



# Action Line

Vancouver Education Association

December 2021



Your VEA has been working closely with WEA to help our elected Safety Committee representatives and VEA building reps understand the role of the site safety committees as prescribed by statute. Working in conjunction with WEA leadership, a training was held on November 10<sup>th</sup>. Those who could not attend due to conflicting schedules were sent a recording of the training to ensure that everyone is on the same page.

Members are encouraged to communicate first with your Safety Rep. In addition, there is a new safety reporting form that

members are encouraged to complete that will allow the Association to better track what is happening at each site and can help advocate for remediation and/or filing a Labor and Industry complaint. This reporting form pertains to COVID related as well as non-COVID related safety concerns (eg, mice infestations, air quality issues, etc.) and can be completed anonymously.

VEA Safety Violation Form: <https://forms.gle/xRLZ1KEEqG4WGt7e8>

DOH bulletin on COVID protocols: <https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/820-105-K12Schools2021-2022.pdf>

## New Equity Information on the VEA Website

Your VEA Equity Team has developed a home page linked to the VEA website under a new "EQUITY" tab. This home page contains a wealth of information about events, resources, and professional development to assist you in your equity journey.

Plan to attend the next [Drinks & Dialogue](#) on December 9<sup>th</sup>. 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.



## December is Human Rights Month

(Wikipedia)

The **Universal Declaration of Human Rights (UDHR)** is an international document adopted by the United Nations General Assembly that enshrines the rights and freedoms of all human beings. It was accepted by the General Assembly on 10 December 1948.

December 10, the anniversary of the adoption of the Universal Declaration, is celebrated annually as World Human Rights Day or International Human Rights Day. The commemoration is observed by individuals, community and religious groups, human rights organizations, parliaments, governments, and the United Nations.

The VEA Equity Team would like to share [this United Nations resource](#) as well as a NEA resource with [11 Children's Books About Human Rights](#) from Lee & Low.

*The 2022 Washington state legislative begins Jan. 10. The legislature has signaled that it will be meeting in a hybrid remote-in person format.*



Build equitable supports for each student to accelerate learning  
[WEA Legislative Priorities for 2022 Session](#)

Washington's educators are rising to the challenge of meeting our students' needs from early learning to higher education with creativity, flexibility, and dedication, regardless of what the pandemic brings. But now the more than 18 months of adaptation are taking a toll on our school and college communities, laying bare inequities and resource gaps that we have an urgent and unique opportunity to address.

Our students are arriving in classrooms with more acute mental, physical, and social-emotional health needs. We have implemented new supports and new flexibility for students that begin to address the pandemic challenges; it's time to bolster those innovations and recognize the permanent need for those, and more.

[Support robust, equitable COVID recovery for students and schools.](#)

- Continue to provide resources to enable schools and colleges to meet COVID-19 health and safety guidelines.
- Substantially expand mental and physical health supports in schools by increasing prototypical school funding for positions that address whole child needs and by ensuring that small and rural school allocations provide meaningful resources to accomplish this work.
- Increase community connections to ensure culturally and linguistically appropriate supports for students and families.
- Continue to implement and expand access to financial aid and housing and nutrition stability for students and their families.

Ensure our schools and colleges are welcoming, safe, and engaging teaching and learning environments for all.

- Continue efforts to dismantle institutional racism and meet the needs of every student in Washington schools and colleges.
- Devote meaningful resources to the implementation of ethnic studies and Since Time Immemorial curricula.
- Provide additional caring, qualified staff in education support roles who can provide multi-tiered systems of support for students' academic, behavioral, and mental health needs.
- Create partnerships with community-based organizations to bring more culturally relevant services and supports to students and families.
- Engage and elevate student and community voices.
- Expand restorative justice models to promote social-emotional growth and positive relationship-building in schools.
- Create additional pathways and flexibility to demonstrate the learning needed for graduation.
- Recruit and retain a more diverse workforce.
- Allocate funding equitably to target the highest poverty schools.

