



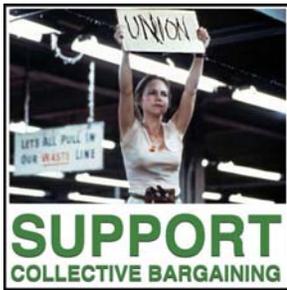
Action Line

Vancouver Education Association

June 2017

Collective Bargaining Gains

noun: collective bargaining: Negotiation of wages and other conditions of employment by an organized body of employees.



So, what is all this fuss over collective bargaining rights? Where would you be without negotiated parameters surrounding your pay, working conditions and rights? At the state level, collective action of the VEA membership is an ongoing fight for bargaining rights, class size reductions, and adequate pay and benefit allocations. At the local level, please refer to the list below of content covered in the VEA Comprehensive Agreement. This is not an inclusive list of the gains made over time—nor are they guaranteed to continue should we lose the right to collectively bargain.

- | | |
|---------------------------------------|--|
| Paid Leave | 20% - TRI pay --22% |
| Duty Free Lunch (off site allowed) | Ability to take uncompensated leave |
| Defined Workday | Defined Prep Time |
| Parameters around Transfer | Fair Evaluation Standards and Procedures |
| Personal Freedom of Public Expression | Due Process before Discipline |
| Right to Representation | Notification of Complaints |
| Progressive Discipline | Calendar |
| Full Access to Building | Health and Safety |
| Class Size and Overload Provisions | Transfer Procedures - PIR |
| Grading Criteria | Mentors for New Teachers |
| Paid Professional Development | Fringe Benefits |
| SBLT | |

We are back at the table! As part of the 2016-18 contract negotiations, each side is allowed three non-monetary areas of the contract to open in 2017. On May 16th the VEA and the district exchanged proposals. The VEA proposals centered around member involvement, equalizing lost prep time, and TRI pay equity for long-term absences. The district proposals centered around learning support overload relief and TRI. VEA is represented at the table by: Dr. Rick Wilson, Lynn Maiorca, Jon Lauderbaugh, Mona Rominger, Shannon McClelland, Carol Patrick, and Susan VanHouten. The proposals were shared in full with the bargaining focus group prior to the next meeting with the district on May 31st.





THANK YOU Building Reps

Our building representatives serve a vital role in advocacy for our members, as well as an essential communications link. Building reps volunteer for this role and we want to extend a HUGE THANK YOU to each and every representative for a job well done!

Reps needed for 2017-18

You can be the missing link to complete the rep team at your site! There are still opportunities to become a building representative for next year. Don't worry – you don't have to forge through this alone. VEA will hold a building rep training and an advanced building rep training opportunity in the fall. The VEA office is always available to provide guidance as situations arise. Building reps are protected by the National Labor Relations Act from any retaliation or retribution such as reassignment to an undesirable job for doing union work. VPS administration upholds this protection and supports the work of VEA.



VEA-VPS Active Participants In NW TURN

Teacher Union Reform Network
www.turnweb.org

NW TURN is a nationwide network of more than 200 union locals. It brings local unions together to build relationships among key stakeholders and to cultivate the next generation of teacher leaders to influence education policy-making and improve teaching effectiveness and student learning focusing on the following goals:

- *Empower teacher unions to become leaders in driving improvements in teaching and learning.*
- *Encourage labor/management collaboration to address policies, programs and practices that impact teaching and learning.*
- * Encourage and support TURN regions and their participating teams to develop a teaching and learning focus.*
- * Deepen commitment and engagement of labor-management collaborative teams to improve teaching and learning through Communities of Practice.*
- * Create opportunities for TURN regions and their members to broadly share their successes and challenges.*
- *Influence teaching and learning policies and programs at the local, state, and national levels.*

VEA and VPS Administration have participated in NW Turn Training Conferences for the past five years. The recent participants included: Rick Wilson, Lynn Maiorca, Linda Wilson (River), James Ensley (Fort), Betsy Haywood (Hazel Dell), Deb Fanning (Discovery), Kathy Everidge, Daniel Bettis, Kym Tyelyn-Carlson, Travis Campbell, and Brenda Martinek.

TGIF Celebrating the First Friday in June

You are invited to join VEA members and leaders in a celebration that we made it to June!



Warehouse 23
Friday, June 2
3:00-5:00 pm

RSVP at
<https://www.surveymonkey.com/r/TSWGWX2> to receive a complimentary happy hour beverage.

Teacher at the beginning of the school year



Teacher at the end of the school year



This activity satisfies page 4 of the #MembershipMatters passbook. Be on the lookout for completed passbook perks!!

PD Carry Forward Request Deadline

Any unused basic funds intended for an activity next year should be emailed to Nicole Niesz by June 15th.

WEA CAUCUS McCLEARY CANDLELIGHT VIGIL



FRIDAY - JUNE 2ND
8:00 - 10:00 PM
WASHINGTON STATE
CAPITOL STEPS,
OLYMPIA

EDUCATORS, PARENTS, GRANDPARENTS, STUDENTS,
LEGISLATORS AND OFFICIALS, UNION RANK AND FILE
MEMBERS, ORGANIZATIONS, AND COMMUNITY MEMBERS:

**PLEASE JOIN US TO DEMAND AMPLE
FUNDING for PUBLIC SCHOOLS!**

Sponsored by:
WEA BAT CAUCUS | WEA LGBTQ CAUCUS | WEA NATIVE
AMERICAN & ALASKA NATIVE CAUCUS | WEA HISPANIC
CAUCUS | WEA BLACK CAUCUS | WA PARAMOUNT DUTY

#WALEG #FUNDMCCLEARY
#DOYOURJOB #PARAMOUNTDUTY
#WAEDU #MCCLEARYVIGIL



1:1 Conversations with Lynn Maiorca

VEA President Lynn Maiorca is spending time visiting 1:1 with members at various buildings. These conversations are another way that the association can better serve and advocate for our members. Many themes emerge from these discussions such as student discipline, identifying areas needed for training, respected leaders, as well as the exciting projects students are engaging in.



