



# Action Line

Vancouver Education Association

May 2019

## Bargaining Update

Your VEA bargaining team met on April 16<sup>th</sup> to continue working on the three no-financial impact proposals to present to the district. The team thoughtfully reviewed sample language and made additional suggestions. The first official meeting with the district is scheduled for May 6<sup>th</sup>. Additional bargaining dates have been established for May 29 and June 12<sup>th</sup>. VEA will be represented at the table by: Rick Wilson, Lynn Maiorca, Kari VanNostran, Anne Wiley, Dave Warner, Keith Lloyd, Rachel Jarnagin, and Elaine Fritschie.



### Professional Development Tutorial

#### Article 12.7 BASIC PD Funds

All members with at least 0.4 FTE receive access to \$1000 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 and the 16 hours of optional PD. The intended use of the annual \$1000 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 \$1000 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 \$1500. 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 education staff associates who require such professional development 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 You know Your Certificate Lapse Date?

Most educator certificates are set to lapse on June 30 of the given expiration year. It's easy to check your certificate laps date. You can log into your eCert account or call OSPI's certification office during regular business hours at 360-725-6400 (M, W, Th, F 9:00 – 4:30 or Tuesday 10 – 4:30) or send an email to [cert@k12.wa.us](mailto:cert@k12.wa.us).

## STEM Professional Development Requirement for Certificate Renewal

The VEA Action Line Newsletter's November 2018 edition alerted membership to the new requirement of 15 STEM clock hours for certain endorsements. (<http://vancouverea.org/wp-content/uploads/2018/10/Action-Line-November-2018.pdf>). Teachers with June 30, 2020 certificate lapse dates and beyond need to have completed this requirement prior to applying for renewal. Teachers with June 30, 2020 lapse dates can apply for their certificate renewal between July 1 and August 30 of 2019 without needing to document the STEM requirement.

## District Cuts - Funding Shortfall?

When the legislature approved billions in new state funding for schools, it fell short in many ways. The McCleary decision *did not* require the Legislature to reduce local levies. It was a political decision that many legislators promised would be fixed later. Local levies allow voters to invest in additional teachers, librarians, school nurses, music, arts, counselors, and special education staffing. The legislature also added a new health care component with a price tag for local school districts. HB 2140 and SB 5313 (without the bad amendments) both restore levy capacity. The third component of this budget shortfall is the significantly lower projected student enrollments. VEA continues to advocate for impacted members that are adversely affected by the district cuts and works to ensure negotiated processes are followed.

## 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.

Evaluations are intended to support you with developing your craft and is not supposed to be a "gotcha." Artifacts are to be considered when formulating the evaluation.

If you receive an overall 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.



## Standing Together and Standing Strong!

Our union brothers and sisters at SEIU 925 have begun bargaining with the district. In this day of budget shortfall, we know how difficult their bargain will be to enhance and improve working conditions and pay for their members. VEA provided lunch for their bargaining session and members showed support by wearing purple in solidarity. Watch for additional opportunities to support SEIU.

## WEA Summer Institute July 29-Aug 1

One of three institutes will be held in Clark County this summer with a majority of the classes at Prairie HS in Battle Ground. There will be a wide range of training topics offered to members with affordable tuition. Check out the info in the link below:

<https://www.washingtonea.org/we-are-wea/weareblog/post/register-today-2019-wea-summer-learning-institutes/>.

## SBLT Decisions



Site-based decision making is defined in the contract in chapter 15.4 as the decisions of the staff relative to student learning and delivery at that site.

The certificated staff shall constitute the SBLT leadership. Responsibilities shall be shared by co-chairs made up of the building principal or assistant and a member of the certificated instructional faculty (may be the faculty representative) **who is annually selected by a majority vote** of the certificated staff at that site who are members of the Association's bargaining unit. Each faculty may select more than one co-chair to carry out the diverse instructional decisions within a large staff. The co-chairs will **jointly establish** the agendas and other aspects of governing meetings and customary duties and responsibilities of a democratic organization.

The decision-making process shall include open dialogue in which issues are presented, defined, discussed, and resolved by a confidential vote.

Proposals may be submitted for a vote to only those members of the faculty who are impacted by the vote. When votes are taken, **80% approval is required and the vote shall be in writing.** The decision regarding ballot procedures shall be exclusive to each site or administrative unit. All eligible members are entitled to vote even if they can't attend the meeting. **The VEA building representative(s) shall be responsible for all balloting.** The counting of votes shall be conducted by the SBLT co-chairs and the VEA building representative(s).

The principal and the co-chair will determine the meeting agendas and items to be voted on. This

will be communicated to staff at least three (3) days prior to the meeting or less than three (3) days when mutually agreed upon by the principal and co-chair. The principal will arrange to have notes taken on topics discussed and action taken at the meeting. The principal will see that any recommendations and/or decisions are prepared for publication and distribution made to all members of the team in a timely manner. The SBLT staff co-chair may be compensated for additional time outside the contracted day (Appendix E).

### TRI/State Mandated Professional Learning (PL) Days Set for 2019-20

Article 12.4 in the contract describes the TRI/State Mandated Professional Learning days. For the duration of the contract, two (2) eight-hour (8 hour) days shall be provided for professional learning (PL) connected to starting the school year, school improvement plans, and district indicatives.

The focus of the second PL day will be technology. For 2019-20 and 2020-21, the technology focused PL day will be held within the professional development window preceding the school year. Information to help design the training will be gathered from the spring professional development survey. The training logistics will be shared at a labor management team meeting to seek input.

2019-20 Professional learning and pre-duty days are August 21 and 22. The first day of school is August 27<sup>th</sup>.



The district intention in scheduling these days was to allow for an additional long weekend. The state has mandated a second Professional Learning Day for 2019-20 that will likely fall on the October inservice day.



*Are You Planning to Start a Family?*

**Thursday, May 16, 2019**

**4:30 – 6:00 pm**

**The Gallery at Columbia River High School**

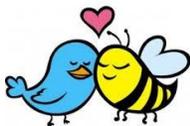
VEA announces a free workshop for members and their significant other on how to prepare and plan for pregnancy and maternity/paternity related leaves. This seminar will also provide information about other available resources you may want to consider when starting a family! This seminar includes information on:

- Maternity, Paternity, and Adoption Leave
- FMLA Benefits
- SEBB/Insurance Changes
- Standard Insurance Extended Leave
- VEA Contract and Shared Leave Provisions
- Counseling Resources for your Transition
- Financial Planning Member Benefit
- VEA Member-to-Member Shared Experience
- NEA Member Benefits



If you are going to start a family, don't miss this workshop. A light snack will be provided.

Questions?! Contact Cindy Brown at VEA 360-695-3397.



RSVP to VEA by May 10, 2019.

<http://forms.washingtonea.org/forms/pdregistration?cevid=5192>

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