



Action Line

Vancouver Education Association

September 2020

STUDENT DISCIPLINE



School district boards of directors are required to adopt policies which restore discipline to the classroom per RCW 28A.600.460. Teachers must be allowed to discipline for the following:

- Correcting a student who disrupts normal classroom activities;
- Abuses, or insults a teacher while carrying on his or her official duties;
- Willfully disobeys a teacher;
- Uses abusive or foul language directed at a district employee, school volunteer, or another student;
- Violates school rules; or
- Interferes with an orderly education process.

Discipline is being proactive to help students

Disciplinary action may include, but is not limited to: oral or written reprimands, written notification to parents of disruptive behavior, a copy of which must be provided to the principal. RCW 28A.600.460.

Exclusion from Class: A teacher may exclude from the teacher’s classroom or activity area any student who creates a disruption of the educational process or is in violation of the building disciplinary standards while under the teacher’s immediate supervision. **The student may be excluded from the classroom for all or any portion of the balance of the school day and two following days or until the principal or designee and the teacher have conferred,** whichever occurs first. Except in emergency

situations however, the **teacher must attempt one or more forms of corrective action before excluding the student. In no event may an excluded student be returned to the instructional area during the balance of the class or activity period without the consent of the teacher.** RCW 28A.600.020. Following the passage of HB1541 lessons during the exclusionary period are provided to the affected student. This change does not remove your rights as an educator. See the example of the Vancouver Exclusion Slip on the following page.

State law requires the school to inform teachers of any incoming transfer student’s history of disciplinary actions, criminal or violent behavior, or other behavior that indicates the student could be a threat to the safety of educational staff or other students. (RCW 28A.225.330). **Bargaining language guarantees notification within 2 days to staff who need to know this information.*

Principals must assure appropriate student discipline . The principal shall determine that appropriate student discipline is established and enforced. The principal and the certificated employees shall confer at least annually to develop and/or review building disciplinary standards and uniform enforcement of those standards. (RCW 28A.400.110)

A student committing an offense such as an assault, malicious harassment, malicious mischief, or other crimes against a teacher shall not be assigned to that teacher’s classroom for the duration of the student’s attendance at that school or any other school where the teacher is assigned. (RCW 28A.600.460)

You have the right to report a student to the police if that student has threatened or assaulted you. Just because you are a teacher, *you do not give up your rights under the law as a citizen.*

You have the right to obtain an anti-harassment protection order against a student (or a student's parent) if those individuals

engage in behaviors that are abusive; threatening; seriously alarm, annoy, or harass; or would cause a reasonable person to suffer substantial emotional distress. (RCW 10.14.020). Harassment of any kind, be it from a student, student's parent, administrator, or colleague is fully covered.

Vancouver Exclusion Slip

Dear Principal:

I have excluded _____ from my classroom for all or any portion of the balance of the school day, or up to the following two days in accordance with RCW 28A.600.020. This student has created a disruption of the educational process in violation of the building disciplinary standards. I have attempted one or more alternative forms of corrective action.

In no event without my consent, may an excluded student return to my class during the class or activity period for up to the following two days until we have conferred.

Article 10.24 of our contract states that the term confer means that I have had the opportunity to provide input on a plan for disciplining the student, that my input has received full consideration, and your discipline decision was discussed with me before this student returns to my classroom.

Thank you,

Teacher's name and Date



2020 Behavior Menu of Best Practices and Strategies:

OSPI New Student Discipline Rules Q and A:
<https://www.k12.wa.us/sites/default/files/public/studentdiscipline/rules/pubdocs/technicalguide.pdf>

[Behavioral Health Impacts after COVID-19 Shelter-at-Home Orders: What to Expect and Ways to Prepare for the Return to School](#)

How are these rules applied in 2020-21?

OSPI just released a [Q and A](#) to help navigate school discipline for the 2020-21 school year.

