



Action Line

Vancouver Education Association

April 2020

Preparing for the Next School Year **NOW!**



PLACEMENT OF STAFF

Seniority guidelines are not dispositive for in-building placements. However, building administrators are expected to consider seniority in making in-building assignments unless there are objective reasons for not doing so. Such reasons will be communicated to the employee and the employee will have the opportunity to respond to the reasons and such responses will be considered.

- Upon completion of tentative placement, but before activation of PIR placements by the District, the principal will share information with the faculty on vacancies being released for PIR placement.
- In-building staff who express interest will be given consideration consistent with this article. This action may require relatively short turnaround (i.e., one to three days) to avoid delaying the PIR process.
- Educators who possess the qualification but cannot be placed in their preferred assignment will be given consideration for a preferred assignment should a vacancy become available after completion of the building assignment process and before the beginning of the school year.
- Placement in such vacancy is dependent upon the ability of the District to otherwise assign all other excess and /or newly hired employees.
- It is not the District's intent to displace a currently assigned teacher to place a newly hired teacher unless there are no other reasonable options that would avoid such displacement.

Article 7.8E v. "When the District becomes overstaffed District-wide (More staff than funded for), they may place staff members involuntarily into positions for which they are qualified to meet the urgent needs of the District in an attempt to prevent layoff or staff."

INVOLUNTARY TRANSFER DUE TO BUILDING OVERSTAFFING



During the first week of May, the building principal will meet with Association faculty representatives and/or building staff to review and discuss projected student enrollments and faculty and student deployment plans for the next school year (Article 10.19 CPA). As staffing numbers

start to come in, ideas about which buildings are going to be overstaffed are starting to be realized. What happens if the building is overstaffed? (Article 7.8C CPA)

1. The principal will review the qualification of the staff currently assigned to the school and tentatively place each staff member into identified positions in the programs while considering personal preferences of each educator. The principal will meet with their SBLT co-chair and VEA building representatives to discuss the program and staffing plans as soon as information is available for discussion purposes, but **not later than the first week in May.**

2. The building principal will ask for volunteers and while employees may be encouraged to volunteer, they are not to be pressured into "volunteering."

3. If volunteers are not available, excessing must be by seniority within the required qualifications (e.g., you would not excess a less senior Spanish teacher if your excess was in Language Arts unless both employees were equally certified in both areas.) The only other exceptions are protected situations (e.g., an employee who has been excessed and involuntarily placed within the past two years or a head coach).

There are many preparatory things that happen in May for the following school year...

May 1 – (6.12d) Employees on surplus or otherwise unassigned will be provided a list of all current opening and be given preference by seniority prior to new employment placement.

Site Based Leadership Team: Co-chairs are selected in the spring for the following year. See your building rep for more details.



 **Building Budgets** will soon be drafted for next year. See your building rep if you have specific budget needs to be addressed.



Professional Development Tutorial

Article 12.7 BASIC PD Funds

All members with at least 0.4 FTE receive access to \$1000 of basic professional funds each program year (July 1 to June 30). These funds are in addition to the 8 hours of PD included in your TRI package and the 16 hours of optional PD. The intended use of the annual \$1000 allocation is to assist each employee in professional growth activities such as unique development needs by selection of course work, workshops, conference and/or obtaining training or instruction in a specific instructional skill through merging of your funds with other employee's funds in order to provide for a building staff cooperative workshop.

PD completed by June 30 are submitted by July 10th for payment against the \$1000 basic entitlement and any residual amount. Carry forward requests are complex and confusing. Any unused basic funds intended for an activity next year should be emailed to Nicole Niesz by June 15. This carry forward benefit was intended for summer workshops.

Article 12.11 INDIVIDUAL PROFESSIONAL DEVELOPMENT FUNDS

Each full-time teacher on a provisional or continuing contract may receive the basic allocation of PD funds and are also eligible to be

reimbursed an additional \$1500. These are not guaranteed funds and can only be applied for district approved college and university programs, National Board Certification and ProTeach. An exception to the use of residual funds for reimbursement of workshops and conferences may be made for education staff associates who require such professional development in lieu of credit hours for required recertification which cannot be accomplished through university course work.

