



Member Priorities at the Bargaining Table

Over 850 members completed the extensive bargaining survey back in January. Your VEA Bargaining team takes seriously the input provided as they seek improvements to your working conditions at the bargaining table. Class size ranked as the #1 priority on the survey, well before the current realization of lost FTE due to the \$35 million budget crisis and the impacts that is projected to have on class sizes in the 2024-25 school year. Data from the survey is listed below:



77% of members agree/strongly agree that class sizes should be **capped at no more than 3** over the cited class size in the contract.

Only 3% of members strongly agree that class sizes are reasonable.
82% ranked smaller class size as the support needed to mitigate the impact of student behavior.

Overload considerations

- 71% of members state that overload should be **calculated daily** - any overload that exists for more than five consecutive days should be compensated.
- 59% of members do **NOT** believe the current amount paid for overload is sufficient.
- Members are tired... 28% of our members report being in overload 3, 4, or 5+ years!



Student Behavior

- 70% report that student behavior significantly disrupts instructional time and requires follow up.
- 38% receive a response from admin within two days. However, depending on admin the response is often incomplete.
- 63% disagree/strongly disagree that student discipline strategies are effective at their building.
- 40% believe additional training in behavior management and/or restorative practices is needed to be able to respond to current student needs.

Upcoming Bargaining Dates

June 20, 21

August 8, 9, 12, 14, 16



Bargaining Recap – is it always this slow?

In an open contract, full bargaining year, yes. It is usually this slow. While VPS and VEA Bargaining teams have come to 26 tentative agreements, most of these capture edits, revisions, and rewrites to update current contract language. The bulk of the *substantial* changes we are seeking to improve the teaching and learning conditions in VPS are the items still on the table.

These include: class size, overload, salary, TRI responsibilities, general working provisions (Chapter 10), capturing ALE programs in the contract, Special Education provisions, student behavior and regulation of the learning environment, layoff/recall procedures (Chapter 14), PD fund availability, and placement provisions and PIR (Chapter 7).

Wrapping up the Bargaining process. The negotiation procedures are outlined in Standing Policy 402.2. When the VEA team determines the District has presented their last best offer, the package is reviewed by the Executive Board. The VEA Board will then determine a date, time, place and format for an informational meeting at which time the Bargaining team will present the details of the package and the recommendation for action by the membership on the proposal. The Executive Board will determine what (if any) information about the nature of the “last best offer” will be sent to members before the information meeting, provided by home email and/or posted on the website.

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