



Action Line

Vancouver Education Association

October 2018



Optional PD, TRI PL, Personal PD... Yes – it is confusing!

The contract now provides three separate options for funding Professional Development: 1) TRI Professional Learning, 2) Optional Professional Development (2 days), and 3) Individual Professional Development Funds (\$1000). It's easy to get them confused!

#1 TRI Professional Learning

Your TRI package of 12.6% was broken out as 11.4% enhancement duties and 1.1% Professional Learning (2 days). The first Professional Learning Day was satisfied by the Pre-Duty Day. The second Professional Learning Day must be technology based and completed by December 15th. There are three options for completing the Professional Learning Technology day A) October 12th at Skyview HS B) A school based (principal/SBLT organized option) or C) Independent study online options. If the Professional Learning components are not completed, there will be an adjustment to the individuals TRI pay. October 12th offerings are listed on the portal in **purple**


It is recognized that there are other offerings statewide on October 12th (such as the School Nurse Conference). If someone wants to attend those instead, they may do so on October 12th HOWEVER they would then need to complete the Professional Learning (Technology Based) via independent study online (option C above).




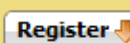


#2 Optional Professional Development

Newly bargained this year 2 days (16 hours) Optional PD that is also available to members. If worked, the total compensation would add another 1.1% (8 hours = .55% each) for a total of 13.6%. VEA continues to advocate for additional offerings for our members. In addition to the course list, work on the School Improvement Plan and district committees (such as the curriculum committee) are also applicable for this optional compensation. The following courses are currently listed on the portal (**green/chartreuse**).

- SIOP
- Teacher as Designer
- Crisis Prevention Intervention (CPI)-2 days-limited-course 4008, 4007, 4006, & 4005
- CPI Refresher-course 4069,4068,4067, & 4066
- New Educator Monthly-limited to first and second year new hires-course 4110, 4109
- Teacher Overview Trainer
- supplemental contract for district curriculum committees
- building initiatives paid by the principal and aligned with SIP
- Language Learning Programs Community of Practice-course 4116
- STEMscopes Implementation-limited-course 4161
- Community of Practice: French-course 4161
- Collaborative Learning for Educational Achievement and Resilience-course 4160
- Community of Practice: literacy specialists-course 4164
- Jason Lee University—during the school year course 4122
- Fir Grove NewsELA Pro Training course 4193
- Community of Practice: Read 180 course 4163

#3 Individual Professional Development Funds

These funds increased with this bargain from \$900 to \$1000. Courses that are applicable for funding are still listed on the portal with the green dollar sign symbol .

#1 TRI/State Mandated Professional Learning Day – October 12 or other optional days and times Compensation is included in the combined base and TRI salary						
	4239	10/12/2018	12/11/2018	Coding in Grades 3rd through 5th - Limited to Invitees		
#2 Optional PD – a district funding source will provide hourly reimbursement to participants						
		4232	10/25/2018	4/25/2019	STEM: Secondary Math Community of Practice	
#3 Individual PD – an individual’s \$1,000 (for .4 FTE and above) may be used for hourly reimbursement Note the green dollar sign. It allows access to the PD application.						
			4220	10/15/2018	7/10/2019	K-5 Music- Communities of Professional Practice

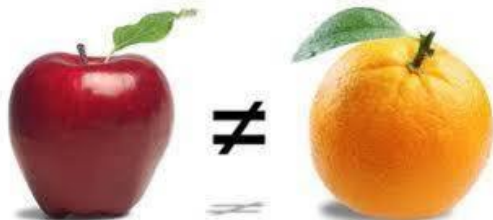
TRI/State Mandated Professional Learning and Opportunity for 16 hours of optional PD or supplemental work...What’s the difference?

