

December Update

Contract Status? Clerical Error

VEA is working with the district to correct the contract status of some members of our bargaining unit. There was a clerical error resulting in some contracts incorrectly listed as “provisional” when the individual had previously completed at least two years of certificated employment in another school district in the state of Washington. As per RCW 28A.405.220, those individuals should only be provisional for one year (unless administrators identified areas of concern). Other new employees not meeting the two-year requirement should have three years of provisional status (unless at district discretion are moved to a continuing contract after two years of provisional status). Corrected contracts will be issued by VPS. Contact VEA for additional advocacy around contract status and/or evaluation cycles due to this clerical error.

Classroom & School Based Practices that Promote Equitable Student Discipline Systems

SPACE AVAILABLE: TOMORROW December 13 4:30-6:30
District course 9526.



Don't Miss This!! Clarity around discipline rule changes at the state level and how VPS is implementing them!

District Budget Reductions Ahead

VEA received notice from VPS leadership that there will be an expected budget reduction of 5-10% in the 2024-45 school year. While both VPS and VEA hope to preserve positions, we are preparing in the event of a Reduction in Force (RIF) for next year. Below is a tentative timeline that VPS shared with labor leaders on Friday, December 8th.

December 12, 2023 –Identify a target reduction between 5-10% of the overall VPS operating budget.

December 13, 2023 - Notify all staff of the target reduction about via email.

January 9, 2024 – Review enrollment projections and preliminary staffing scenarios for the 2024-25 school year.

February 13, 2024 - Review and adopt a reduced programs resolution (identify which programs and budget areas most likely to be reduced)

March 12, 2024 - Review and adopt a preliminary RIF resolution based on excesses/seniority/qualifications (identify positions/staffing most likely to be reduced)

Dr. Snell has agreed to share information with labor leaders as proactively as possible. VEA plans to meet with HR in January 2024 to identify the processes and procedures for a RIF.

At this time, VEA encourages our members to review their personnel file and make sure VPS has correct, up to date information going into the new year.

Calendar Waiver MOU Agreement

The District calendar waiver with OSPI impacted various sections of the Comprehensive Professional Agreement. Once signed, the full document will be posted on the VEA website. Highlights include:

- The January date will only be used should an inclement weather closure occur prior to the first Monday following winter break.
- In the event that the two scheduled student non-attendance days in March and April are not needed for their intended purposes (snow make up), these days shall be utilized as follows: 1) The first day shall be utilized as educator-directed work time; this time is completed on or off site as determined by the educator. 2) The second day shall be utilized as building-directed work time, in consultation with the building SBLT or job-alike groups for educators not assigned to a single building. Educators will report at the regularly scheduled time and be released no later than the end of the regular student contact day. Absences will be entered as personal or illness/injury /emergency as appropriate.

Red VEA Shirts available

VEA has a new supply of RED “Everything’s Better when We’re Together” Tshirts at VEA.
Send your size/building request to VEA.

SPARKS Applications

Applications for VEA’s 2024 SPARKS program were delivered in the interoffice mail today! Applications for consideration are due January 10th!

Stay on the Nice List Letters

Last call! VEA would like to assist in sending a personalized greeting to all who celebrate special days in December, and to encourage kids both big and small to stay on the Nice List! You can help by identifying a recipient and up to four ways to encourage these attributes by December 13th on this survey: <https://www.surveymonkey.com/r/M2G6CZP>

Change in Positions on VEA Executive Board

Nominations open in January for VEA delegates to WEARA and NEA RA along with openings on the Executive Board. With this election cycle, the previous 2nd VP TOSA/ESA affairs is changing to a formal Trustee position. The new 2nd VP will be charged with Labor Relations. The Labor Relations position will serve in the following capacity:

- Serve as a liaison assisting with phases of collective action/strike.
- Represent VEA’s labor relations positions and priorities to members, media, and the general public as directed by the President.
- Assist the PR&R commission as needed to ensure its effective operation
- Assist the Labor Management team as needed to endure its effective operation
- Assist with strike coordination as directed by the President.

Watch for a comprehensive Bargaining Survey before leaving for winter break!