



# Action Line

Vancouver Education Association

May 2018

## The VEA Team:

**Lynn Maiorca** – VEA President

**Debra Fanning**  
(Discovery) Bargaining Chairperson

**Shannon McClelland**  
(Washington) Grades K-2

**Carol Patrick** (Ogden) Grades 3-5

**Susan VanHouten**  
(Jason Lee) Middle School

**Jon Lauderbaugh**  
(VSAA) High School

**Mona Rominger** (River) Special Education

**Rick Wilson** – VEA Executive Director

### Additional Support

**Cindy Brown** – VEA Administrative Asst.

## Bargaining Update

Your VEA team provided proposals to the district that were designed from the results from the bargaining survey, 1:1 member conversations, and focus group meetings. Included in the VEA proposals were compensation increases (salary and TRI), class size and load reductions, overload relief, additional para support, associations rights, enhanced leave provisions, time for PLCs, evaluation, clarity on compensation for moving rooms, elementary workload, ESA, ECC, Teacher-Librarian, and counselor specific provisions, regulation of student behavior, clock hours, compensation for IEP meetings, social media protections, professional development, SBLT, as well as longevity and other stipends. The next sessions are scheduled for April 30, and May 7. If you want to stay in the loop, text @veame to the number 81010 to join!



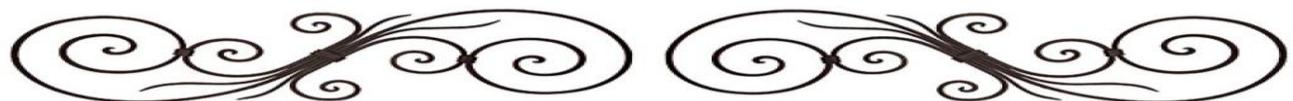
## Money is earmarked for YOUR \$alary

Governor Jay Inslee signed the state supplemental budget which includes an additional \$1 billion for K-12 educator salaries in the upcoming school year. Legislators earmarked that money specifically for pay raises for K-12 school employees in 2018-19. What

kind of pay raises are possible? For certificated staff, 15% or more. Is this a realistic goal? Yes! In response to the McClary court case to amply fund basic education, the Legislature:

- Added \$1 billion in funding for K-12 Salaries; that's on top of \$1 billion for salaries in the budget approved last year.

Salary schedules are now locally bargained. There is flexibility in this transition year. Limitations do not apply to annual experience and education step increases, enrollment growth, newly hired educators, providing professional learning, and state funded increases.



*"We've spent years in the courts, at the ballot box and in the Legislature getting to this point – now is the time to negotiate together for competitive professional salaries for K-12 educators in every Washington school district,"* **Kim Mead WEA president.**

# 2018 WEA Representative Assembly



WEA leaders attended the 2018 WEA Rep Assembly in Spokane (April 19-22) representing YOU. WEA member-representatives collaborate, debate and vote. Individual members and local associations submit new business items, new resolutions or amendments to continuing resolutions, standing rules, bylaws and WEA constitution, which when passed, set the organizational priorities for WEA for the coming year.

**Paulette Selman:** I so appreciate the opportunity I had to attend RA. There were many business items that were relevant to me as a school psychologist and an Educational Staff Associate (ESA). My overall impression was of student centered actions – equity teams, LGBTQ issues and representation, empowering the voices of educators of color, the provision of mental health services and school safety, and fair compensation for educators. Relevant items were passed to recommend or lobby for: a 1:250 school counselor ratio, paying ESAs for national certifications (like teachers), providing enough school psychologists in buildings to work with children instead of just testing for special education, compiling ESA contract language and making recommendations to local unions on what the language should be, and keeping deadly weapons out of schools. I was so glad to represent school Psychs, SLPs, Nurses counselors, OTs, and PTs as an ESA. The group very much supported the issues that impact us and that will help improve our services in schools.



