



# Action Line

Vancouver Education Association

January 2018



## 2018 Bargaining Under Way!

The VEA contract expires on August 31, 2018. A lot of preparation goes into bargaining your next comprehensive agreement. VEA staff have been busy networking with WEA to crunch numbers as well as gain understanding of new legislative restrictions and mandates. **1075** members completed the most comprehensive bargaining survey in the history of VEA. The responses to this survey will help guide your VEA bargaining team as they develop the introductory

package to present to the district. The collective power in the voice of the membership cannot be underestimated #MembershipMatters! **An all member meeting is scheduled for January 22<sup>nd</sup> at 4:30 pm at VSAA** to share highlights from the survey. VEA leadership is asking specialty member groups to drop by VEA to share needs and priorities specific to their specialty from 3:30 to 5:00 on **January 10<sup>th</sup>** (Elementary Lit and Math Facilitators, VAPA), **January 23<sup>rd</sup>** (Nurses, Teacher/Librarians, Instructional Coaches, and TOSAs) and **February 5<sup>th</sup>** (Special Education). In addition, VEA leadership continues to make visits to sites within the district having 1:1 conversations to learn more about the great things you do, the challenges that are present, and how VEA can best advocate for you and the students you serve.



### General Meeting

When: January 22  
Where: VSAA  
Time: 4:30 pm  
Who: All VEA Members

### Bargaining Needs and Priorities

Where: VEA Office (2509 Broadway)  
Time: 3:30-5:00 pm  
When: January 10  
Who: Specialists  
(Elementary Lit and Math Facilitators, VAPA)



When: January 23  
Who: Specialists  
(Nurses, Teacher/Librarians, Instructional Coaches, and TOSAs)

When: February 5  
Who: Special Education

### SPARKS!



Are you a member with 0-7 years of overall teaching experience? SPARKS is a high energy, interactive experience aimed at VEA's newest members. Joined by our colleagues in Evergreen, SPARKS provides an opportunity to engage and learn techniques for your classroom, engage with the association, and gain deeper insights on your profession. SPARKS is held at the Best Western Ocean View in Seaside, Oregon March 15-17. Applications were sent via the interoffice mail. Please see your building rep or contact VEA for more information.

## It's Tax Time!

As you begin gathering your information together to figure your taxes for 2017, remember that most of your dues are deductible. Consult your tax professional about including dues as a miscellaneous deduction (unreimbursed employee expense). Members paid the following dues (NEA, WEA, VEA) in 2017:

0.76-1.0 FTE	\$956.68
0.51-0.75 FTE	\$764.40
0.26-0.50 FTE	\$489.80
0.25 or less	\$256.68

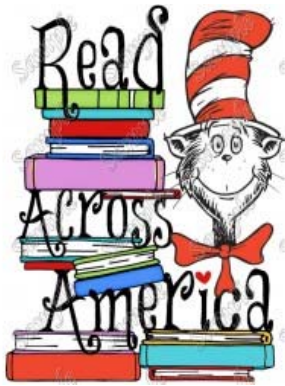
This figure is calculated using the 2016-17 rate for 8 months (Jan-Aug) and the 2017-18 rate for 4 months (Sept-Dec). If you did not work the full year, or changed FTE during 2017, you can calculate your dues using the monthly figures as follows:

	<u>2016-17</u>	<u>2017-18</u>
0.76-1.0 FTE	\$79.25	\$80.67
0.51-0.75 FTE	\$63.33	\$64.44
0.26-0.50 FTE	\$40.58	\$41.29
0.25 or less	\$21.27	\$21.63

### Tax Deduction for Educators

Don't put your pencil down... In addition to your dues deduction be sure to ask your tax professional to see if you qualify for the educator deduction of \$250 for qualified expenses.

## Read Across America



Mark your calendar for February 28 and March 1 for VEA's Read Across America book fair event at Barnes and Nobel.

Our goal is to have 100 percent participation from all of the schools and

special programs in the Vancouver School District. All school libraries receive gift cards to purchase books. Participating schools will receive additional money to buy books! More specific information is coming soon!

## Annual Sick Leave Buyback



Annual Sick Leave Buyback requests are processed by the district in February. In order to participate in the program, you must have a

minimum of 480 hours of sick leave accumulated in 2017 and you must submit a request form by January 31, 2018. This is a firm date set by Washington State law. Forms are found on the Payroll home page on the portal. Sick leave balances are noted in employee access under 'time off'.

