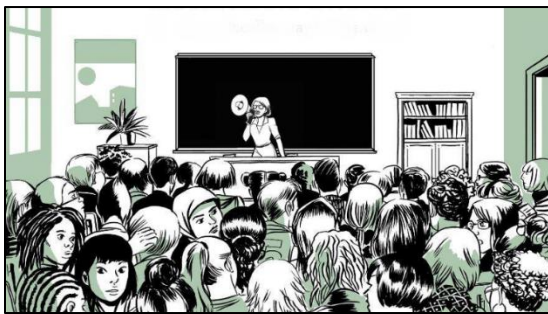




June Wrap-Up

As summer break kicked off for many of our members last week, the VEA Bargaining Team was back at the table. Both teams met on Thursday, June 20, and Friday, June 21, to continue negotiations. While the teams continue to find agreement on outstanding proposals – there are still several big-ticket items on the table including:

- Chapter 7 – *Professional Placement*
- Special Services
- Chapter 10 – *General Conditions of Employment*
- Salary (Article 11.3)
- TRI Responsibilities (Article 12.1-12.4)
- Chapter 14 – *Layoff, Leave, and Recall Procedures*



Class Size (& overload) Matters!

Based on member input, the #1 priority for bargaining is class size and overload considerations. **VPS shared a counterproposal last week which falls short of what our members (and our students!) deserve.** Class size projections which were shared with VEA this spring demonstrate astronomical increases in both class size (K-12) and the formation of combination classes (K-5). While VEA is

sensitive to District limitations due to current budget restrictions, our students shouldn't pay the price for the crisis.

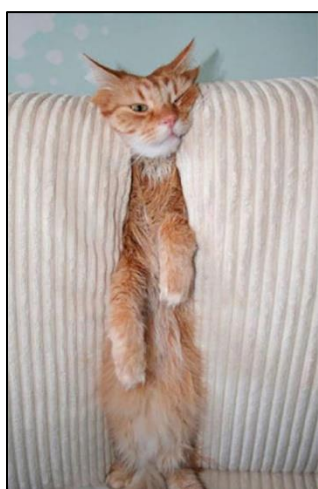
Based on our VEA Bargaining survey:

- 71% believe overload should be calculated **daily**
- 82% believe current overload pay is **insufficient**
- 92% believe that students in specialized (self-contained) classrooms should count toward class size

TRI Responsibilities

The current list of TRI activities has long been viewed as a “catch-all,” continues to have duties added to it, and is exacerbated depending on your job role. The current TRI supplement is equivalent to about 20.5 days of work (11.4%) beyond the 180-day basic work year.

- Members reported spending, on average, between 27.7 and 35.4 days per year on “TRI activities”



Will we be “stuck” in a multi-year contract?

The duration of the contract is a topic in Chapter 1 which has not yet been agreed upon. Both VPS and VEA recognize the difficulties that this year has presented for bargaining. While we would love to see massive gains for our members, the reality is that the funds are not as plentiful as we would like to make big improvements. The highest likelihood is that we consider a one-year duration and reopen next year. In the event this happens, our team will be ready to return to the table to continue working on another full contract bargain next year. The benefit to doing this is that many of the smaller (non-monetary) issues – revisions, updates, edits – will have been taken care of and won't need to be brought to the table again. This also gives time to see what might happen in the state legislative session in January 2025.

What Comes Next? Negotiations will restart in August and continue until a “last best offer” is made on all outstanding proposals. Per Standing Rule 402.2, the “last best offer” will then go to the VEA Executive Board who will hear the details of the offer. The Executive Board then determines a recommendation and establishes a date, time, place, and format for a General Membership meeting to share details of the “last best offer.” The Executive Board also establishes the voting procedures to be used for ratification.



Upcoming Bargaining Dates

August 8, 9, 12, 14, 16



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 (Executive 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

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