



### VEA Bargaining Success!

*Record increase in compensation for all members*

Days of picketing and rallying resulted in a comprehensive agreement yielding record increases in compensation for all members. It also provided collaboration and team building unlike any that have been seen before in Vancouver Public Schools. The community and fellow union support was incredible. The boost that the community provided to our members was just what we all needed to stay the course. With the celebration of the contract and the unusual rush to return to work following the strike, there has also been some confusion and clarifications needed around some of the agreements. The tentative agreements in their rough form are posted on the VEA website ([www.vancouverea.org](http://www.vancouverea.org)) under the documents tab. The 18-19 salary schedule with TRI and optional 2 PD time is also delineated and posted on the website. A number of questions have emerged since ratification and the following information was generated to help answer them. Please contact VEA if you have additional question needing clarification.

### SALARY

1. **What is my per diem rate?** Your per diem for 2018-2019 is as follows:

2018-19 Hourly Rates							
Years of Service	BA + 0	BA + 15	BA + 30	BA + 45	BA + 90 MA + 0	MA + 45*	MA + 90
0	30.81	31.65	32.51	33.37	36.94	39.72	41.50
1	31.23	32.07	32.95	33.85	37.35	40.16	41.93
2	31.62	32.48	33.36	34.33	37.77	40.56	42.36
3	32.03	32.89	33.78	34.79	38.16	40.95	42.79
4	32.43	33.33	34.23	35.26	38.57	41.38	43.23
5	32.84	33.75	34.65	35.75	38.99	41.78	43.67
6	33.27	34.15	35.09	36.24	39.42	42.20	44.10
7	34.01	34.91	35.86	37.07	40.22	43.04	44.99
8	35.10	36.05	37.02	38.33	41.48	44.34	46.36
9	35.10	37.23	38.25	39.61	42.75	45.68	47.78
10	35.10	37.23	39.49	40.95	44.10	47.06	49.22
11	35.10	37.23	39.49	42.33	45.48	48.51	50.71
12	35.10	37.23	39.49	43.67	46.91	49.99	52.26
13	35.10	37.23	39.49	43.67	48.40	51.51	53.85
14	35.10	37.23	39.49	43.67	49.93	53.14	55.50
15	35.10	37.23	39.49	43.67	51.22	54.52	56.94
16	35.10	37.23	39.49	43.67	52.25	55.61	58.08

\*Any current employee placed in BA+135 will be grandfathered at MA+45

2. **Why does our beginning to ending range of salaries appear to be less than some other districts in the area?** Many bargains did not spread the increase equally across all cells. This resulted in a higher salary at the top end while siphoning off money and percentages from the bottom and middle. A request from the chief resource on bargaining for the WEA stated last week *“Part of the reason for this approach is that the district’s proposals sometimes have reasonable looking pay at the entry-level and maximum corners of the schedule, but*

*are scooping a lot of cash out of the middle by manipulating the lane increments. We want to show the effect of this misbegotten methodology on mid-career educators.”* VEA did not agree to this approach.

In addition to the cell differentials, many settlements also included 5 or more mandatory extra days in order to achieve the pay as presented.