Items to note:

- There have been NO changes in the state discipline rules for 2020-21
- Setting, Teaching, Reinforcing Behavior Expectations: OSPI provided a great graphic on page 3 of the PDF from the Wisconsin RtI Center to illustrate Tier One Behavior Support. Behavior expectations for virtual learning need to be intentionally taught, modeled and reinforced. The graphic unfortunately does not explicitly address that behavior expectations need to be culturally responsive to the student population.
- **The definition of a classroom exclusion has NOT changed.** Removing a student from synchronous learning opportunities as a response to a behavior violation is considered an exclusion. Teachers are still required in most cases to use another form of discipline prior to excluding and notify the principal and parent of the exclusion.
- **Absences/tardies** – Schools are NOT allowed to suspend or expel a student for absences or tardies so schools cannot suspend a student for not participating in remote learning activities.
- Compliance with health requirements such as face coverings & social distancing for hybrid and face to face:
 - It is NOT a classroom exclusion to refer a student to the office who can't or who refuses to wear a face covering. This should be treated as any other health-related situation and students can be removed for not complying.
 - Page 7 of the PDF provides strategies for working with students not complying with public health recommendations
 - **Districts may not adopt policies that define noncompliance with public health mandates as behavioral violations that could result in exclusionary discipline under the district's discipline policies and procedures.**

- Districts may consider if Board Policies need to be revised to address the multiple educational modalities (Remote, Hybrid, In-person learning). In addition, buildings may determine if changes need to be made to building policies and procedures and student handbooks to address remote/hybrid learning. Policies and Procedures must be communicated to students, staff, and families annually.

- For suspensions/expulsions schools are still required to provide educational services to the impacted student.

Know your Contract:

Movement on the Salary Schedule



Documents verifying completions of courses for advancement on the

salary schedule must be submitted to HR by **September 30th** to qualify for salary adjustment for an ensuing school year (11.19A)

Evaluation

Employees and their evaluator will meet to thoroughly discuss self-assessment and professional development plans (8.11B)



The [Fall MOU](#) also addresses changes in evaluation protocols due to COVID-19 impacts in section G.

Mandatory Trainings



Watch your email for links to all mandatory trainings delivered through Safe

Schools. Due by 9/30/20: Both the Washington and VPS versions of What Every Employee Must be Told. Due by 10/31/20: Blood Borne Pathogens, Health Emergencies, Run-Hide-Fight, and Youth Suicide.

2020-21 VEA Executive Board

President, Kari Van Nostran (VEA Office)

1st VP, Lynn Maiorca (Gaiser)

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WEAPAC Chair, Megan Christopher (MAC)

WEA Board Director, Mona Rominger

WEAPAC Co-Chairs, Megan Christopher (MAC) and Lynn Maiorca (Gaiser)

Please let VEA know if you are interested in serving in the role of Treasurer for the remainder of the 20-21 school year. This position will be open for nominees in January when formal nominations will open for the next two-year term (2021-23)



Inservice Day

October 9th is a non-contracted day. Staff may elect to attend in-service opportunities. Attending courses offered through VPS is voluntary. VEA is

advocating for varied options including the optional 16 hours included in this contract. The district is developing their PD offerings over the course of the year based on input from last year's PD survey.



New Member Social Hour!

VEA Welcomes our Newest Members

September 25, 2020

3:00 - 4:00 PM or 4:30 - 5:30 PM

ORDER UP SOMETHING TASTY! PARTICIPANTS WILL RECEIVE A \$15 REIMBURSEMENT VOUCHER FOR FOOD AND/OR DRINK

Prizes – Insights – Networking –

| Option 1 | Option 2 |
|---|---|
| 3:00-4:00 PM Register Here | 4:30-5:30 PM Register Here |

After registering, you will receive a confirmation email containing information about joining the event.

Consider being a CASA advocate

CASA (Court Appointed Special Advocate) volunteers advocate for the best interest of children who have come into the care of the state as a result of abuse or neglect. Volunteers receive over 50 hours of training and are asked to commit at least two years with the program so they can provide consistency for the child. Learn more about the Clark County CASA program at an upcoming virtual 1-hour information session on Saturday, September 26th at 6:00 pm. [Register here!](#)

KEEP ME IN THE LOOP!

We are making a difference TOGETHER!!!



Be on the lookout for the “In the Loop” paperwork from your building rep. Please update your personal information (or check the “no changes” box), and return your form to your building rep or their mailbox as soon as possible. For completing this task, you will receive a VEA face mask. These masks are made in the USA and union printed – they are 3-ply 92% cotton/8% spandex and machine washable for reuse.



Liability Insurance Brochure

Reps will also distribute the 20-21 liability insurance brochure. This member benefit provides \$1,000,000 in liability coverage to you. Members who provide medical services as part of your position are also covered with a rider policy for administering or directing these services as part of your membership.

Member lists and PAC contributions

The member check off sheets for turning in your in-the-loop paperwork also notes current WEPAC and NEAFCPE contributors. These funds endorse education and union friendly candidates including local school board races! You can join today at <https://www.washingtonea.org/ourvoice/wea-pac/join-wea-pac/>.