TRI/State Mandated Professional Learning Days (2 days)	Opportunity for 16 hours of optional PD or supplemental work
<ul style="list-style-type: none"> • Two days – Pre-duty day and Tech-focused professional learning day (16 hrs. total) • Compensation is included in TRI salary – If an educator doesn’t attend both professional learning days, pay is adjusted • Leave does not apply • Part-time staff receive the full 16 hours in their TRI salary 	<ul style="list-style-type: none"> • Optional - No penalty if a person chooses not to participate or completes less than 16 hours • No tracking of hours completed • Pay is in addition to base and TRI salary • Opportunities include district sponsored courses <u>without</u> a green dollar sign and supplemental work paid on contract at the hourly per diem rate • Part-time staff may fully participate and are not limited to their FTE

8 Hour Requirement for the TRI/State Mandated Tech-focused PL Day and 7.5 Clock Hours – Do I need to make up 30 minutes?

No, thirty minutes do not need to be made up. That is the lunch break during which no training is occurring and so clock hours aren’t earned. The day for the weLearn conference is 8 hours (8 to 4) which includes lunch.

Comparing Apples to Oranges:



Bargaining comparisons are not black and white. It’s like comparing apples to oranges in many instances. The recent news coverage in SW Washington typically reported the beginning and ending salaries. What they didn’t reveal was how many steps to get to the top salary, the staff mix of beginning to experienced educators, how much time beyond 180 days is required, or if all cells received the same increase. They also didn’t let you know how much additional dollars were allocated for “regionalization” or cost of housing in that school district service area. While WEA continues to calculate the data, please reference what we know so far on the next page...

Local	UniServ	BA Min	Non-Doc Max	Regonal-ization	Steps to Schedule Non-Doc Max	Time Beyond 180 Days
Vancouver EA	Vancouver	\$50,413	\$95,019	6%	17	2 days
Ridgefield EA	Riverside	\$48,346	\$95,788	6%	21	6 days
Battle Ground EA	Riverside	\$48,793	\$93,931	6%	17	4 days
Spokane EA	Spokane	\$49,056	\$98,756	6%	17	70 hours
Camas EA	Riverside	\$50,727	\$97,529	12%	17	3 days
Evergreen EA	Riverside	\$51,619	\$98,279	6%	17	4 days

*Spokane was a previous comparably sized district.

Building a Connection with your Building Rep



Building/unit reps are vital communication links between the membership and VEA. Reps are trained in advocacy, communication, and leadership. They attend monthly rep council meetings and provide feedback to the association on issues important to you.

Your rep is your first line of communication if you have questions or concerns related to your contract and to your work situation. Your rep learns about state and local issues, makes decisions regarding VEA's operations by providing direction for the association, shares your issues and concerns, and reports back to you. Your rep works to protect your rights under the contract, advocates on your behalf, assists you in resolving conflicts, answers your questions, and gives you support.

Building reps are listed on the VEA website (www.vancouverea.org) under the "About Us" tab. Building a connection with your building rep is an important piece in making sure your membership matters.



Vote!

Soon ballots will be in your mailbox for the November general election. Please make informed decisions on both local and statewide races. Check out www.OurVoiceWashington.org (WEA-PAC Endorsements) for a listing of candidates endorsed by colleagues around the state. These candidates were chosen based on their views regarding public education and unions.



Are you a new employee? The choices you make now can have a huge impact on your retirement. New employees

have 90 days from first being employed to choose which retirement plan they wish to participate in (Plan 2 or Plan 3). If no choice is made, the default is Plan 3. Sandy Kokko from WEA-Retired will sit down with you to help you understand the differences Sandy.Kokko@washingtonea.org. In addition, the association endorsed financial guru, Cassie Johnson (VALIC) provides FREE advice to members as well 360-901-9063.

POLITICS



You are invited to join us for Pub Politics at Brewed Café' and Pub. Are you interested in what is happening on the political arena? Join fellow VEA members and local political figures for some refreshments and lively discussions about your needs and what's happening on the horizon for public education.

October 10, 2018
Brewed Café and Pub
603 Main Street
4:30-6:00 pm

What Every Employee Should Know



Members are asked to complete several modules of self-tutorial on a variety of subjects that every employee should know. The VEA has advocated that the district provide time for you to complete this important work (not during your prep, duty free lunch, or personal time).