3. **My hourly rate on the extended day contract looks different than the 2018-19 base salary per diem rate.** The per diem for the extended day contracts will be figured at the 2017-18 per diem plus 3.1% increase. Work completed in August is attached to the previous work year’s contract.
4. **Is the BA+90 and MA+0 columns merged?** Yes! The SAM for 2016-17 revealed very little difference in pay between the two columns so they were merged giving a little bigger pay increase to some members!
5. **I have a BA+135 credits, can I earn the amount that was shown in the BA+135 column at ratification?** No. Only those already in the BA+135 column will grandfather to the MA+45 column and the BA+135 column is eliminated. Anyone who was not formerly in the BA+135 column will be placed in the BA+90/MA+0 column.
6. **Will we get a salary increase in year 2 and 3 of the contract?** Yes, assuming a 1.9% inflation rate, draft salary schedules were presented to the building reps. The base salary will increase by that percentage.
7. **How many extra days do I have to work beyond 180 days?** 2 days are imbedded into the TRI compensation as TRI/State Mandated professional learning days that must be worked to earn the compensation. These days are part of the 12.5% salary schedule. If they are not worked then the per diem amount will be deducted from your pay. You may also work 2 additional days to increase your total compensation. This total of 4 days is far less than other districts in the area and throughout the state. The team bargained very hard to keep these days to a minimum.
8. **What activities constitute the two professional learning days?** One day is the pre-duty day (or days as determined by your SBLT), and for 2018-19 the second day is on building based technology. An option to complete the requirement for the building-based technology focused day is October 12<sup>th</sup> at Hudson’s Bay. A second option is school based (principal organized and completed by Dec 15). If you can’t make those dates, independent study options online are available.
9. **Why does my TRI contract look different on Skyward?** The enhancement portion of TRI is 11.4% and the 2 TRI/State mandated professional learning days equal 1.1%. The enhancement and 2 professional learning days total the 12.5% TRI figure. These are posted on Skyward as two separate contracts.

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## PLC

1. **Why 31 early release days that are 40 minutes long?** The VEA has been trying for several years to get all Mondays on an early release schedule to give our members more time to collaborate during the work day with colleagues, thus freeing up work that many of you were doing after hours. This time is controlled by the PLC group not the building administrator. We fought for more time but ultimately had to settle on 40 minutes.
2. **My principal has added a book study and review sheet for our PLC. My principal insists that our PLC meet in a particular area. Can they do this?** No! The 31 Monday early release times will be dedicated to the PLC using the DuFour professional learning community model. **Educators will determine their work** around the four questions: 1) What do we want our students to learn? 2) How will we know that they have learned it? 3) How will we respond if they didn’t learn it? 4) How will we respond if they already knew it? PLC groups will establish and follow group norms to expedite the PLC process. Principals have autonomy over the staff meetings. PLCs require an agenda prior to the meeting but no documentation beyond that is required.

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## SPECIAL EDUCATION

**Why do I have one less para-educator than last year? Were there any gains in Special Education?** In January 2018, VAESP contacted VEA regarding language around the use of program paras in all self-contained special education programs. In the 2016-2018 VEA contract caseload numbers for the SCP, SCC, IAC, and GATE programs was increased by at least 1 student and 1 additional para with the language that “the program paraeducators shall count as the first 1:1 paraeducator.” VAESP in January 2018 said that program paras could not be used as 1:1

paraeducators because it changed the job description of the paras. Consequently in March 2018, a memorandum of understanding was signed between the district and VEA that program paras could not count as 1:1s. Any further changes needed to be made during the upcoming VEA bargaining session. An assumption was made that VAESP talked to paras about this change. Apparently, that didn't happen.

The VEA bargain proceeded and the language regarding the use of program paras as 1:1s was taken out as per the MOU. During the negotiations, the district additionally bargained to revert to the original VEA 2013-2015 language in the contract. That meant that *caseloads were reduced* by 1 student and the program paras were reduced by 1 in IAC, SCP, SCC, and 2 students and 1 para in GATE. VEA in counter offers got the district to concede to keep IAC at two paras due to the evolution of the program. The argument was made that SCC often has multiple 1:1 paraeducators in addition to two program staff. SCP students are often high functioning and able to enter the general education setting with minimal support. After seven counters, the program staff in SCC was increased to 6.5 hours rather than 6 hours which enables staff to help before and after school with bus arrangements. Many counters were made involving special education package numbers—if you make these changes, then we will make those changes so to speak. This involved the reduction of the paras in 10.23 for self-contained programs, early childhood case load, and learning support caseload numbers. Headway was made with early childhood, we were able to keep learning support at current numbers rather than raising them which the district wanted to do. In the end, VEA was able to honor the VAESP changes that were needed to meet their contract needs and balance other needs and resources between self-contained programs. In conclusion:

