



Action Line

Vancouver Education Association

October 2021



Support for YOU and your Students

VEA recognizes that you, our members, are the superheroes; you are there supporting your students, your colleagues, and your families. Schools are the safe-haven for many students in stressful home situations and you are their safety net. This extra level of care may leave you exhausted both emotionally and physically and the school year has just started! In addition, the continuing COVID-19 rollercoaster ride has an accumulative effect on everyone's emotional well-being. This newsletter focus is on supporting you!

Employee Assistance Program:

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. Please note that this specific service is set to sunset on December 31, 2021. VEA has engaged in conversation with the district regarding a replacement service.

Solutions EAP is located at 3305 Main Street, Suite 201 in Vancouver.

COVID-19 Back-to-Classroom THINK toolbox

Teachers, school staff, parents, caregivers, and students may experience emotional responses as they return to in-person school during the COVID-19 pandemic. This toolbox from the DOH provides behavioral health tips and resources for navigating some of those responses. The toolbox includes general information about common emotional responses of children, teens, and adults during disasters and how these may present in the classroom and other areas of school life. Educators can use this resource to help with their own adjustment to returning to in-person school. Additionally, resources are provided for parents and caregivers to help their school-age children and teens deal with emotional responses to disasters and assist their return to in-person school. While we all are living through this global pandemic, many communities – particularly marginalized and communities of color – have been disproportionately impacted by COVID-19.

The Department of Health believes that health equity is a human right and that promoting and working towards health equity benefits everyone. <https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/821-148-BackToClassroomToolbox.pdf>

Behavioral Health Strategies & Supports.

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

The specific resource linked above was released this Spring by the DOH as we transitioned to in-person instruction. It has some enlightening predictions on the affects on social and emotional as well as behavioral reaction in students that you may be seeing now in your classroom. It also addressed potential “triggers” that you may also experience and provides some resources.

Way to Wellbeing for Educators

VEA's labor liaison to Kaiser Foundation Health Plan has shared a few resources for ALL members, regardless of health-insurance providers.

The Way to Wellbeing for Educators Learn how a proactive approach to staff well-being can help schools thrive. This is a no-cost workshop. Free clock hours are available. The Way to Wellbeing for Educators workshop explores resources and tips to strengthen staff well-being. ([PDF attached](#))

Next Date/time: Wednesday, November 10, 3:30-5:00 PM (additional dates into 2022)
You can register [here](#).

The Way to Staff Well-being in Schools – Deep Dive Series to support your self-care. 4:00-5:00, starting October 13th. Topics include creating workforce wellness committees, mental health and stress management for educators, preventing secondary trauma for educators and more!

The Virtual Return to School Care Kit Kaiser Permanente is here to help support and I'm excited to announce that our [Virtual Return to School Care Kit](#) is now available! Inside this kit, you will find many tools/resources created to support you and your colleagues as you enter another season of change returning to school. Note you reference the entire kit [here](#).



Kaiser subscribers also have FREE access to *Calm* and *myStrength* programs. *Calm* is the #1 app for meditation and sleep – designed to help lower stress, reduce anxiety and more. With *Calm* you can access guided meditations, sleep stories to soothe you into deeper and better sleep, video lessons on mindful movement, etc. With *myStrength*, your personalized program helps to improve your awareness and change behaviors to manage depression, stress, anxiety and more. Kaiser members can begin registration at www.kp.org/selfcareapps through a web browser.

Proactive Classroom Management Strategies

As we are dealing with our own level of emotional impacts from the COVID experiences in the classroom, our students are also experiencing and exhibiting high levels of stress. Here are some resources to help you in supporting positive behaviors in those around you and may provide new insights and/or reinforce what you are already doing!

[Proactive Classroom Management Strategies](#). Looking into relationship strategies to minimize transition distractions from learning. Now that you've refreshed some strategies, here's a [rubric to self-assess](#) if you are exploring and planning these strategies or have fully implemented them. Please remember your colleagues serving in the role as Behavior Specialists are also excellent resources.

[10 Promising practices to reduce racial disparities in discipline](#). This framework is composed of ten principles that hold promise for helping educators address student behavior in a developmentally appropriate manner and reduce race and gender disparities in school discipline.



OSPI has the responsibility and statutory authority from the legislature to write and adopt rules on student discipline. These rules were recently updated pre-pandemic. The following resources may be helpful to you.

Behavior Menu of Best Practices and Strategies: These practices include building systems to support behavior – it is now a required framework for districts to prioritize their LAP spending

[OSPI Q and A on best practices during the COVID pandemic](#).

[OSPI Student Discipline Rules Q and A](#):

STUDENT DISCIPLINE



The proactive classroom management strategies that you have mastered in your work environment will mitigate the need for additional actions. The following statutes are in place to protect you and the learning environment of other students.

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



New Member Social!

VEA Welcomes Our Newest Members

Thursday, October 28

3:30 – 5:30 PM

The Rock Wood Fired Pizza Upstairs

This event will be hosted Open House style... Come when you can... stay as long as you like. VEA will provide food and treat you to your first beverage. VEA leaders will join us for great conversations in a socially distanced environment. We can't wait to get to know you better! [Sign Up here](#)

Prizes – Insights – Networking –

Know your Contract

Evaluation

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



October Inservice Day



Per updates to the 2021-24 Contract between VEA and VPS, the third mandatory state

professional learning (PL) day is scheduled Friday, October 8th. Those members who attend the full day and sign-in to confirm their attendance will receive 8 hours of their TRI PL pay (at their 21-22 per diem rate) in December's paycheck. Those members who do not attend will be required to enter an absence in Aesop/Frontline, selecting "pre duty absence" (no paid leave should be deducted as this is a TRI PL day as opposed to a contracted day). If you do not attend, you will also forego those 8 hours of your TRI PL pay and will still be responsible for the content shared that day.

