



Action Line

Vancouver Education Association

May 2017

Actions Speak Volumes

Your colleagues and delegates across the state passed new business items in Spokane directing us to action to protect your rights to collectively bargain, improve teacher pay, retain student rights to social and health services, protect class size, etc. **ACTION is needed by all members.**



Ways to help... Voice your opinion. Talk about this to others. Contact your legislators 1-800-562-6000 or email from your home email telling stories about your daily reality and how the budget decisions will affect you and the students you serve. (<http://app.leg.wa.gov/DistrictFinder/>). Write a Letter to the Editor sharing similar stories. VEA is supporting member Face-To-Face conversations in Olympia; please let VEA know if you are interested in participating on May 4, 9 or 11.

Democratic House Budget	Republican Senate Budget
Pay: Funds a large base pay increase for public school teachers and education support professionals, protects our right to bargain pay locally	Pay: Limits educator pay for public school teachers and education support professionals; restricts our right to bargain pay locally
Class sizes: Protects, but delays, full implementation of the voter-approved initiative to reduce class sizes	Class sizes: Increases class sizes for students by eliminating the voter-approved initiative to reduce class sizes
COLAs: Keeps voter-approved educator COLAs for K-12 and higher ed	COLAs: Eliminates voter-approved COLAs for K-12 employees
Bargaining rights: Protects collective bargaining rights for educators	Bargaining rights: Severely limits local collective bargaining for pay, class size
Support staff: Funds more school staff to meet the social and emotional needs of students, such as counselors and family engagement coordinators	Support staff: No additional school staff to meet the social and emotional needs of students, such as counselors and family engagement coordinators
Funding: Includes progressive new revenue, which is needed to fully fund public schools and protect vital social and health services for families	Funding: Changes the school funding formula, paving the way for private school vouchers; cuts vital social and health services for families
Local control: Maintains local control and flexibility for school districts, allowing them to invest local levy funding to meet students' unique needs	Local control: Restricts local decision making, gives more power to politicians in Olympia; limits local levies
Health care: Doesn't keep up with rising costs	Health care: Doesn't keep up with rising costs
Pay, part II: Maintains NBCT bonuses and pay for master's degrees	Pay, part II: Cuts NBCT bonuses; no pay for master's degrees outside the subject you teach; mandates merit pay for teachers
Higher ed: Maintains tuition at current levels; no increase for students	Higher ed: Increases tuition costs for college students
Professional standards: Protects high standards for the education profession.	Professional standards: Lowers standards by allowing anyone to teach if they pass a criminal background check -- even if they don't have a college degree or high school diploma

Labor Management Report



The following items are a reflection of the May Labor Management meeting. See your building rep for more details.

Elementary Report Card Survey 219

Participants!! VEA continued to receive information about the elementary report card that contradicted the district's opinion of the card. Thank you to the 219 members who completed the VEA survey. The data and extensive comments provided concrete talking points with the district. The card can be tweaked. VEA will stay diligent in seeing that these concerns are addressed.

PD Paycheck Course Code. VEA advocated for coding on the paycheck to track payments for PD. The district program will not allow for additional coding, so VEA requested that we look at a plan so that teachers can have a reasonable assumption when payment for a class will occur.

Standards Based Grading. VEA advocated for teacher input in crafting timelines and reviewing the overall plan for implementation if the district moves the initiative forward as it appears they will.

Spring Conferences. VEA discussed concerns that even though buildings have been given latitude in developing conferences, some principals appeared to change the format to teacher led instead of student led conferences. Washington law was provided to building reps.

Restorative Practices Training. VEA clarified that the district is moving forward with full training in grant based schools. Some training has taken place but the district realizes more is needed.

Revised TPEP Rubric. Framework revision 3.0 will appear on the OSPI website in June. Indicators will be reduced from 37 to 32 for next year.

TRI PD Deadline: 8 PD hours are due by June 1. Check the PD website for offerings. The July paycheck will be reduced for any PD hours that

have not been worked.