[Provide our schools with the resources they need to meet each student's needs.](#)

- Update education funding and policies to ensure that districts and colleges have the resources and flexibility they need to provide equitable learning opportunities for each student.
- Fully fund special education.
- Provide the financial supports needed to drive recruitment and retention, including updating COLAs for inflation impacts, creating more tenure track positions, and providing pay parity for part time faculty.
- Address school districts' challenges with levy equalization and other levy changes.
- Provide a dignified retirement for educators by ensuring a reasonable cost of living increase for all retirees and by addressing rising retiree health care costs.
- Fix our upside-down tax code by implementing policies that raise progressive revenue.

**Join WEAPAC – Have YOUR voice heard through candidate endorsement process, direct lobbying access, and collective voices! New contribution levels are now available.**

## Association Sponsored PD

### PGP Series District Course 8263

PGP 1 January 20, 2022 (4:30-7:30)

PGP 2 February 17, 2022 (4:30-6:30)

PGP 3 April 21, 2022 (4:30-6:30)

Participants learn how the Professional Growth Plans (created by the Professional Educator Standards Board) impact their professional lives. They receive hands-on instruction and work on their PGP. In addition, they review how PGPs fit with STEM and professional development requirements for certificate renewal and learn about the role of PGPs in the Washington state certification landscape. This is a three-part series.

PGP #1 Will review key policies and policy changes affecting educator certificate renewal. Components of a PGP as well as content options (including use of evaluation work, PLC work, projects, STEM, etc).

PGP #2 Will review the rubric and learn the PGP feedback protocols. Constructive, detailed feedback on draft PGPs will be shared among participants.

PGP #3 Final PGP goals, activities, evidence and reflection will be shared for peer reflection. Steps to document PGP for salary advancement, understanding the OSPI eCert platform and how to submit your hours will be covered.

#### Coming Soon: Save the Date!

Implicit Bias - How to be a White Ally in the Fight for Racial Justice. Jan 12. Via Zoom

Implicit Bias - Race and Ethnicity - Moving Beyond our Implicit Biases. Jan 22 Via Zoom

## International day of Persons with Disabilities – December 3<sup>rd</sup>



**Digital Relay** on LinkedIn! The community is asked to tag and recognize global leaders and organizations that are advancing disability inclusion.

Together, we can spread awareness and amplify those who are advocating for an inclusive global economy where people with disabilities participate fully and meaningfully.

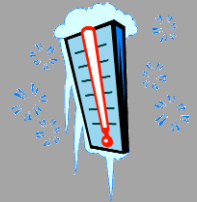
## VEBA results...

VEBA (Voluntary Employee Benefits Association) is a plan where eligible teachers may convert their unused sick leave days (one-for-four) into a non-taxable account. The funds in the member's account may be accessed to pay out-of-pocket costs for items such as insurance premiums, co-pays, deductibles, medications, and many other health related expenses.

A meeting to explain VEBA was held at the VEA office on November 8<sup>th</sup>. Members who were eligible to vote included those who will have accumulated 180 days of sick leave as of January 1, 2022, and/or those who are eligible to retire per the district. Letters and links to ballots were sent to those eligible to vote via home email. Both initiatives were approved with an overwhelming "yes" majority.

## Emergency School Closures

The District will make a reasonable effort to decide as early as possible when schools will be closed or the opening of school will be delayed.



Employees who have students on-site are expected to report to your assigned buildings at their usual starting times or as reasonably near thereto, keeping in mind safety, but no later than thirty minutes prior to the opening of school for students.

When schools are closed early due to inclement weather, on-site staff members shall be permitted to leave as soon as practical after the release of students, and assuring that adequate supervision exists until all students have departed



Don't Forget **Nominations** open December 6<sup>th</sup> for delegates to the [WEA RA](#) (virtual), [NEA RA](#) (location TBD), and [VEA offices](#) (2<sup>nd</sup> VP ESA/TOSA Affairs, 4<sup>th</sup> VP Equity Affairs, Recording Secretary, Primary Trustee, and Sr. High Trustee). Candidate forms are linked above.

## Grades:

### A Teacher's Responsibility

As Trimester based schools are preparing grades for students, please be aware that WAC 180-44-010 (3) states that “**Teachers** shall be responsible for the evaluation of each pupil’s educational growth and development and for making periodic reports to parents or guardians and to the designated school administrator.”