Thank you to Beth Bozak's second grade class who invited Lynn Maiorca and Dr. Rick Wilson back to

Minnehaha to see their awesome presentation showcasing animal research and how we can protect habitats.

As we lead into a full bargaining year, VEA leadership will continue to engage with members in 1:1 discussions in the fall.

New Blog – FEEDBACK



In order to improve communications and allow members to share insights, information, and ideas, VEA has added a feedback tab to the website (www.vancouverea.org). Because this is on the world-wide web, comments will be reviewed before posting by VEA leadership. Topics for discussion currently include bargaining, membership matters, my reality, new teachers, PBIS and restorative justice.

June 1 PD Deadline!!!

Don't forget – 8 hours of TRI- PD must be completed by June 1st or the pre-paid hours will be deducted from your paycheck.

WEA RA Highlights

It was an honor to be able to participate as an associate for the WEA Rep Assembly. I was able to have a better understanding of process and the importance of personal involvement in our Union. I enjoyed meeting teachers from across the state to hear of their successes, struggles and concerns.

~Jeanine Ford – WEARA Ambassador

At WEA RA, it's exciting to vote on New Business Items (NBI's) that prompt our membership to take state-wide action! As a result of one of this year's NBI's, Cam Swarts (Art Teacher at Sacajawea and Minnehaha) and I had the opportunity to "Occupy Olympia" on May 10th with another 20-or-so members from other locals across Washington state. Our goal was to keep public education funding through the McCleary Decision in plain sight of legislators present during the special session. Cam and I spoke with both Representative Wylie and Senator Cleveland from the 49th (the legislative district VEA monitors most closely) and thanked them for standing with us on our issues, including the provision of ample funding our students and staff have been waiting for!

-Kari Van Nostran, Sheltered Instruction Coach –
WEARA Delegate
(Continued...)

I have attended the state WEA annual meeting every year for more than twenty years. I expected this year to be much different than I had envisioned. As a steward of our organization I was pleasantly surprised to see a significant amount of young teachers passionate about the association. Elected members shared their concerns and their expertise on issues brought forward by our leadership as well as presenting new business items they felt were worthy of discussing. I always walk away with a sense of awe listening to what is happening around our state knowing that WEA members throughout the state are advocating for school employees and our students. That connection to fellow WEA members is well worth the sub notes and missed weekend with my family. I wholeheartedly recommend this experience to all WEA members. Thank you for electing me to represent you at the 2017 WEA annual meeting.

~Christine Munson, Chinook – WEARA Delegate

The time for WEA members to meet and discuss the issues that teachers in the state face is very beneficial. Being able to network with other locals to gain support for the state-wide issues is a big plus of WEA RA.

~Eric Silvey, Skyview HS – WEARA Delegate

This was my third WEA RA and each year has been very different. What I do always appreciate is how passionate people are about very current, relevant issues. I am always in awe of the community of educators, new and veteran, paras, specialists and how they are all fighting for our future and our kids. I have reflected on this year's RA and have wondered why this year's RA felt different. Maybe because our school budgets are being "hijacked" and/or cut dramatically and so programs are underfunded? Or because the immigrant students are in fear - and yet the stories told were amazing about their success, because very gifted educators and special programs? Or was it because the Attorney General's speech illustrating his fight for all citizens? I don't really know, but I did get the sense that we all need to fight for all our students and high quality programs and education. We need to follow through with the many "Business Items" spoken on the floor at RA and go out there and be seen and heard about safety, security of our citizens and students, security of funding for high quality teachers, protecting the many important

programs, class sizes and so much more. I always come away feeling a fire to keep fighting and talking about all these issues.

~Camomile Swarts, Minnehaha/Sacajawea WEARA Delegate

My experience at the WEA-RA was exciting, empowering, and enlightening. *It was exciting to see so many people who are education leaders and union members all in one place advocating for our profession and also for our students and families. Connecting with other teachers from across the state sharing ideas and debating felt invigorating. I went in a bit tired and bedraggled from the school year, and after the representative assembly I felt like my cup had been filled up again and I was excited to do the work. It was exciting to be able to see what the WEA teacher and certificated employee of the year were doing in their schools. We don't often get to see what other educators are doing across the state. I loved that we got a chance to celebrate the successes of our award winning members!*

I felt empowered to discuss important topics like institutional racism, educator recruitment and retention, diversity in the education field, and taking action in Olympia to finally fully fund education. This was my first time at the rep assembly, and I was riveted by the nuanced debates that took place during the course of the weekend. Observing the procedure helped me to prepare for my new position on the Professional Educator Standards Board. As a bonus, I was also able to meet the other new member of the board who happens to be a union leader in the Edmonds School District. It was empowering to attend the NBCT event led by Jim Meadows where we took collective action and wrote to legislators in our respective districts across the state.

Attending the RA was enlightening in that I most definitely gained greater knowledge and understanding of how our union functions as a larger body at the state level. I now feel more connected to union members across our state. It was also great to spend time with Vancouver Education Association members and get to know them. It's clear that there are so many amazing educators in our district that are active in the union, and it makes me want to get more involved in helping to shape what education looks like for our state and our district. Thank you so much for the opportunity!

~Bethany Rivard, Fort Vancouver HS – WEARA Delegate