No Subs? SLPs should not be used as subs resulting in client appointment cancellations. VAPA subs should not be canceled or circumvented and placed in other classes.

PIR Language Clarified (building reps have the details)

Kindergarten and the Arts. This is a bargaining issue for next year.

VEA – Your Union

The VEA advocates for and stands in the shoes of its members in all aspects of professional employment. Through the activities of the leaders and members, the VEA, among other things negotiates supplemental wages and work load, working conditions, benefits and health care offerings through collective bargaining. Disputes are handled through the grievance process and labor management collaboration.

The task of defending the rights of professional educators is an ongoing one. Fortunately, the Union is at the ready on an ongoing basis. Your representatives recognize the many common interests shared in each workplace and the effectiveness of addressing those interests collectively. Because everyone contributes, the cost of this zealous representation is significantly less than what it would cost any of us individually.

The value of Union membership is immeasurable. The standards we enjoy in the schools today were achieved through years of collective bargaining and concerted activity. None of us did it alone, but we all benefited from it.

The Association makes every effort to keep the cost of doing business as low as possible and to use the resources it has prudently and efficiently. The VEA enjoys the reputation it has earned of respect from our yearly independent audit.

The Union also values its members, including the professional support and solidarity you share with each other. When any of us is harmed or threatened with harm, we are all prepared to mobilize in defense of the integrity of our profession and our livelihoods.

#MembershipMatters

BrightNow! & Sunrise Dental offer Union Discounts

Make your dental insurance stretch further

BrightNow! And Sunrise Dental have agreed to provide our VEA members and their families with exceptional savings on dental services. This is a free voluntary option and is not an insurance plan. Discounts may significantly reduce your out-of-pocket costs. Free teeth whitening is an example of a benefit.

Questions about the programs can be directed to:

BrightNow! Jill Alcantar at 360-787-6975 or Jill.Alcantar@smilebrands.com.

Sunrise Dental Shannon Walker at shannon@sunrisedental.com Phone: 360-761-8922

(Disclaimer: This article is not an endorsement; it is simply sharing the discount provided to our members.)

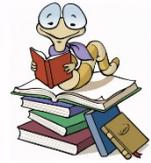
Annual Evaluation Report

A Note from the Doctor
by Dr. Rick Wilson

Every certificated employee will be evaluated annually. Evaluation reports for all certificated employees must be filed in the human resources department no later than twenty (20) school days before the end of the year.

If you receive an unsatisfactory evaluation – or a second basic evaluation in three years for those members with more than five years of experience, CONTACT the VEA Office at 360-695-3397.

Professional Development Tutorial



Article 12.7 BASIC PD Funds: All members with at least 0.4 FTE receive access to \$900.00 of basic professional funds each program year (July 1 to June 30). These funds are in addition to the 8 hours of PD included in your TRI package. The intended use of the annual \$900.00 allocation is to assist each employee in professional growth activities such as unique development needs by selection of course work, workshops, conference and/or obtaining training or instruction in a specific instructional skill through merging of your funds with other employee's funds in order to provide for a building staff cooperative workshop.

PD completed by June 30 are submitted by July 10th for payment against the \$900 basic entitlement and any residual amount. Carry forward requests are complex and confusing. Any unused basic funds intended for an activity next year should be emailed to Nicole Niesz by June 15. This carry forward benefit was intended for summer workshops.

Article 12.11 INDIVIDUAL PROFESSIONAL DEVELOPMENT FUNDS: Each full-time teacher on a provisional or continuing contract may receive the basic allocation of PD funds and are also eligible to be reimbursed an additional \$1600. These are not guaranteed funds and can only be applied for district approved college and university programs, National Board Certification and ProTeach. An exception to the use of residual funds for reimbursement of workshops and conferences may be made for required PD in lieu of credit hours for required recertification which cannot be accomplished through university course work.

Residual Fund applications are due ten (10) days prior to the start of the professional development opportunity. Requests involving travel outside Oregon and Washington should be submitted at least twenty (20) days prior. **PD requests for a given school/contract year, must be submitted by June 15.**