## Adidas Employee Store Pass



VEA members and their guests (up to 4 additional friends or family) can purchase items at the Adidas Employee Store November 24 through December 31. You will need to bring your work identification, business card or paystub, photo ID, and the invitation letter ([click here](#)). Store hours are Mon- Fri 10:00 am – 9 pm, Sat – Sun 9:00 am – 9 pm. \* The store is closed Nov 25 and Dec 25 and has limited hours on Nov 24, Dec 24 and Dec 31 (10 am – 6 pm).  
2701 NW Vaughn Street  
Suite 290 Portland, OR 97210 971-234-8536

It is recommended that you bring your own bag to save on the bag fee



Watch for a pass to shop at the Columbia Sportswear Employee Store in December as well!



## TPEP 21-22 Changes

Recognizing the enormous challenges present this school year, OSPI has issued guidance for teacher evaluations for the 2021-22 school year that is similar to last year’s guidance.

1. Teachers scheduled for a **focused** evaluation will proceed with the regular focused evaluation process, including one student growth goal.
2. Teachers scheduled for a **comprehensive** who have completed a five-year cycle of focused evaluations: Decide on at least two criteria and one student growth goal (from criteria 3 or 6) to be scored during this 2021-22 school year. The remaining six criteria are assigned the score from the most recent comprehensive evaluation. Teacher can be moved to a regular comprehensive (all 8 criteria) if notified by **December 15**.
3. Teachers on **provisional** status in their first two years of teaching: use the process identified in #2 above to score two criteria and one student growth goal. Remaining criteria defaults to “basic” unless there is a criterion score from a previous evaluation OR use the traditional comprehensive OR handle on a case-by case basis with VEA support. If a default score is utilized, it should note due to the circumstances of the COVID-19 pandemic.
4. Teachers in their **final/only year of provisional** status (third year of teaching, or first year in a new district) will use the traditional comprehensive evaluation (all 8 criteria) OR follow guidance in #3 above.
5. Teachers on **probation or plan of improvement** will work with VEA directly.

## Negotiations Commission (Bargaining Team) Application

VEA is currently seeking applicants for members wanting to serve on the Interim Bargaining Team. Please respond no later than December 10<sup>th</sup> by completing the application ([fillable PDF](#) or [word](#))





In the Vancouver Education Association we know that with strength in our numbers we can advocate for better pay, benefits and working conditions. When we improve our working conditions, we improve students' learning conditions and make it possible for our district to recruit and retain the quality staff our students deserve.

Our union empowers us to speak up when we see injustice or harm, knowing we will support each other if we face retaliation or bullying.

We have seen how uniting with other locals around the state through the

WEA secured billions more in education funding, protected our union and collective bargaining rights, and helped us take important steps toward building schools that support success for all students. Together we advocate for:

- Better school funding
- Smaller class sizes
- More staffing, including school counselors, health staff and special education staff
- Safer working conditions that keep us and students protected
- More equitable schools for all students

Our success and the strength of our united voice makes us a target. Extremist anti-public education billionaires pour money into front groups like the Freedom Foundation, Opt Out Today and The Washington Policy Center with the primary aim to undermine our strength. These groups want to:

- End unions and collective bargaining
- Gut public education funding
- Destroy confidence in public education so they can funnel the remaining money into private schools through charters, vouchers and other schemes.

We have seen this play out and succeed in other states. They want to strip us of our rights and our voice so we can't stop them here.

The Freedom Foundation and these types of groups spend time and money trying to stop everything that would improve our schools. That's not a popular agenda, so instead they lie and distort the truth about unions. They try to use race, religion, economic status, and politics to divide and distract us from their true aim.

The truth is, they don't care about students, or the quality of schools, or your rights and protections. To them, it's a win if they can convince you to drop your membership and separate you from your colleagues on the job. They know when we come together, when we talk about our shared struggles and interests, we start working and advocating for change and we succeed.

We don't always get everything we want overnight. But we are much better off using the strength of our collective voice through our union. If you have more questions or concerns I encourage you to talk to your building rep or reach out to me. Our union is you and me, and it only works when we all show up and do our part.

In Solidarity,

*Kari Van Nostran*

VEA President