



# Action Line

Vancouver Education Association

Welcome Back!

August 2019



## Welcome to the 2019-20 School Year!!

I am thrilled to work with and for you as we embark upon another amazing year supporting the students, families and staff of VPS!

**Communication, Inclusivity, and Empowerment** are the anchors of my vision for the VEA and, as President, I look forward to partnering with members and leaders as we collaboratively develop that vision moving forward!

**Communication:** Along with our VEA Executive Board, we've already begun to bolster a system for informing and engaging our membership and together we will provide a strong, professional voice in collaboration with the district.

**Inclusivity:** Knowing our VEA **#UnionFamily** includes a wide variety of professional staff, we are committed to working with all member groups-those who serve students in a classroom setting as well as those who serve students in other ways-to ensure equitable access and support through the association.

**Empowerment:** The VEA is a member-driven organization that thrives on participation. As president, I want to empower each of you to help lead and direct the business of the association by engaging your respective skills and passions. **#StrongerTogether**

There will be many opportunities this year for active participation in the association, so:

Like our Facebook page! *Connect with your VEA building rep!* Respond to surveys! *Vote in VEA elections!* Attend a VEA social event! *Join WEA-PAC!* Participate in VEA/VPS professional development offerings! *Lobby in Olympia on education issues!*

We look forward to scheduling work site visits, beginning this fall, to connect directly with members in one-on-one or small group conversations. We want to support your growth and development as an educator and union member while also supporting you with day-to-day issues that impact student learning conditions and staff working conditions!

Please keep an eye out for ongoing opportunities to engage with VEA as the year progresses through this monthly newsletter, via emails or text alerts, on our website ([www.vancouverea.org](http://www.vancouverea.org)), and on Facebook (Vancouver Education Association).

Have an excellent school year and don't hesitate to reach out!

*Kari Van Nostran*

Vancouver EA President

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Open enrollment for insurance coverage for the 2019-20 school year will be a learning experience for everyone this year!! Please pay close attention to all of the details.

The 2018-19 insurance coverage is extended at the same rates and coverage detail through December 31, 2019. Deductibles do NOT reset IF you stay on your current selected plan.

Open enrollment for new employees and those wanting to change existing plans for coverage through December 31<sup>st</sup> is September 10-19.

**Coverage on January 1, 2020 moves to the new SEBB coverage.** Open enrollment for the SEBB plans runs October 1 – November 15. Coverage for the SEBB plan is determined by the county that you live in. If you live out of state, coverage is determined by the county your employer (school district) resides.

**Don't IGNORE SEBB Enrollments.** If you do not actively enroll, you will be placed into a default coverage you may not want, and no family members will be covered. This is true for all plans: medical, dental and vision. If you are not a smoker and fail to attest to that on the enrollment form, you will be automatically charged a \$25 per month tobacco surcharge. There will also be documentation required to add dependents/spouses.

**Is your address current with the district?** Do not contact HR to find out what address is on file, instead just go to the portal and fill out the address change under the forms option **by September 3rd.** Your SEBB booklet will be mailed to the address that is on file with the district.

SEBB Detailed Information Launch

**September 3**

[www.hca.wa.gov/sebb](http://www.hca.wa.gov/sebb)

Health Care Authority Q and A

**September 18**

5:00 – 6:00 pm

Location: Facebook Live

SEBB Insurance Fair Opportunities:

**October 7**

from 3:00 pm to 8:00 pm

Location: ESD 112

**October 24**

from 11:00am to 1:00 pm and

3:00 pm to 6:00 pm

Location: Bates

Information on the SEBB plan options can be found at [www.washingtonea.org/ourvoice/health-benefits](http://www.washingtonea.org/ourvoice/health-benefits). Currently Clark County coverage includes Kaiser Permanente NW1, Kaiser Permanente NW 2, Kaiser Permanente NW 3, Uniform (UMP) Achieve 1, UMP Achieve 2, and UMP High Deductible with HSA.

Chart of plans offered by county:

[https://www.washingtonea.org/file\\_viewer.php?id=22781](https://www.washingtonea.org/file_viewer.php?id=22781) Power point showing rates (page 10)

[https://www.washingtonea.org/file\\_viewer.php?id=22961](https://www.washingtonea.org/file_viewer.php?id=22961) The chart below reflects Clark County rates.

	Employee	Employee/Spouse	Employee/Spouse/Children	Employee/Children
Kaiser Permanente NW 1	\$28.00	\$56.00	\$84.00	\$49.00
Kaiser Permanente NW 2	\$41.00	\$82.00	\$123.00	\$72.00
Kaiser Permanente NW 3	\$106.00	\$212.00	\$318.00	\$186.00
Uniform Medical Plan (UMP) Achieve 1	\$33.00	\$66.00	\$99.00	\$58.00
UMP Achieve 2	\$98.00	\$196.00	\$294.00	\$172.00
UMP High Deductible (with HSA - Employer funds \$375 per year for Employee only; \$750 per year if covering dependents)	\$25.00	\$50.00	\$75.00	\$44.00

## What's my Pay for Summer Work??



There has been a variety of conflicting communications relayed around what pay rate is being utilized for PD and Summer Work.

