

VEA Action Line

Vancouver Education Association

October 2020

Let's Connect

Your Partner. Your Advocate

VEA is a very strong membership and we have worked hard to also connect and build relationships, which at times can be very difficult with a large organization. Listening. Advocating. Responding. We hope you have a sense of belonging as well! The Association network of local (VEA), state (WEA) and national (NEA) resources work in concert to advocate for you as well as provide tools to help you and the students you serve. To that end, the WEA and NEA are asking members to join together to provide information from within the ranks. This information will determine where WEA and NEA can focus energies and funds, what type of PD topics should be developed, and what information needs to be gathered/shared on issues that are most important to YOU!

LET'S CONNECT To assist the WEA and NEA, please complete this form:

<https://join.nea.org/washington/pk12/>



WEA's inclusionary Practices Project is proud to partner with NEA to bring you high-quality professional development specific to remote/distance learning.

[Workshops](#) will be provided online, in real-time, live, via Zoom. Register for each course, using the link listed below. When you register, if you are one of the first 500 participants, you will receive a confirmation email with the Zoom pre-registration link. Once registration reaches capacity, the course will no longer be available in the drop down menu. Courses are FREE and clock hours will be provided.

<https://forms.washingtonea.org/Forms/pdoonline> .

SEBB Open Enrollment

October 26 – November 23



The Legislature approved and funded a new health care system for K-12 school employees that began in January 2020. The new School Employees Benefits Board (SEBB) program replaced the existing health insurance negotiated locally. [Open enrollment](#) for coverage in 2021 is October 26 – November 23. Changes to your dependents can be accomplished through [SEBB My account](#) (be ready with documentation).

There will NOT be a benefit fair scheduled this year, so please do some research NOW! This document has info on some of the upcoming changes for 2021:

<https://www.hca.wa.gov/assets/pebb/changes-for-sebb-2021.pdf>.

Qualify for \$125 in 2021

Employees enrolled in SEBB medical coverage in 2020 can qualify for a \$125 wellness incentive for 2021. Here's how:

- Go to the [SmartHealth portal](#) and click Get Started.
- Complete the SmartHealth Well-being Assessment. This step earns 800 SmartHealth points.
- Earn at least 2,000 total points on SmartHealth by joining and tracking fun activities. Once they hit 2,000 points, they will qualify for the wellness incentive for the following plan year. SmartHealth points start over every year in January.

Visit the [SmartHealth webpage](#) to learn more.

OVERLOADED??



Class sizes were posted in the Back to School [August](#)

[2020](#) issue of the Act VEA Action Line Newsletter. VEA is advocating for all members who completed the Appendix K Overload form.

Article 10.18 Classroom Overload Relief

Administrators with teachers in overload shall limit enrichment TRI demands on teacher's time compared to teachers not in overload. Administrators, where possible, shall assure that teachers in overload one year are not again placed in overload the following year.

Teachers who experience overloads shall be paid at the base substitute rate as follows based on overloads in existence on the October and February count day for all schools. Overloads in existence on interim count days (e.g., November, March, etc.) that are first-time overloads or that exceed the range for which overloads have already been granted shall result in an allocation equal to one-half of the amount applicable for the full half school year. Overload exists when students exceed one hundred fifty (150) for high school, one hundred sixty-eight (168) for middle school, twenty-seven (27) for grades 4-5, and

twenty-four (24) for grades K-3.

Contract Article 10.21 Administrative Actions for Mitigation of Overload Situations include resolutions such as reassigning students into different classrooms or where feasible, create combination classes, employ an additional certificated teacher, employ or increase hours of a paraeducator to be utilized in duties or during hours as will best alleviate the condition of the overload, etc. A safety audit (Appendix I) can also be initiated if there are class size concerns.

Enhanced Teacher Plan



10.16A In the event an enhanced teacher is deployed for work load or class size relief, the principal, affected teachers, and enhanced teacher shall meet to determine a plan to serve the impacted students.

