



How VEA measures up to our neighboring locals

The number one priority on our bargaining survey was stronger protections for class size (and caseloads), including improvements to overload remedy options. Over the last couple of years, other neighboring locals – [Evergreen EA](#), [Camas EA](#), [Washougal EA](#), and [Battle Ground EA](#) – have all secured lower class sizes and greater overload protections (captured in the link). It’s time that Vancouver agrees to class sizes that support environments in which educators can teach and students can learn.

CAMAS EA for 2024-26	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
	21	22	22	22	24	24
	Grade 6	Grade 7	Grade 8	HS		
	30	31	31	32		
BATTLE GROUND for 2024-25	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5 (MS)
	21	22	22	23	24	28
	Grade 6	Grade 7	Grade 8	HS		
	28	28	28	34/150		
WASHOUGAL (2022-24)	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
	23	23	24	24	26	26
	Grade 6	Grade 7	Grade 8	HS		
	28/140	28/140	28/140	29/145		
EVERGREEN (2023-2026)	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
	23	23	23	23	25	25
	Grade 6	Grade 7	Grade 8	HS		
	26	28/140	28/140	30/150		
VANCOUVER 2021-2024	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
	24	24	24	27	27	27
	Grade 6	Grade 7	Grade 8	HS		
	28/168	28/168	28/168	30/150		



Tentative agreements reached so far

To date, VEA and VPS have signed 18 tentative agreements on proposals which include: a Preamble to center our work on equity for staff and students and updates to several areas to capture up-to-date Board policy and procedures, RCW, or WAC citations, as well as to bring language into alignment with current practices. VEA has also received tentative agreements on cleaning up language related to Chapter 1 (General Provisions of Agreement), Chapter 3 (Association Rights, Prerogatives, and Responsibilities), Chapter 4 (Procedures of Communications and Negotiations), and Chapter 5 (Grievance Processing Procedures).

What is still on the table?

Now that both teams have found agreement on many of the smaller proposals, our focus can shift to the big changes that matter most to our membership. In addition to class sizes and caseloads, our member survey results listed support for students receiving special education services and ongoing concerns about the never ending list of TRI duties came in a close second and third. VEA [previously shared](#) ways in which we are seeking improvements for Special Educator and ESA working conditions. We are awaiting a response from VPS.



Other outstanding proposals include updates to Chapter 9 (Employee Rights, Prerogatives, and Responsibilities) and drastic rewrites of both Chapter 7 (Professional Placement) and Chapter 10 (General Conditions of Employment), improvements to Chapter 12 (TRI responsibilities, Individual PD funds, and PLCs), and Chapter 14 (Layoff, Leave, and Recall). Much of the discussion at Tuesday’s bargaining session was focused on TRI responsibilities and the many ways in which the list exacerbates the workload on our educators because anything and everything is labeled a “TRI” duty.

VEA Equity Pledge Action

VEA has received questions and member outreach around the purpose behind the “VEA Member Pledge” card action. These pledge cards serve as a tangible symbol of VEA members’ commitment to promoting equity in our school system for our members and the students we serve.



The VEA bargaining team is approaching the priorities set by our membership using an equity lens in recognition of the following:

- The RIF had a disproportionate impact on schools serving the highest populations of diverse students,
- Members are deeply concerned on further impacts of the RIF on class sizes,
- Many educators will be expected to do more with *even less*,
- Our job roles are unique and equal is not equitable.

Members have shared their concerns with VEA leadership around retention language possibly impacting seniority. Please be assured that any language that the bargaining team brings forward will be done in alignment with applicable law. Equity has many meanings, but it is not a single issue – it is several issues when added together will improve education in Vancouver Public Schools. Our staff and our students deserve better.



Upcoming Bargaining Dates

May 14, 21, 28
June 4, 11

Remember to wear RED on Tuesdays!

VEA Bargaining Team members: Amy Spofford (chair), Sunny Selders (Intermediate Elementary) Keith Lloyd (Middle School), Charlotte Lartey (Specialist), Andrew Wicklas (High School), Kiera O’Brien (At-Large), Jamie Anderson (President), and Graham Picklesimer (Executive Director).

VPS Bargaining Team members: Jeff Fish (Director of HR), Brett Blechschmidt (Chief Operating Officer), Jami Phelps (Director of Special Education), Heath Angelbeck (Principal – Salmon Creek), Allison Watson (Assoc. Principal – Skyview), Jim Gray (Director of High Schools & Safety).



Make sure VEA has your non-school contact information for sharing bargaining information! Send any changes to your home email to cbrown@washingtonea.org

2509 Broadway Vancouver, WA 98663 * Phone 360-695-3397 * FAX 360-694-8337
Jamie Anderson, President * Graham Picklesimer, Executive Director * Cindy Brown, Admin. Assistant
www.vancouverea.org