### **For Professional Development and Miscellaneous Supplemental Hourly Work:**

Time worked **on or before August 15<sup>th</sup>** will be paid at the 18-19 per diem rate.

Time worked **on or after August 16<sup>th</sup>** will be paid at the 19-20 per diem rate.

New certificated staff should write “per diem” on the supplemental contract and Payroll will fill in the rate. The district is working on updating the rates on employee access.

**Extended Year Days** should also write “per diem” on the supplemental contract and payroll will fill in the rate. Both the 18-19 and 19-20 per diem and Extended Year Day rates are posted on the VEA website under the documents tab.

## **Building Representative Leadership Training**

Thank you to the sites who have communicated your contingent of VEA representatives for 2019-20. Each site is allocated one rep for every 15 members. This team of reps keep you, the member informed on important information!

Training opportunities for new reps are slated for **October 8 or November 7**. VEA is offering an advanced rep training on **December 12<sup>th</sup>**. This is a great opportunity to unleash your leadership potential and receive first-hand information. Contact VEA for more information!

## **Know your class size!**

Comprehensive Agreement Article 10.17

Elementary individual classroom maximum and secondary student-teacher maximum daily contacts:

**Grades K-3** – Maximum of 24 students

**Grades 4-5** – Maximum of 27 students

**Middle School:** The maximum number of student-teacher daily contacts is based on 28 times the number of classes a teacher is required to teach in his/her duty day, up to 168 students. This ratio is intended to result in maximum class sizes of 28:1 in a seven-period day and 29:1 in a six-period day. No teacher will be assigned more than one instructional period per trimester in excess of 30 students in a seven-period day or 31 in a six-period day. A teacher shall not be considered in overload if the total student-teacher count remains less than 169 in a seven-period day or 146 students in a six period day.

All classes, other than music (band and choral groups) and PE that exceed these sizes will require review by the principals, VEA, and District administration.

**High School:** the maximum number of student-teacher daily contacts is based on 30 times the number of classes a teacher is required to teach in his/her duty day. No teacher will be assigned more than one instructional period per semester in excess of 32 students. However, the teacher shall not be considered in overload if the total student-teacher count remains less than 151 students.

**HS PE/Career Choices:** Maximum number of students per class is 38 with a total aggregate of 190. When the aggregate exceeds 190, overload language will be invoked. When regular PE classes exceed 38 students, overload relief will be invoked and a safety review will be conducted by the administrator with the teacher and a VEA building rep. Class size and overload do not apply when a teacher requests a larger class for weight or circuit training.

HS Science Classes over 31 students per period will receive a safety review. Safety concerns not resolved in the review meeting shall be forwarded to VEA and the director of secondary education.

**OTHER:**

**Combination Classes:** 10.22E Class size: The class size of a combination class should be smaller than that of regular single grade classes.

10.23A-G **Fir Grove:**One (1) teacher and two (2) paraeducators for up to ten (10) students.

**Structured Learning Centers:**One (1) teacher, two (2) paraeducators for up to twelve (12) students.

**Developmental/Transitional Skills:** One (1) teacher and two (2) paraeducators for up to ten (10) students

**Intensive Academic Centers (IAC):** One (1) teacher and two (2) paraeducators for up to twelve (12) elementary students and fifteen (15) secondary students

**Structured Communications Centers:** One (1) teacher and two (2) paraeducators for up to nine (9) students.

**Supported Communications Programs**

**GATE:** Up to sixteen (16) students per FTE teacher and two (2) paraeducators.

**Hard of hearing/deaf:** one (1) teacher, one (1) paraeducator for up to twenty (20) students

10.23H and I **Early Childhood/Special Education provisions** (*page 93-96 CPA*).

## CASELOAD

### ESA Section 10.23N

Nurse ratio 1:1250 students per full-time FTE  
Psychologists ratio 1:950 students per full-time FTE

PT ratio 1:5,000 students per full-time FTE

OT ratio 1:3,000 students per full-time FTE

Counselor ratio 1:350 students per full-time FTE

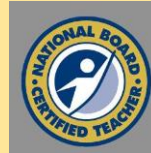


### Checkpoint to review class size & Overload

10.19B Five working days after the opening of school, the building principal will meet with the Association faculty representatives and/or building staff to review and discuss the reorganization of the building to alleviate areas of overload to equalize workload among staff.

Overload provisions shall not be in effect during the first 15 student attendance days of the school year, and at the beginning of the semester. During the first 10 days and on the earliest day possible, the building administrator will initiate a meeting with the teacher in an overload situation and the building rep to resolve the overload.

### VEA National Board Cohort – Sign up Now!



VEA is approved by OSPI to provide a cohort experience to association members pursuing their National Board Certification in 2019-20.

VEA is hosting an information session on September 5<sup>th</sup> at 4:45 pm at Bates in room #100 to provide an overview of the process and opportunity to answer questions you may have.

Additional information on cohort meeting times, cost, and NBCT deadlines are available on the VEA website [www.vancouverea.org](http://www.vancouverea.org). The registration form (under documents) and survey monkey (under newflash) are required for participation.

Classes begin soon so don't delay in signing up!