**Cam Swarts:** I am always inspired and impressed by the passion and knowledge every educator brings to this convention. The current events are always represented and then emphasized in the lively discussions and debate. The importance of equity, mental health, integration of subjects being taught, programs getting enough training, currently curriculum and funding, safety in our schools and gun safety, recruiting and retaining educators of color in our schools and so much more. It is so powerful and so intense at times, communication is so important... to hear and to be heard.

**Elsa Martinez-Myers:** As a first-time delegate it was such an exciting experience. I'm so happy to have been part of this important process in our union. As I was reading through my binder full of new resolutions and continuing resolution, one continuing resolution caught my attention. Even as a first-time delegate I

decided to turn in an amendment for CR B-10 Bilingual Education. This continuing resolution had not been updated since 2006 and I thought it was important to update the research and some language. I was definitely nervous when it came my time to speak. I got through it with my wonderful delegation team and Kari at my side! So grateful for this learning opportunity!

**Veena Girod:** I want to quickly share with you that I was able to be a part of the WEA Representative Assembly (WEARA) from Thursday through Saturday. These proceedings were similar to what happens during a parliamentary session in our state. The time in Spokane was extremely enlightening, long, and emotional. Some key points I found very specific to our needs (but not limited to): smaller class sizes, more counselors/nurses/specialists in school, iPad issues, the needs of all our children & adults of color, in poverty mental health, needing more support for those children with mental health needs, dealing with violent/lack of respect in the classroom, curriculum.

I heard from teachers who have moved here from Right-to-Work states (we want to make sure we support ALL our unions) and the effects of Janus vs. AFSCME on us as a nation. **Please wear RED on Wednesdays to support our educators in the Right to Work states. We are wearing RED for those educators not wanting to but needing to leave the classroom.**





## Professional Development Tutorial

### Article 12.7 BASIC PD Funds

All members with at least 0.4 FTE receive access to \$900 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 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 10<sup>th</sup> 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 days prior to the start of the professional development opportunity. Requests involving travel outside Oregon and Washington should be submitted at least twenty days prior. **PD requests for a given school/contract year, must be submitted by June 15.**



In honor of National Teacher Appreciation week, the VEA salutes our educators and your perseverance to ensure that every child in our public education system receives the skills necessary for success in life. This profession is one of the most noble, yet most challenging. It takes a special individual to continually learn and adapt to shape the world by shaping lives.

*Do Something Good for Yourself this Summer*



Schedule your mammogram with Vancouver Radiologists during June, July, or August, and receive a delightful collection of coupons and vouchers for spas and other fun indulgences. Vancouver Radiologists uses Mammopad for a softer experience.

Call 360-254-4914 to schedule.  
Promo code: Vancouver Teacher



\* Due to contractual agreements, we are unable to make this offer to Kaiser patients.

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

## Columbia Sportswear Employee Store



It looks like spring has finally arrived just in time to select items for your spring wardrobe, VEA has once again partnered with Columbia Sportswear for access to their employee store April 27 – May 20. Please print the invitation from the VEA website ([www.vancouverea.org](http://www.vancouverea.org)), your work ID, and a piece of personal photo ID to the employee store located at:

14100 NW Science Park Drive - Portland, OR 97229  
503-985-4125



## 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 salary and supplemental wages, work load, working conditions, and benefits 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**

## 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 five (5) 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 **immediately** at 360-695-3397.



*Educators*  
**STAND UP and**  
**STAND TOGETHER**

West Virginia, Oklahoma, Kentucky, Colorado and now Arizona – educators across America are standing up for themselves and our profession – demanding a return to fair salaries, respect and funding for public education. Thursday, April 26<sup>th</sup>, educators in Arizona walked off the job to protest low pay, large class sizes, and crumbling buildings. We are encouraging VEA members to join with our colleagues across the state to wear red in solidarity every Wednesday in support of Arizona, and in turn, in support of our own local bargain too. The WEA Board of Directors set a bargaining goal of 15% increases for certificated staff. It will take everyone standing together to achieve our goals! Turn in your Membership Matters passbook for a FREE red T-shirt from VEA.

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