Having a *Stressful* Start to School??

Members are provided free confidential counseling sessions with Solutions Employee Assistance program for help with mental and emotional stress, marriage and relationship issues, family and parenting stresses, job difficulties and burn-out. Contact Solutions for an appointment 360-836-8260 or www.solutionsemployeeassistance.com. Solutions EAP is located at 3305 Main Street, Suite 201 in Vancouver.



RACHEL ROYSTON
PERMANENT
SCHOLARSHIP
FOUNDATION

- Recipients must be women educators in Washington.
- Recipients must be pursuing a study beyond a BA at an accredited college
- Recipients DO NOT need to be Delta Kappa Gamma members.

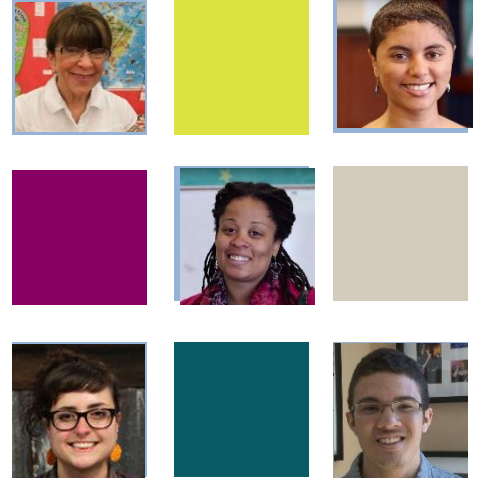
The 2018-19 application period is open and will close on December 1, 2018. Applications and all supporting materials must be postmarked on or before 12/1/18). More information and the application can be found at <http://www.dkgwa.org/royston-scholarship.html>

Support the VAESP Bargain

Our union brothers and sisters are still at the table. Our classified staff play a crucial role in educating our students and supporting us in the process! McCleary funds are there for classified staff as well and our VAESP colleagues deserve a fair and competitive compensation package! Let them know that we support them. Write to the school board, send positive messages, wear red on bargaining days.

2509 Broadway -- Vancouver, WA 98663 * Phone 360-695-3397 -- FAX 360-694-8337
Dr. Rick Wilson, Executive Director * Lynn Maiorca, President * Cindy Brown, Admin. Assistant *
Sandy Kokko, Office Asst. * www.vancouverea.org * Facebook: Vancouver Education Association

WEA Teacher Certification 101 Training



MAKE SENSE OF THE LATEST STATE CERTIFICATION POLICY CHANGES!

Do you have questions about Washington state teacher certification and continuing education requirements, state policy updates, or support options? At the WEA Teacher Certification 101 Training you will:

- Learn about recent policy changes affecting teacher certification, including timelines
- Explore the National Board Certification process and support options
- Review new certification renewal requirements, including Professional Growth Plans and STEM & TPEP professional development requirements
- Examine new options for adding endorsements

Bring your laptop or device to review Washington State's new E-Certification system for renewing your certificate, checking your expiration and logging professional development events/hours. (Note: WEA now has a separate Certification 101 training for Education Staff Associates. Reach out to your local if you are interested in having that training in your area).

Where and When?

Tuesday, October 30,
2018
4:30-7:30 pm

Bates Center for
Educational Leadership

**Dinner and three clock hours
provided.**

To register:

This event is offered as a
WEA member benefit.
Please go to this link to
confirm your registration:

<http://forms.washingtonea.org/forms/pdregistration?cevid=3890>



Let's Talk About Your Financial Future

While retirement is still a long way off



Psst. Is this you?



Early to mid-career



Would like to know more about your pension



Anxious about your ability to save for retirement

October 25, 2018

4:15 – 7:00 pm

Vancouver

We'll talk about

- Your pension
- Savings program
- Social Security 101
- Investment basics

Space is limited.

[Click here to register online](#)

If you have questions or need assistance, email register@drs.wa.gov. Please include the city where the benefit summit will be held and the date of the event in your subject line.

