



# Unity Strength Results BARGAINING ♦ NEWS

Vancouver Education Association

Issue 1 – 2024 Full Bargain

February 23, 2024



Your VEA Bargaining Team met with district representatives on Tuesday to exchange the bulk of our proposals.

We had already submitted proposals on Chapters 1, 3, 4, and 5 on February 1 during our organizational meeting. These proposals deal mostly with how VEA and the district engage with each other and will not have significant impacts on day-to-day working conditions experienced by most members. On Tuesday we brought proposals on Chapters 8, 9, and 11, highlights of which include:

- A requirement that evaluators of non-classroom educators have experience doing the jobs they do (an experienced school nurse evaluating school nurses, for instance). Many non-classroom educators currently have such a specialized evaluator already, but we believe all should.
- Allowing factual disputes arising out of the evaluation process to be taken through the full grievance procedure rather than stopping at Step 2.
- An overhaul of discipline procedures, including, among other things, "sunset periods" for prior discipline, beyond which the discipline would no longer be considered part of an employee's record.
- Clear procedures and timelines for employees to be provided their annual contracts and restrictions on when and how contracts can be changed (from Continuing/Provisional to One-Year-Only/Leave Replacement, for instance)

Most of the proposals the district team brought are editorial in nature, such as updating old policy/statutory references, clarifying ambiguously written language, bringing old language into line with new laws and regulations, etc. The district did bring a salary proposal involving a calculation based off of the state funding formula for the next four years. The details of how this would work were not clear and the VEA team requested more information about it. The district also brought a proposed revision to how staffing and overloads would work for Special Education. VEA is convening a team of experienced members, including prior bargaining team members, who are Special Educators to give additional input and feedback to the team.

Our next meeting is set for March 5. The VEA team will be bringing the rest of our proposals, on Articles 7, 10, and 12. These will contain the bulk of VEA's proposals that will impact the work members do day-to-day.

**Thank you for wearing RED to support your team on bargaining days!**

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