

Wednesday, May 8th

Lisa	Sarah P
Manda	Sarah F
Chris	Aristy
Barb	Jason
Susan	Jenny

Retirement Gifts - Nan, Jill R, Frank, Barb \$100 per

Resigning: Jenna, Leslie, Carrie: if a member has been in the district for 5 or more years VEA will provide gift funds (line 403) in an amount not to exceed \$50.

Dues - Currently at \$120/month and set to increase by 0.55% as per the by-laws (article 2, sections 2)

Elections - Special Services Rep? Maybe Nan?

Reduction in Force - I would ask that you not share these docs widely, that we discuss them as a group on Wednesday. But lots of people will have them, and I want our council to have them as well. Jenny and I are planning a call with Rina today or tomorrow to come up with a plan.

Board Reduction Options

District restoration priorities - is there a priority inside the priorities? Up to Slade

District revenue proposals - Proposals undermine bargaining. Asking the workers to take a pay cut may help this year, but doesn't fix the situation. Restructuring is needed.

Timeline

Budget Planning Update

May 9th Third Read Reduction Planning, Regular Board Meeting

May 10th - June 14th - Continue to revise 2024-2025 budget for board review

Mid-End of May - Federal revenues finalized

May 15, 2024, Final day for certificated staff to receive RIF notice

June 27th, First Read Budget, Regular Board Meeting

June 28th - July 10th, Submit to OSPI for review and approval

July 25th, Second Read, Budget Hearing, Regular Board Meeting

Assignment Notification – The District will notify certificated staff of their tentative assignment(s) prior to May 15th . (PER OUR CONTRACT) (PAGE 10)

A list of employees to be non-renewed will be delivered to the Association on or before May 15; (Page 19)

Contracts and RIF notices handed out on May 15th.

Page 9.

Section 3.9 – Individual Teacher Contract The District shall provide each teacher an individual contract per Washington State Law, State Board of Education regulations, and this Agreement. The individual contract for employees of the District, if issued prior to the completion of negotiations, shall contain a rider allowing adjustments as per the negotiated Agreement. The individual contract shall be for the number of onsite work days identified in this Agreement (Section 3.13.B). Individual teacher contracts must be signed within ten working days of distribution by the personnel department. Prior to contract distribution, this timeline will be publicized by the personnel department via email. Individuals who have not signed their contracts within 24 hours of the deadline will receive one reminder contact and if contract is not signed within 24 hours after the reminder, the position will be posted as per usual district job posting procedures.

Party Planning! - Manda will send invite, Susan is on music....

Labor Management Wins -

Clubs

Choir - Moved to Level C
Freshman Advisor E
Sophomore Advisor D
Junior and Senior Advisors C

Interviews -

Interviewers present for all interviews
Questions are standardized and shared out ahead of time
Interview team: teacher, like position or similar to that position, parent, building admin.

ANYTHING ELSE?

Wednesday, April 3

Chris
Susan
Jason
Barb
Sara F

Jenny
Lisa
Manda
Aristy
Sarah P

Reduction in Force - [Timeline](#)

- Messaging
- Support
- Facts - RIF LEAVE Page 23 in the contract.

Employees taking RIF leave under this subsection will be re-employed for the ensuing school year provided that the position they formerly held has not been reduced. The employee will be re-employed in the position from which they took the RIF Leave.

○

If considering leave, consult with Jenny or Lisa to make sure that your rights are protected.

Clubs- Class Advisors, Choir should be increased.

Spring Event - Party at the Coop? Email sent to Mr.Mosca to ask if they might host on 5/31

Elections

[Bylaws](#) - who is running? Who wants to run? Susan is out, Barb is out. Jeff or Tara from the high school?

Labor management topics

Clubs, Rifs and Celebrations - Restorative Justice Conversations and Staff discussions about racist/harmful comments

FAQ for Payroll - District is willing to do an FAQ. What questions do we have?

Things that need to take place in the Spring? Decision making matrices

○ Discipline Procedure Conversations

Wednesday, February 14

Barb	Aristy
Chris	Jason
Manda	Sara F
Jenny	Lisa

- **House bill 2405**

<https://www.sierraclub.org/press-releases/2024/01/new-report-hidden-risk-state-pensions-analyzing-state-pensions-responses>
<https://www.climatefinanceaction.org/pension-resources>

-Should we reach out to WEA to encourage them to invest in pro-climate/environment companies?

-We could encourage the member that suggested that we consider this to present at the rep assembly.

-Chris will email info to Jenny - Jenny will communicate with the member.

- **Budget/Reductions**

○ Jason reported that the budget is currently being formed.

- Priorities include– enrollment, (expecting lower enrollment for 24-25)
 - We are overstaffed and underrolled
 - The hope is that attrition will be enough to adjust staffing.
 - CES might be 1.5 fte overstaffed
 - Is this a trend? Collaboration with the district will be essential.
 - Jenny and Lisa will draft an email to members concerning this issue.
- **Master Scheduling - Look out for commuters**
 - Every building should be talking about the master schedule
 1. Scheduling issues (commuters, specialist schedules, etc.)
 2. Wishes or ideas to share that impact student learning
 3. Improving schedule flow
- **Rural Local Grant- \$1,500**
 - Everyone will come-up with an idea for a party
- **Evaluations**
 - How are they going at each building?
- **Scholarships**
 - VEA gives a scholarship for the Vashon Scholarship Notebook with a focus on education.
 - Manda will arrange a time to review notebooks to make a decision.
- **Anything else?**

Wednesday, January 10

Lisa	Jenny
Chris	Aristy
Barb	Sara
Jason	Sarah
Manda	Susan

New member update: some issues with the link? Some say they have signed up but it has not come through. Following with WEA

WEA-PAC: We want members to join, this is the political organization that helps pass things like McCleary.