**Maintained/gained**---early childhood caseload reduced, learning case load unchanged, IAC retained 2 paras, SCC, Dev Skills, and Transition Skills gained .5 para hours, all self-contained programs reduced case load by at least 1 student, SLP caseloads reduced, nurse/psych caseloads reduced, and counseling caseloads reduced, PD can be used for licensing for ESAs

**Loss**—1 program para in SCC and SCP, increase in case load for hard of hearing/deaf teacher, 1 GATE para.

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## TOSAS

1. Teaching hours count toward TOSA's optional PD days.
  2. TOSAs should have a conversation with your supervisor to determine the work beyond the duty day that can be performed to earn the TRI.
  3. The prep time needed to accomplish this may also count as extra work under TRI if it occurs outside of the normal work day.
  4. TOSA supplemental pay will be paid on supplemental contracts instead of being spread out over 10 payments.
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## OTHER BARGAINING CLARIFICATIONS

1. **What happened to the flat rate of \$36 per hour?** State law now mandates that pay cannot be greater than the individual's per diem rate of pay.
2. **When will the new contract language be available on the web site?** The rough format is on the VEA website now under documents ([www.vancouverea.org](http://www.vancouverea.org)). As a legal document, the VEA and the district are working closely to review the final draft. Once completed and signed by both parties, it will be distributed on the website as well.
3. **Why did VEA bargain for items and positions outside of salary?** Over the last 16 months we surveyed our members and met face to face with the vast majority of them to find the bargaining needs we needed to address. Additionally, we had meetings at our office for different groups to come in and share concerns that needed to be addressed. The bargaining team took all of that information and distilled it down to approximately 100 proposals other than compensation. Compensation and time were two priorities but in this "Big Bargain" we had other priorities as well. We did not get everything we asked for. You never do! The team felt that this package was a compromise that met as many priorities as possible, when they balanced out all of the competing interests.
4. **Do I still have individual professional development funds?** Yes. The amount has been increased to \$1000 and the residual fund to a total of \$2500 is still available. For the first time you may now use up to \$1000 of your funds to pay for professional dues (does not apply to union dues).
5. **What days will be added to the calendar to make up for the strike days?** There will be school on January 25<sup>th</sup> (formally the semester break day), there will be full school days on June 12, 13, and 14 and ½ days on June 17<sup>th</sup> and 18<sup>th</sup>.

