

# June Update

## Vote of No Confidence Closes Soon!

The Chief Financial Officer (CFO) of a school district serves as the top strategic financial leader, managing fiscal operations, budgeting, and resource allocation to support student achievement. They transition from traditional accounting to strategic planning, ensuring financial stability through transparent reporting, compliance, and aligning expenditures with district educational goals.

The VEA standing rule 403.1 calls for a process to be followed to enact a VONC. A climate/culture survey was presented to the full membership. The survey was NOT a vote.

The Executive Board determined that a clear and strong majority of those polled in the climate and culture survey lack confidence in the VONC target, and the Executive Board is now enacting a vote of the membership.



Please vote using this link:  
<https://www.surveymonkey.com/r/3P8SSB2> no later than Tuesday, June 2 at 5 pm.

## Don't Forget to Sign Your Contract



Your employment contract does not become effective until you deliver it to the Office of Human Resources within fifteen (15) days of the date of issuance. This year the contracts may result in the due date falling on June 19 (State Holiday). To continue serving in the 26-27 school year, you must have (1) a valid Washington State professional certificate required for the position identified; and (2) the contract bearing the employee's signature. Per contract, in the event you fail to sign and return your contract within the time specified, you shall be deemed to have waived any right to employment with the district.

11.1B. An offer of employment to a newly hired employee will state whether the position offered is a Leave Replacement Contract or a Continuing Contract. All new employees shall receive their annual contract on their hire date or their Board approval date, whichever is later. The district will make every reasonable effort to provide **returning employees** with their annual contract by June 1 of the preceding year. The contract shall specify whether the employee is on a Leave Replacement Contract or a Continuing Contract

## What does Provisional/Continuing Mean?

Educators with at least 2 years of Washington experience who are new to VPS will be on a provisional contract for one year. New educators without prior experience will be on a provisional contract for up to three years. Those completing two years of service at a highly diverse and high poverty school who receives “proficient” or “distinguished” summative evaluation rating on the certificated classroom teacher evaluation or a “satisfactory” summative evaluation rating on the non-classroom teacher evaluation in the second year of their employment will no longer be considered a provisional employee. Once completing provisional status, members can be converted to continuing contract status.

## One Year /Leave Replacement Contracts.

One-year leave replacement contracts (OYLR) are place holders for members on a full-year leave of absence (the district is obligated to place those on leave back in our system upon their return). There should be a 1:1 match-up of members on leave and OYLR contracts. OYLR contract holders have no guarantee of placement in the subsequent school year and should apply/express interest in openings through HR. After rebalanced (excess) employees have been placed, and any RIF (non-renewed due to budget crisis) employees have been recalled, HR typically begins to look to OYLR employees for potential employment. Contact VEA if you have any questions regarding your contract.

## Val Ogden Dinner and Gala

Contact VEA if you are a current WEAPAC contributor and interested in attending the Val Ogden Dinner, 5:00 pm at the Hilton in Vancouver on August 22<sup>nd</sup>. This interactive event will include an opportunity to meet and speak with statewide leaders.

## HCR Teaching Equity Conference

**While you push to the finish line please take this moment to save the date, spread the word, and register for our summer professional learning opportunity at the July 24<sup>th</sup> HCR Teaching Equity Conference at Highline College from 8:30-3:30.**

This is a free equity-based (6) clock hour event and we want to feed you and give you our best to recalibrate and prepare for next year. We have lined up an amazing speaker and great breakouts. Our keynote speaker is Dr. Tiera Tanksley, a former elementary teacher who is now a professor in higher education and one of the most sought after specialists on AI and Equity as it dramatically impacts the marginalization of our students and communities. She will help us shape our practices and questions about AI.

VEA will fund mileage and meals for this event!  
<https://wea-win.org/events/1429> to register!

## Disability Survey Extended All Members Encouraged to Participate

VEA is extending the survey timeline through Friday, June 5 to capture observer and ally perspectives that help identify broader workplace culture and patterns around access, inclusion, and disability-related experiences. The VEA is gathering data **from all members** to identify strengths, areas for improvement, and patterns related to workplace access and inclusion for educators.



<https://www.surveymonkey.com/r/N5WVFBQ>



## Claim your Supplemental Pay

Don't miss out on contract language established to compensate members for extra workloads. There are some new additions to the list in this contract!

**10.6C Course Preps.** Expanded assignments receive eight hours of supplemental compensation for each course prep over three per semester (grades 6-12).

**10.12I Special Education teachers** who perform more than twenty (20) **evaluations** (initial or re-evals) within a single academic year will receive a supplemental contract for 1.5 hours at their per diem per additional evaluation.

**10.12K...** when the schedule does not allow common planning time, or designated PLC time, both **co-teachers** will be provided supplemental pay at their per diem rates for one (1) hour per week.

**10.13Cii School counselors** who case manage more than thirty (30) 504 plans will receive a supplemental contract of two (2) hours at their per diem rate for each 504 plan in excess of 30.

**10.13E. School Psychologists** who perform more than seventy-five (75) evaluations (initial, re-eval, amendments, FBAs) within a single academic year will receive a supplemental contract of 3 hours at their per diem per evaluation exceeding 75.

**10.13F SLPs** who perform more than 40 evaluations (initial or re-eval) within a single academic year will receive a supplemental contract of 2 hours at their per diem per evaluation exceeding 40.

**12.2A All educators with IEP/504 meetings** and evaluations as scheduled by the case manager extending outside of your workday beyond 20 hours as documented and approved by the building administrator.

**12.16Cii Building Level Guiding Coalition...** an educator co-lead shall be provided one hour per week of district funded supplemental contract pay at their per diem to further the collaboration with their principal co-lead.

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