Important dates: retirement and resignation due by 2/1 for the \$1,000.00 sabbatical by 2/15.

Day between semesters: It is one of the 184 contract days, but it is protected individual time. Meetings may not be scheduled by admin, and teachers may work from home.

Snow days: arrive 30 minutes before the student start time. This is a change from arrive as early as safely possible.

Levy: Should VEA write a letter to the Beachcomber in support of the Cap-Tech levy. This levy covers all of our tech department costs, including salaries, not to mention much needed improvements and new playground equipment. Moved and seconded.

Building Check-ins:

VHS: mid-year observation check in has been confusing

MCM: Feedback about admin (not very positive) and Special Ed. (presentation didn't land well)

CES: SPED is meeting weekly with Admin, better for teachers now that Admin is spearheading SPED stuff. Feels like Admin is responsive. Most people seem to be doing pretty well, although specialists are still being pulled to sub, but less than last year.

Special Services: Things seem more positive at CES, MCM has new teachers-some challenges, VHS-great teachers, but one out on variable FMLA. Not as consistent as we might hope for the students.

Wednesday, November 8

Lisa
Jenny
Chris
Sara

Susan
Manda
Aristy
Jason

The new Concerns doc for tracking member issues seems to be working well, nice to have a tracking tool, and to make sure that everyone can see what is being worked on.

Update on new members - anyone still missing that we might be able to get to sign on?

Events throughout the year - do we want to do the passport thing? Let's wait until the spring, and present at the general meeting.

Advocacy - Are there any overarching advocacy projects that we want to take on?

- Anonymous alerts may be one-need protocol on how these are dealt with if a member is involved.

Labor Management Update-Needs to be addressed: see above. Commuter issues, how do we keep commuters. Change in the tone? Some flexibility around the commute. 7.5 hours in building, first or 6th prep.

Training in December - Dec 13 Building reps, Jenny and Lisa- ½ day sub paid by union.

Paid Ad in the Beachcomber as endorsement. Need to figure out line item from the budget.

Wednesday, October 11th

Lisa	Barb
Jenny	Aristy
Susan	Chris
Jason	Sarah
Sara	Manda

New Members- several new employees have not yet joined the union, what do we want to do to encourage them? Check in with them and point out how they have been protected in the past and maybe use these [Talking points](#)

Building Reps Training - Dec 13 afternoon with release time.

Evident that there are some gaps in onboarding. Need to identify where the gaps are, and how to provide mentoring. Ideas: Events throughout the year - Passports - activities to get members more involved. It will take some planning for us to get this rolling. Provide trainings and events for new members. Do we want to organize this? Will people come? Sara has organized before.... Manda will gather more information and perhaps roll out in January

Reach out to new members to find out what is missing? Can VEA provide the structure? One indeed is a cheat sheet around the Clock Hour Form-how to complete, when to turn into HR and how to add to OSPI. Sara will take this on.

Updates on Grievances - There are two active: currently approaching step 3 on the double overages. We are looking for a .1 per teacher or a hire. We want to make sure that we are protecting class sizes. Probably heading to arbitration after Friday's deadline, due to the clear contact language.

Second grievance is settling around the 5th grade team and camp - moving towards an MOU after the arbitration of the other grievance.

Vote on the budget - if we go to arbitration the grievances we will run into a deficit. Update to reflect the difference. Motioned (Sarah, 2nd Manda) and approved.

Motioned (Manda, 2nd Barb) and approved to pass the new budget.

Wednesday, September 13th

Lisa Miller - Vice President
Chris Stone - Grievance Chair
Sara Filanoski - McMurry Representative
Jason Butler - Treasurer
Susan Swan - VHS Representative
Barb Van Eekhout - Special Services representative
Aristy Grill - Chautauqua Representative
Jenny Granum - President
Manda McCoy - Chautauqua Representative (via facetime)

VEA housekeeping: Changes in the leadership roles on the executive board for '23/'24 are reflected in the attendance above. New president (Jenny Granum) and Vice president (Lisa Miller), and a change for Manda to building rep. There is a new doc for noting concerns, a change in the email protocol, and meeting will now be the 2nd Wednesday of the month at 4:15-5:15

Authorize both Jenny G. and Lisa M. to get OCCU debit cards/account access.

Meet with admin teams the first week of the month so that council can discuss, and bring to LM if needed on the 3rd Monday.

Treasurer Report - Budget. Jason presents

Need to update the address as the Post office box is no longer practical. Moved, seconded, and passed to change to:

Vashon Island High School
% Jason Butler- VEA Treasurer
9600 204th ST SW
Vashon, WA (8070)

school year budget sept - aug 31. Approve a new budget, needs to increase to reflect grievance and secretary actual stipend. May need to adjust some categories, but there is capacity in the

budget. Some categories are empty this year as it is not a bargain year. WEA “how my dues are spent” is a helpful tool, but we receive about 25%, NEA gets about 25%, and WEA gets about 50%.

Grievance Chair pay was set on a per basis level, but it is more common now. Create a salary? Moved to pay \$1,800, seconded. Passed and accepted.

We will join VESP on October 6th for a social event.

Manda will write a grant for promotional materials - Tshirts, lanyards? Car clings?

Review important dates. Jenny will include with her monthly newsletter.

VISD Emergency Preparedness Team. Sarah Powell will be the representative for the Exec board

- If you are contacted by the Freedom foundation, here is some useful information.
https://docs.google.com/document/d/1WOGjB6U_bG4P6IVxEg2vgbDBYe0FfWdbvv3lGY86kgl/edit?usp=sharing