2018-19		Step	BA	BA+15	BA+30	BA+45	BA+90/MA	MA+45	MA+90/Phd
Base	0	\$ 44,373	\$ 45,572	\$ 46,813	\$ 48,058	\$ 53,199	\$ 57,193	\$ 59,767	
TRI		\$ 5,547	\$ 5,697	\$ 5,852	\$ 6,007	\$ 6,650	\$ 7,149	\$ 7,471	
Base +TRI		\$ 49,920	\$ 51,269	\$ 52,665	\$ 54,065	\$ 59,849	\$ 64,342	\$ 67,238	
PD Option 2 days		\$ 493	\$ 506	\$ 520	\$ 534	\$ 591	\$ 635	\$ 664	
TOTAL		\$ 50,413	\$ 51,775	\$ 53,185	\$ 54,599	\$ 60,440	\$ 64,977	\$ 67,902	
Base	1	\$ 44,970	\$ 46,185	\$ 47,443	\$ 48,742	\$ 53,791	\$ 57,826	\$ 60,382	
TRI		\$ 5,621	\$ 5,773	\$ 5,930	\$ 6,093	\$ 6,724	\$ 7,228	\$ 7,548	
Base +TRI		\$ 50,591	\$ 51,958	\$ 53,373	\$ 54,835	\$ 60,515	\$ 65,054	\$ 67,930	
PD Option 2 days		\$ 500	\$ 513	\$ 527	\$ 542	\$ 598	\$ 643	\$ 671	
TOTAL		\$ 51,091	\$ 52,471	\$ 53,900	\$ 55,377	\$ 61,113	\$ 65,697	\$ 68,601	
Base	2	\$ 45,539	\$ 46,766	\$ 48,037	\$ 49,436	\$ 54,386	\$ 58,409	\$ 60,994	
TRI		\$ 5,692	\$ 5,846	\$ 6,005	\$ 6,180	\$ 6,798	\$ 7,301	\$ 7,624	
Base +TRI		\$ 51,231	\$ 52,612	\$ 54,042	\$ 55,616	\$ 61,184	\$ 65,710	\$ 68,618	
PD Option 2 days		\$ 506	\$ 520	\$ 534	\$ 549	\$ 604	\$ 649	\$ 678	
TOTAL		\$ 51,737	\$ 53,132	\$ 54,576	\$ 56,165	\$ 61,788	\$ 66,359	\$ 69,296	
Base	3	\$ 46,126	\$ 47,364	\$ 48,649	\$ 50,093	\$ 54,951	\$ 58,963	\$ 61,612	
TRI		\$ 5,766	\$ 5,921	\$ 6,081	\$ 6,262	\$ 6,869	\$ 7,370	\$ 7,702	
Base +TRI		\$ 51,892	\$ 53,285	\$ 54,730	\$ 56,355	\$ 61,820	\$ 66,333	\$ 69,314	
PD Option 2 days		\$ 513	\$ 526	\$ 541	\$ 557	\$ 611	\$ 655	\$ 685	
TOTAL		\$ 52,405	\$ 53,811	\$ 55,271	\$ 56,912	\$ 62,431	\$ 66,988	\$ 69,999	
Base	4	\$ 46,701	\$ 47,994	\$ 49,286	\$ 50,780	\$ 55,542	\$ 59,581	\$ 62,249	
TRI		\$ 5,838	\$ 5,999	\$ 6,161	\$ 6,348	\$ 6,943	\$ 7,448	\$ 7,781	
Base +TRI		\$ 52,539	\$ 53,993	\$ 55,447	\$ 57,128	\$ 62,485	\$ 67,029	\$ 70,030	
PD Option 2 days		\$ 519	\$ 533	\$ 548	\$ 564	\$ 617	\$ 662	\$ 692	
TOTAL		\$ 53,058	\$ 54,526	\$ 55,995	\$ 57,692	\$ 63,102	\$ 67,691	\$ 70,722	
Base	5	\$ 47,295	\$ 48,594	\$ 49,899	\$ 51,476	\$ 56,144	\$ 60,169	\$ 62,889	
TRI		\$ 5,912	\$ 6,074	\$ 6,237	\$ 6,435	\$ 7,018	\$ 7,521	\$ 7,861	
Base +TRI		\$ 53,207	\$ 54,668	\$ 56,136	\$ 57,911	\$ 63,162	\$ 67,690	\$ 70,750	
PD Option 2 days		\$ 525	\$ 540	\$ 554	\$ 572	\$ 624	\$ 669	\$ 699	
