



Vancouver Education Association

# Unity Strength Results

November 18, 2025

## November Update

### Reminder: Bargaining Survey is OPEN

In year two of the 2024-27 Collective Bargaining Agreement, each party (VEA and VPS) can propose up to 3 non-monetary (no cost impact) contract changes to negotiate at the bargaining table, plus salary for 2026-27.

In preparation for the spring 2026 interim bargain, VEA seeks member input on which **three** areas of the contract to \*prioritize.

\*Priorities may include adding new language or provision(s), editing existing language/provision(s), and/or deleting existing language/provision(s).



Please complete this **brief** survey no later than 5pm on December 19<sup>th</sup>.

<https://www.surveymonkey.com/r/BKXJNDM>

The Collective Bargaining Agreement (contract) can be found on the VEA website under the documents tab <https://vancouverea.org/wp-content/uploads/2025/08/VEA-VPS-2024-27-CBA-FINAL.pdf>

### Administrator Use of AI in Evaluations

The VEA has fielded a number of concerns from members around the use of AI tools during their TPEP evaluation. While the use of approved AI tools may be used for supporting the evaluation process (per VPS), they should not replace meaningful collaboration between an evaluator and an educator.

Under no circumstances should educators be recorded without their explicit written permission to do so. If you have concerns regarding your evaluation, including process, content, preliminary and/or summative reports, contact the VEA office.

### NEA Member Benefits

#### Complimentary Life Insurance

NEA provides complimentary life insurance. Eligible members receive:

- 1,000 in no-cost term life insurance
- Up to \$5,000 of accidental death and dismemberment (AD&D) coverage
- \$50,000 AD&D benefit for any covered accident that occurs on the job
- \$150,000 of coverage for unlawful homicide while on the job.

Are your beneficiaries up to date? [Neamb.com/start](https://neamb.com/start)

### VEA Member Social

Join us to celebrate the season of Thanksgiving

**Friday, November 21, 2025**

**4:00-6:00 pm**

Heathen Brewing Salmon Creek  
2225 NE 119 Street, Suite 109



Please RSVP:

<https://www.surveymonkey.com/r/LB72T5Z>

### Tis the Season for Union Busting Mailers

Don't be duped by petitions to drop your union membership. We have received reports of various mailers enticing members to drop their WEA membership. WEA Legal will not represent members for any incident that occurs while someone is not an active member. An accusation can cost tens of thousands of dollars in legal fees. As an affiliate, revocation includes WEA, NEA, and VEA. Stay Union Strong!

Jamie Anderson, President: [janderson@washingtonea.org](mailto:janderson@washingtonea.org), 360-836-1790

Graham Picklesimer, Executive Director, [gpicklesimer@washingtonea.org](mailto:gpicklesimer@washingtonea.org), 564-219-2216

Cindy Brown, Administrative Assistant: [cbrown@washingtonea.org](mailto:cbrown@washingtonea.org), 360-607-7697