## VEA Celebration of Diversity

VEA is celebrating our members of color at a social event on February 23, 2018 at the Red Cross Building at the Fort Vancouver Historic Area. This will be a great opportunity for inspiration from our keynote speaker as well as from each other! Mark your calendar and watch for a formal invitation in early February!



## WEA Pre-Retirement Seminar



It's never too early to begin planning for your retirement. Whether you are two, three, five or even ten years from retirement, it's not too early

to start planning! VEA's spring pre-retirement seminar will be held March 9 and 10. Space is limited and is filled on a first-paid basis. Registration forms are available on the VEA website at [www.vancouverea.org](http://www.vancouverea.org) or by calling Cindy at the VEA office (360) 695-3397. You cannot be added to the registration list without payment.

Registration is still open with space available for YOU at the upcoming Culturally Responsive Training. Please register via the district portal PD#3821 for January 11 and PD#3823 for February 15. Classes are held at Bates 4:30-7:30 pm. Three clock hours for each session are provided by the district.

## CULTURALLY RESPONSIVE STRATEGIES TRAINING

### CREATE EQUITY AND CULTURAL RESPONSIVENESS IN YOUR CLASSROOM AND SCHOOL COMMUNITIES

Schedule **Culturally Responsive Strategies (CRS)** training, a professional development series for educators wishing to develop their skills as culturally-responsive professionals. The **Culturally Responsive Strategies** series features:



- Experienced, high-quality trainers with years of classroom experience
- Curriculum informed by local community feedback and developed by the Washington Education Association, University of Washington faculty and educators from districts across the state
- A sequence of four 3-hour training modules that meet clock-hour requirements

#### CRS MODULES 3 AND 4

District Portal – CRS3: January 11<sup>th</sup> PD#3821 CRS4: February 15<sup>th</sup> PD#3823

#### CRS 3: Culturally Responsive Classroom Interactions (3hr)

This training helps educators explore culturally responsive classroom interaction practices to ensure that students experience a positive, consistent, safe and equitable classroom. Participants will learn to facilitate classroom interactions that appropriately integrate their students' culture and family backgrounds.

##### Objectives:

- Apply core practices for developing culturally responsive classroom interactions.
- Identify strategies for building social relationships between students and families.
- Develop ideas for communicating in culturally responsive ways.
- Find ways to respond to student needs through facilitating student focus groups.
- Investigate cultural assumptions, views, and beliefs to understand how one's own cultural histories and biases may affect work with students from culturally, linguistically and socio-economically diverse backgrounds.
- Learn to use provided resources and materials to support culturally responsive classrooms.



#### CRS 4: Culturally Responsive Classroom Behavior Interventions (3hr)

This training helps educators integrate culturally responsive behavior intervention practices into their classroom. Participants build on concepts from earlier courses in the Culturally Responsive Strategies series to learn to implement behavior intervention strategies that respect all students.

##### Objectives:

- Investigate ways to promote positive classroom and social behavior development.
- Identify strategies for implementing culturally responsive behavior interventions that address the underlying causes and functions of behavior.
- Adapt core principles of culturally responsive behavior intervention to meet the specific needs of students.



These trainings meet the professional and continuing elementary and secondary certificate renewal requirement for TPEP (RCW 28A.410.278).



To schedule training and learn more, please contact:

- Ben Ibale at [bibale@washingtonea.org](mailto:bibale@washingtonea.org)
- Yvonne O'Neill at [yoneill@washingtonea.org](mailto:yoneill@washingtonea.org)

For CRS Commitments support, please contact:

- Lisa Kodama at [lkodama@washingtonea.org](mailto:lkodama@washingtonea.org)



**EXCLUSIVELY FOR: VANCOUVER PUBLIC  
SCHOOLS / EDUCATION ASSOCIATION**

**VALID DATES: 01/05/18 - 01/28/18**

**Employee Store Pricing**

**Bring up to four guests each time you visit**

**REQUIREMENTS FOR ACCESS**

This invitation, either printed or shown on a digital device. Also, present invitation to cashier at checkout.  
A work ID in the form of a business or membership card, badge, pay-stub, uniform or signature of work email.  
A piece of personal photo ID.

**Columbia Sportswear Company**  
**Employee Store**  
14100 NW Science Park Drive  
Portland, OR 97229  
Store Phone: 503-985-4125  
*All days: 10a - 7p*

**Jennifer Poff**  
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