

## January Update

### Superintendent Search

Our realities in the upcoming years will be shaped by who is chosen to direct the ship. Please take time to look at the four finalists for the Superintendent positions, listen to their interview, and provide feedback for the School Board as they deliberate and ultimately choose who is offered the job. VEA has been invited to have a seat at a staff and labor-focused interview session. There's opportunity on Tuesday for you as well.

**Community members are invited to meet the Superintendent finalists**  
**January 20, 2026 5:00–8:00 p.m.**  
**Bates Center for Educational Leadership**  
**2921 Falk Rd., Vancouver, WA 98661**

Each candidate will meet with attendees for approximately **30 minutes**, with brief breaks between sessions. All candidates will be asked the same questions by a neutral facilitator to ensure consistency.

Attendees will be asked to complete a **feedback survey for each candidate** following their session. Community members are encouraged to remain for the full event to hear from all finalists.

**Dr. Shawn Bird.**

Bio: <https://vansd.org/shawn-bird/> .

Watch Dr. Bird's interview: <https://youtu.be/J18iill-ucPQ>

Feedback on Dr. Bird:

<https://tejoin.com/scroll/201708163>

**Dr. Stacey M. Park.**

Bio: <https://vansd.org/stacey-m-park/>

Watch Dr. Park's interview: <https://youtu.be/ezp850yG7ts>

Feedback on Dr. Park:

<https://tejoin.com/scroll/963453767>

**Dr. Pete Perez.**

Bio: <https://vansd.org/pete-perez/>

Watch Dr. Perez's interview:

<https://youtu.be/Lfy8DptYKF4>

Feedback on Dr. Perez:

<https://tejoin.com/scroll/185808895>

**Dr. Rocky Torres-Morales:**

Bio: <https://vansd.org/rocky-torres-morales/>

Watch Dr. Torres-Morales' interview:

<https://youtu.be/MBbXAC2XmCM>

Feedback on Dr. Torres-Morales:

<https://tejoin.com/scroll/540507960>

### A likely layoff – What should we expect?

As budget forecasts continue to reflect a larger up hill climb out of the empty purse than expected, we know that reductions across the board will be considered. Chapter 14 of the VEA Contract outlines the process used for determining Reduction in Force (RIF) notice and recall procedures.

VEA leadership is anticipating a reduced program to be announced in February and a RIF Resolution to be adopted at the March school board meeting. This follows the timeline in the 2023-24 school year.

Once a Reduced Program is adopted, the School Board will determine the total FTE to be reduced and which programs and positions, if any, will be considered “protected” from reduction (14.6A.i.).

Reduction in force determinations occur at the District level, not at the building level (14.6 iii.) and the VEA CBA does not allow for “bumping.”

After accounting for retirements, resignations, leave requests, HR will identify specific employees who may be affected by the reduction. Provisional status employees will be subject to RIF prior to continuing status educators within the same retention category (14.6.iv).

For the purposes of RIF, seniority means the total (or partial) years worked as a non-supervisory certificated staff member in the state of Washington. (14.8B). Any tie-breakers will be determined by the number of credits beyond a Bachelor degree, followed by drawing of lots in the event of a tie (14.8D)

The District will send the state seniority list for provisional and continuing employees no later than February 1. You have until February 15 to ensure your experience and personnel file is correct and up to date.

Counselors are retained to a counseling position on the basis of their total seniority of service in counseling (14.8F).

#### **Notification of layoff will occur no later than May 15.**

Following the RIF, the displacement of staffing may require additional rebalancing of staff assignments. Chapter 7 of the VEA contract outlines the process of building and district-wide placement.