Secondary Class Size Limitation

The contract is a joint agreement that both the district and VEA agreed to. As guardians of the contract, we need to ensure that all provisions are upheld.

10.17C MIDDLE SCHOOL (iii). No teacher shall

30

be assigned more than one (1) instructional period per trimester

31

in excess of 30 students in a seven-period day or 31 in a six-period day.

10.17D HIGH SCHOOL: No classroom teacher

32

shall be assigned more than one(1) instructional period per semester in

excess of thirty-two (32) students. **Contact VEA if your schedule does not follow this contract provision.**

TRI is now Part A and Part B

As part of the 2019 Interim Bargaining Agreements, TRI payments will be as follows:

Part A: The August Pre-Duty Day and Professional Learning State Day will both be paid in the **October payroll cycle.**

Part B: TRI Enrichment Duties will be paid in **12 equal installments.**





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 (AIG/VALIC) provides FREE advice to members as well 360-901-9063.

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.

New Hire Social a Virtual Success



VEA leaders met with 23 newer members in two one-hour virtual socials on Friday, September 25th. Erica Reich, California Casualty and Cassie Johnson AIG/VALIC provided insights on member benefits as well as donated some pretty awesome door prizes. All participants received a voucher for reimbursement of a special beverage and/or snack. Watch for information on another opportunity to engage with the VEA in November! #MembershipMatters



Megan Christopher (MAC) and Lynn Maiorca (Gaiser) are co-chairing our WEAPAC board position for 20-21. Check out these [election recommendations](#) to help you make an informed decision when ballots arrive!

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.

**The Rachel Royston Permanent Scholarship
Foundation
of
Washington State Organization
The Delta Kappa Gamma Society
International**

The scholarship amounts are varied but quite generous. Please consider applying if you need financial support to further your educational goals. The deadline is Dec. 1, 2020.

Scholarship opportunity for women educators available to members as well as non-members of The Delta Kappa Gamma Society International. The Rachel Royston Permanent Scholarship Foundation was established over fifty years ago to grant awards to outstanding women educators for study towards an advanced degree or specialized area. The Foundation has, to date, awarded 442 scholarships totaling \$932,995.00. Applicants must be women educators who are bona fide residents of the State of Washington who are pursuing post-baccalaureate degrees or advanced study at a nationally or regionally accredited college or university. The scholarship period is for July 1, 2021 through June 30, 2022. The Rachel Royston Permanent Scholarship Foundation is a private non-profit Charitable Trust 501(c)(3) registered with the Washington State Secretary of State.

An interactive on-line application is available at <http://www.dkgwa.org/royston-scholarship.html>

For further information:

Carol Linscott, Treasurer and Administrative
Assistant
Rachel Royston Permanent Scholarship
Foundation
roystontreasurer@gmail.com
[206-462-8680](tel:206-462-8680)

Lisa Vaughan, Chair 2020-2021
PO Box 627
Wilbur, Washington 99185
Royston.vaughan.wilbur@gmail.com

**WEA/NEA Educators
Employment Liability Insurance**

As you complete your individual In the Loop form provided by your building rep, you should receive a VEA cloth face mask and Certificate of Insurance brochure. All members have insurance coverage under the Educators' Employment Liability policy for your activities performed for a school district.

With regard to the performance of medical and related arts within the scope of your educational employment activities (rendering therapy, first aid, nursing services, etc) the association also provides an extended coverage specific to these activities. The 2020-21 Medical & Related Arts Endorsement coverage will be provided to all members effective September 1, 2020, without the assessment of an additional premium for coverage.

Association members who are health care providers/professionals and are interested in purchasing additional professional liability insurance for employment, including employment that is not restricted to an individual's work for an educational unit, may take advantage of the following professional liability coverage for medical arts activities:

For members who are interested in purchasing additional professional liability insurance for employment, they can contact Lockton Affinity:

Lockton Affinity
Attn: Kevin Johnson
P.O. Box 410679
Kansas City, MO 64141

Phone: 913-652-7692
Email: kjohnson@locktonaffinity.com