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 Wipebook and VEA whiteboard pen to help you Start the Year off WRITE.

Reps will also distribute the 21-22 liability insurance brochure. This member benefit provides \$1,000,000 in liability coverage to you. Members providing medical services as part of your position are also covered with a rider policy for administering or directing these services as part of your job.

Are You Planning to Start a Family?

Thursday, October 14, 2021

4:30 – 6:00 pm

Roosevelt Elementary – Media Center



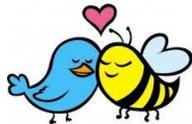
VEA announces a free workshop for members and their significant other on how to prepare and plan for pregnancy and

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 Impacts
- ✓ 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.

Questions?! Contact Cindy Brown at VEA 360-695-3397 or cbrown@washingtonea.org



RSVP:

<http://forms.washingtonea.org/forms/pdregistration?cevid=6863>



Vote!

Ballots will be in your mailbox for the November election in mid-October. This will be a big year for local elections, including the school boards that set

policies at our public schools. School Board candidates **Wendy Smith and Sandra Zavala-Ortega** are endorsed by VEA. [Other WEA endorsements](#)

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.

How to Read your Paycheck

arnings Information	Current	Year to Date
Real Gross	4,389.30	
uctions	0.00	
itions	0.00	
rtimes		5,277.30
EARNINGS TOTAL	4,389.30	418.18
-Taxable Gross	351.14	4,859.12
able Gross	3,971.12	

Statutory & Other Deductions	Current	Year to Date
General Withholding	311.17	311.17
ational Federal Withholding	0.00	****
ational Federal Withholding	135.96	135.96
ire Withholding	0.00	****
ational State Withholding	0.00	55.06
SDI	62.57	75.55
icare	0.00	0.00
icare Buyout	0.00	351.14
icare - Disability Insurance	351.14	4.00

Are you confused about how to read your paycheck? VEA members are invited to a special Zoom session with guest experts CFO Brett Blechschmidt and VPS Payroll Manager Jennifer Andrieu.

When: Nov 4, 2021 04:30 PM Pacific Time (US and Canada)

Register in advance for this meeting:

<https://washingtonea.zoom.us/j/91234567890>

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



From the NEA website San Miguel de Gualdape was the first European settlement in North America. It was founded in Georgia in 1526, 81 years before Jamestown. St. Augustine, Florida, was founded in 1565 and is the oldest city in the US. Hispanic Americans have been making contributions to life in the US ever since.

To help celebrate and educate about these contributions, we offer the following list of resources. Educators should be mindful of [cultural appropriation](#) when teaching about other cultures and understand that Hispanic students in class may experience lessons differently than non-Hispanic students. [Help celebrate National Hispanic Heritage month with these resources](#) (lessons, activities, videos, and more) from the NEA.

WEA-PAC New \$\$ Options

WEA-PAC is the Washington Education Association political action committee. The mission of WEA-PAC is to recommend and elect pro-public education, pro-labor candidates to office. Contributions support local School Board races as well! VEA has a strong history of contributions to WEA-PAC with the second highest percentage of membership contributing in the state! There is now an option to change your contribution from the standard \$2.25 payroll deduction to a \$5 or \$10.50 contribution per month. Make sure your pop-up blocker is off to populate the local list ... our local is the Vancouver EA. <https://www.washingtonea.org/ourvoice/wea-pac/join-wea-pac/>.

Complete your VEA Equity Passport

Following the mission of the VEA Equity Team to empower educators and students to dismantle systemic barriers and injustice and striving for safe, welcoming and affirming schools for all educators, students, and families, inclusive of family background and identity, the passport invites members to focus your equity lens through suggested activities. Completion of the passbook (five activities) earns a really cool prize!



Download and complete your [passport](#), submit it as an attachment to cbrown@washingtonea.org from your home email address NO LATER THAN DECEMBER 2, 2021 to receive a link to a form to select your prize.

Winterhawks Tickets Family Four Pack



For our hockey fans out there, the Portland Winterhawks have offered family-friendly prices for our VEA members. Get four tickets to ANY Winterhawks home game in the month of October for just \$50 with no additional fees.

Go to winterhawks.com/familyfourpack. This is the ONLY ticket page where you can get this special offer. Follow the easy step-by-step instructions on that page. Need more than four tickets? NO PROBLEM! You can get additional tickets at the same special rate. Enjoy the game at an affordable, family-friendly price!



2021 WSU Football Teacher Appreciation Tickets

Only the Oregon State 10/9, BY 10/23, and Arizona 11/19 games qualify for this special promotion. [Special rates for specific games and sections](#)
[Click here for tickets](#)

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Dr. Rick Wilson, Outgoing Executive Director * Page A. Todd, Incoming Executive Director
Kari Van Nostran, President * Cindy Brown, Admin. Assistant * Sandy Kokko, WEA-Retired Liaison
* www.vancouverea.org * Facebook: Vancouver Education Association

Drinks & Dialogue About Race and Social Justice

Join fellow educators to have open and honest conversations about Race and Social Justice within our community. Grab a drink and/or dinner reimbursed by the VEA (\$15 max)! All members are encouraged to come and share their ideas and experiences in this safe space.

***Remember... bring a friend get a gift card!**

When: Thursday, October 14th

Time: 5:00-6:30 pm

Register in advance for this meeting:

<https://washingtonea.zoom.us/meeting/register/tJ0odO-vrT4qG9RBeWHa9MYZinMKixemsOde>

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

Registration Link:

<https://washingtonea.zoom.us/meeting/register/tJ0odO-vrT4qG9RBeWHa9MYZinMKixemsOde>