Sports Enthusiast

Remember tickets are still available for the Winterhawks (Feb 11) and Trailblazer (Jan 20) games at special pricing.

Trailblazer ticket orders:

<http://www.rosequarter.com/vea> with the promo code VANCOUVERED by 12/18. Winterhawks tickets are available through <http://bit.ly/2yNYjPy> promo code VEA.



The following reflections are from VEA leaders who participated in the 2017 Fall National Council of Urban Education Associations Conference in Portland, Oregon.

**Keith Lloyd (Alki MS):** I was honored and thrilled to be asked to attend this Fall's NCUEA Conference. As a still relatively new member and building representative, it was eye-opening to meet other NEA members from around the country and hear the challenges they face in "Right to Work" (for less) states. There are many union protections I have taken for granted teaching in Washington. With so many changes coming, both welcome (increased attention to Social Justice issues and better communication tools to facilitate union organizing) and unwelcome (the dismantling of collective bargaining and agency fees), it was invigorating to meet others with so much passion for protecting public education.

**Cam Swarts (Sacajawea):** It is so important to build the community of our union. Community is not only our members but the families we serve and local businesses as well. These connections help everyone understand how we serve and support the excellent educational experiences that all students deserve. We need to work to strengthen our membership and build that community with more understanding and communication, including how we help each other, use our comprehensive agreement (contract), benefits and services. The focus on issues to reflect our students in their learning and include them to better understand, especially around Social Justice was emphasized.

#VEA #VEAUnity

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