



## From the Bargaining Table... to You!

The VEA and VPS Bargaining teams met for the third bargaining session today. There has been positive movement on most proposals and the VEA team has been utilizing member feedback to help guide conversations at the table.

### District Proposals

- 1) **Administrative units:** The District has dropped its proposal to add CTE teachers, Teacher Librarians, and Specialized Program teachers to the administrative unit language.
- 2) **Special Education LRE staffing:** While no agreement has been reached, both teams exchanged proposals aimed at improving clarity and effectiveness of the language in Articles 10.12F and 10.12G and will continue working toward resolution.
- 3) **Virtual Learning:** There are too many outstanding questions about virtual learning platform utilization in high schools for the VEA team to respond to the District’s proposal. Once the team has more information we will be able to move forward in this area.



*The VEA Bargaining team today at JPCC – plus Brit who wasn’t in person but was included thanks to the power of technology!*

### VEA Proposals

- 1) **Voluntary transfer:** The VEA team saw the most positive movement on our proposal to establish voluntary transfer language, with productive discussion around creating greater flexibility and opportunities for employees to transfer within the district.
- 2) **Safe workplace:** VEA presented a proposal outlining clearer responses to environmental and health safety hazards, as well as other observed safety concerns. The team also reintroduced safety committee language that had previously been struck by the District.
- 3) **Insurance and employee protection:** In response to the District’s proposal from last week, VEA brought forward language to ensure employees do not experience a net loss of pay when unable to work due to a workplace injury. The team is also proposing stronger leave protections in cases where an employee experiences an assault at the workplace.
- 4) **Salary:** The VEA team provided a formal proposal today for a salary increase in addition to the anticipated IPD (implicit price deflator). While the team recognizes the District’s concerns and the financial reality the district is currently in, VEA bargaining unit members have not received an increase over IPD since the 2023-24 school year and continue to fall further behind other local districts. The team is seeking to gain at least some ground on the pay gap with surrounding districts in advance of our full bargain next year.

### Future Bargaining Dates

Bargaining sessions will take place (mostly) on Wednesdays until tentative agreements are reached for all proposals. The next bargaining date is **Wednesday, February 25**.

Remember to wear **RED** on bargaining days, in solidarity with the bargaining team. Send VEA your pictures showing in-building support and tag us on [Facebook](#) and [Instagram](#)! When we stand together, we bargain stronger, because we are #BetterTogether

**Wear RED Wednesday**



**In support and solidarity with the VEA bargaining team.**



### VEA Bargaining Team members

Amy Spofford (Bargaining chair/Special Education), Sunny Selders (Intermediate Elementary) Erin Pendergast (Middle School), Jeni McAnally (High School), Charlotte Lartey (At-Large), Karina Mattson (At-Large/\*Specialist), Shannon McClelland (Primary), Brit Behrendt (At-Large). Supported by Jamie Anderson (VEA President) and Graham Picklesimer (VEA Executive Director).

**Make sure VEA has your non-school contact information for sharing bargaining information!** Send any changes to your home email to [cbrown@washingtonea.org](mailto:cbrown@washingtonea.org)