TOTAL		\$ 53,732	\$ 55,208	\$ 56,690	\$ 58,483	\$ 63,786	\$ 68,359	\$ 71,449	
Base	6	\$ 47,906	\$ 49,176	\$ 50,526	\$ 52,181	\$ 56,760	\$ 60,765	\$ 63,498	
TRI		\$ 5,988	\$ 6,147	\$ 6,316	\$ 6,523	\$ 7,095	\$ 7,596	\$ 7,937	
Base +TRI		\$ 53,894	\$ 55,323	\$ 56,842	\$ 58,704	\$ 63,855	\$ 68,361	\$ 71,435	
PD Option 2 days		\$ 532	\$ 546	\$ 561	\$ 580	\$ 631	\$ 675	\$ 706	
TOTAL		\$ 54,426	\$ 55,869	\$ 57,403	\$ 59,284	\$ 64,486	\$ 69,036	\$ 72,141	
Base	7	\$ 48,978	\$ 50,268	\$ 51,636	\$ 53,381	\$ 57,914	\$ 61,977	\$ 64,788	
TRI		\$ 6,122	\$ 6,284	\$ 6,455	\$ 6,673	\$ 7,239	\$ 7,747	\$ 8,099	
Base +TRI		\$ 55,100	\$ 56,552	\$ 58,091	\$ 60,054	\$ 65,153	\$ 69,724	\$ 72,887	
PD Option 2 days		\$ 544	\$ 559	\$ 574	\$ 593	\$ 643	\$ 689	\$ 720	
TOTAL		\$ 55,644	\$ 57,111	\$ 58,665	\$ 60,647	\$ 65,796	\$ 70,413	\$ 73,607	
Base	8	\$ 50,549	\$ 51,909	\$ 53,309	\$ 55,199	\$ 59,731	\$ 63,851	\$ 66,763	
TRI		\$ 6,319	\$ 6,489	\$ 6,664	\$ 6,900	\$ 7,466	\$ 7,981	\$ 8,345	
Base +TRI		\$ 56,868	\$ 58,398	\$ 59,973	\$ 62,099	\$ 67,197	\$ 71,832	\$ 75,108	
PD Option 2 days		\$ 562	\$ 577	\$ 592	\$ 613	\$ 664	\$ 709	\$ 742	
TOTAL		\$ 57,430	\$ 58,975	\$ 60,565	\$ 62,712	\$ 67,861	\$ 72,541	\$ 75,850	
Base	9	\$ 53,609	\$ 55,079	\$ 56,664	\$ 58,579	\$ 63,114	\$ 67,244	\$ 70,007	
TRI		\$ 6,701	\$ 6,885	\$ 7,130	\$ 7,436	\$ 7,966	\$ 8,509	\$ 8,860	
Base +TRI		\$ 60,310	\$ 61,964	\$ 63,794	\$ 66,015	\$ 71,080	\$ 75,753	\$ 78,867	
PD Option 2 days		\$ 596	\$ 612	\$ 628	\$ 644	\$ 684	\$ 731	\$ 764	
TOTAL		\$ 60,906	\$ 62,576	\$ 64,422	\$ 66,655	\$ 71,764	\$ 76,484	\$ 79,631	
Base	10	\$ 56,868	\$ 58,398	\$ 60,015	\$ 62,099	\$ 67,197	\$ 71,832	\$ 75,108	
TRI		\$ 7,109	\$ 7,371	\$ 7,633	\$ 7,938	\$ 8,472	\$ 8,960	\$ 9,408	
Base +TRI		\$ 63,977	\$ 66,339	\$ 68,399	\$ 71,438	\$ 76,244	\$ 80,992	\$ 84,668	
PD Option 2 days		\$ 632	\$ 655	\$ 677	\$ 706	\$ 753	\$ 798	\$ 836	
TOTAL		\$ 64,609	\$ 66,994	\$ 69,076	\$ 72,144	\$ 76,997	\$ 81,740	\$ 85,504	
Base	11	\$ 60,956	\$ 62,576	\$ 64,422	\$ 66,655	\$ 71,764	\$ 76,484	\$ 80,118	
TRI		\$ 7,620	\$ 7,882	\$ 8,144	\$ 8,450	\$ 8,984	\$ 9,528	\$ 9,972	
Base +TRI		\$ 68,576	\$ 73,673	\$ 76,586	\$ 79,505	\$ 84,748	\$ 89,012	\$ 92,090	
PD Option 2 days		\$ 677	\$ 700	\$ 722	\$ 748	\$ 796	\$ 844	\$ 888	