Residual Fund applications are due ten days prior to the start of the professional development opportunity. Requests involving travel outside Oregon and Washington should be submitted at least twenty days prior. **PD requests for a given school/contract year, must be submitted by June 15.**

Interim Bargain Process – Pause



Due to the COVID-19 outbreak, both the district and VEA have agreed to take a pause in bargaining in order to focus on the well being of our members and colleagues. We were making great progress towards a full settlement and are confident that we will have a package for you to consider once bargaining resumes.

2020 Supplemental Operating Budget Final Summary – COVID-19 Edition

The legislature adjourned the 2020 regular legislative session on March 12, just days ago. In these past three weeks, our lives have been turned upside-down. The state's projected revenues are unexpectedly declining. Governor Inslee responded in an effort to protect the operations of essential government services and to improve the fiscal health of our state by broadly vetoing the majority of additional funding or service expansion that was just approved by the legislature, but not yet implemented.

Where we were when session ended?

In our last summary, we let you know our state's revenue forecast was positive due to strong growth in existing revenue sources and lower than

expected state expenses. Our state ended this legislative session with \$3.6 billion dollars in total reserves projected by the end of the four-year budgeting period. This is the largest reserve our state has had.

Our last summary also celebrated new spending in K-12, higher education and pensions for upcoming years.

Where we are now?

The Governor has wielded his veto pen to eliminate NEW spending and growth of government services. This budget is a supplemental budget which is intended to true-up spending for existing programs and if there are additional revenues remaining new policies and spending can be added.

The base biennial budget enacted last year, which is the basis your school districts and institutions used to create their current budgets, is still funded. These vetoes only affect new spending (enhancements) which had not yet been signed into law or provided to schools.

Summary of Policy and Funding Changes

– **Remaining** for K-12 Certs:

- **Hold Harmless for Local Effort Assistance** – A hold harmless of \$46 million for calendar year 2020 local effort assistance (LEA) is funded. Statewide assessed property values increased from earlier estimates by the Dept. of Revenue, which had the effect of reducing the state's property tax backfill (also known as LEA) requiring this hold harmless.
 - **Pupil Transportation** – \$21M is provided for additional costs and hold harmless in SY 19-20.
 - **Racial/Social Justice** – The budget included new investments targeted toward racial and social justice, these remain:
 - Office of Equity and Inclusion
 - WaKIDs bias review
 - African American history
 - Professional learning for all school employees
 - Since time immemorial tribal sovereignty
 - Racial discipline gaps

Compensation

The budget adjusts the expected inflation for 2020-21 to match the most recent revenue forecast.

Inflation of K-12 salaries for 2020-21 is changed from 2.1% in the original budget to 1.6% in the supplemental budget.

The current biennial budget estimated the SY 2020-21 SEBB **employer** rate at \$1,056 per month. But, based on open enrollment information, numbers of waivers, and plan selection, this rate is now ***expected to be less.*** The Supplemental Budget assumes a monthly employer rate of \$1,000 per month for SY 2020-21. This adjustment to the employer rates represents updated estimates of what is needed to operate the current SEBB program. **Employee rates would not be impacted by these budget changes** because those rates are specified as a percentage of uniform medical plan, which will be determined through negotiations between the Health Care Authority and Regence. Employee rates for SEBB will be finalized later in the summer.

Summary of Policy and Funding Policies

– **Vetoed:** for K-12 Certs:

- **Guidance Counselors in High Poverty Schools** – **Additional** guidance counselors to elementary schools did not make the funding cut. The current allocation for guidance counselors provided to school districts still remains. ***This is not a reduction to the current allocation.***
- **Pupil Transportation** – **Additional** funding of \$30M to backfill increased costs to pupil transportation was vetoed.
- **Task force and work groups** - Many other smaller work groups and taskforces for new policy topics were vetoed.