TOTAL		\$ 69,253	\$ 74,401	\$ 77,308	\$ 80,253	\$ 85,744	\$ 90,456	\$ 93,978	
Base	12	\$ 62,880	\$ 64,499	\$ 66,345	\$ 68,579	\$ 73,688	\$ 78,408	\$ 81,172	
TRI		\$ 7,860	\$ 8,122	\$ 8,384	\$ 8,730	\$ 9,264	\$ 9,808	\$ 10,252	
Base +TRI		\$ 70,740	\$ 75,997	\$ 79,999	\$ 83,325	\$ 89,952	\$ 94,216	\$ 97,424	
PD Option 2 days		\$ 699	\$ 722	\$ 744	\$ 772	\$ 820	\$ 868	\$ 908	
TOTAL		\$ 71,439	\$ 76,748	\$ 80,823	\$ 84,055	\$ 90,212	\$ 94,484	\$ 97,832	
Base	13	\$ 69,692	\$ 71,288	\$ 73,114	\$ 75,380	\$ 80,488	\$ 85,208	\$ 88,962	
TRI		\$ 8,712	\$ 9,074	\$ 9,436	\$ 9,840	\$ 10,472	\$ 11,116	\$ 11,660	
Base +TRI		\$ 78,404	\$ 83,450	\$ 87,580	\$ 91,220	\$ 97,960	\$ 102,324	\$ 106,622	
PD Option 2 days		\$ 774	\$ 800	\$ 826	\$ 852	\$ 900	\$ 948	\$ 996	
TOTAL		\$ 79,178	\$ 84,274	\$ 88,406	\$ 92,072	\$ 98,960	\$ 103,872	\$ 108,218	
Base	14	\$ 71,894	\$ 73,673	\$ 75,686	\$ 78,015	\$ 83,114	\$ 87,834	\$ 91,198	
TRI		\$ 8,987	\$ 9,349	\$ 9,711	\$ 10,115	\$ 10,748	\$ 11,392	\$ 12,036	
Base +TRI		\$ 80,881	\$ 86,087	\$ 89,997	\$ 93,130	\$ 99,862	\$ 104,226	\$ 108,234	
PD Option 2 days		\$ 799	\$ 826	\$ 852	\$ 878	\$ 926	\$ 974	\$ 1022	
TOTAL		\$ 81,680	\$ 86,937	\$ 90,849	\$ 94,248	\$ 101,088	\$ 106,200	\$ 110,556	
Base	15	\$ 73,763	\$ 75,686	\$ 77,850	\$ 80,265	\$ 85,364	\$ 90,084	\$ 93,548	
TRI		\$ 9,220	\$ 9,582	\$ 9,944	\$ 10,350	\$ 10,984	\$ 11,628	\$ 12,272	
Base +TRI		\$ 82,983	\$ 88,325	\$ 92,794	\$ 95,615	\$ 102,348	\$ 107,712	\$ 112,020	
PD Option 2 days		\$ 820	\$ 848	\$ 876	\$ 904	\$ 952	\$ 1,000	\$ 1,048	
TOTAL		\$ 83,803	\$ 89,197	\$ 93,670	\$ 96,969	\$ 103,800	\$ 109,112	\$ 113,568	
Base	16	\$ 75,238	\$ 77,288	\$ 79,482	\$ 81,821	\$ 86,920	\$ 91,640	\$ 95,104	
TRI		\$ 9,405	\$ 9,811	\$ 10,216	\$ 10,672	\$ 11,306	\$ 11,950	\$ 12,604	
Base +TRI		\$ 84,643	\$ 90,099	\$ 94,698	\$ 98,493	\$ 105,226	\$ 110,590	\$ 115,708	
PD Option 2 days		\$ 836	\$ 864	\$ 892	\$ 920	\$ 968	\$ 1,016	\$ 1,064	
TOTAL		\$ 85,479	\$ 90,981	\$ 95,590	\$ 99,415	\$ 106,234	\$ 111,606	\$ 116,772	

\* Figures may differ due to rounding

TRI includes enrichment duties (11.4%) and 2 mandatory days (1.1%). These will appear in Skyward as separate contracts.

No new placement at BA+135. The grandfathered employee will be placed at MA+45