



Action Line

Vancouver Education Association

April 2022

Autism Acceptance Month

Beginning with the United Nations-sanctioned [World Autism Awareness Day](#) on April 2, VEA invites you to join the [Autism Self-Advocacy Network](#) (ASAN) and [Autism Society](#) in celebrating Autism Acceptance Month.



Supporters can participate in [Autism Acceptance Month](#) by:

- Read [this digital book](#) to help you understand autism better, to answer some questions you may have about autism, and to learn how you can help make life better for autistic people. You can access additional resources from [ASAN](#) and [Autism Society](#) as well.
- [Taking the pledge](#) to participate in events and settings that meaningfully include the voices of autistic people. Then, **spread the word**: tell your friends about the pledge, share the pledge on social media, and start paying closer attention to all events about autism that you might participate in or attend using suggested approaches [found here](#).
- Get involved with [Autism Empowerment](#), a local organization devoted to enriching and empowering the lives of youth, adults and families within autistic and neurodivergent communities. Make a meaningful, lasting impact by empowering the autism community with your gift. [Donate today!](#)



Everyone is encouraged to participate, whether you have autism, love someone who does, or are looking to support a diverse, accepting and empowering community.

VEA offers WEA Course on Autism

May 7th Sat (6 clock hours): **Autism 101** (VPS Course #8332). Pay yourself to attend with available PD funds.

- This is an introductory course defining autism and characteristics of autism. This virtual presentation introduces teaching strategies that can be implemented in a general education classroom as well as a special education classroom. Find out what we know about autism, review WAC definition of autism, review the diagnosis of autism, as well as strategies and interventions.

Preparing for the Next School Year **NOW!**



PLACEMENT OF STAFF

Seniority guidelines are not dispositive for in-building placements. However, building administrators are expected to consider seniority in making in-building assignments unless there are objective reasons for not doing so. Such reasons will be communicated to the employee, the employee will have the opportunity to respond to the reasons, and such responses will be considered.

- Upon completion of tentative placement, but before activation of PIR placements by the District, the principal will share information with the faculty on openings being released for PIR placement.
- In-building staff who express interest will be given consideration consistent with this article. This action may require relatively short turnaround (i.e., one to three days) to avoid delaying the PIR process.
- Educators who possess the qualification but cannot be placed in their preferred assignment will be given consideration for a preferred assignment should an opening become available after completion of the building assignment process and before the beginning of the school year.
- Placement in such an opening is dependent upon the ability of the District to otherwise assign all other excess and /or newly hired employees.
- It is not the District's intent to displace a currently assigned teacher to place a newly hired teacher unless there are no other reasonable options that would avoid such displacement.

Article 7.8E v. *"When the District becomes overstaffed District-wide (More staff than funded for), they may place staff members involuntarily into positions for which they are qualified to meet the urgent needs of the District in an attempt to prevent layoff of staff."*

INVOLUNTARY TRANSFER DUE TO BUILDING OVERSTAFFING



During the first week of May, the building principal will meet with Association faculty representatives and/or building staff to review and discuss projected student enrollments and faculty and student deployment plans for the next school year (Article 10.19 CPA). As staffing numbers start to come in, ideas about which buildings are going to be overstaffed are starting to be realized. What happens if the building is overstaffed? (Article 7.8C CPA)

1. The principal will review the qualification of the staff currently assigned to the school and tentatively place each staff member into identified positions in the programs while considering personal preferences of each educator. The principal will meet with their SBLT co-chair and VEA building representatives to discuss the program and staffing plans as soon as information is available for discussion purposes, but **not later than the first week in May**.
2. The building principal will ask for volunteers and while employees may be encouraged to volunteer, they are not to be pressured into "volunteering."
3. If volunteers are not available, selection for administrative transfer must be by seniority within the required qualifications (e.g., you would not administratively transfer a less senior Spanish teacher if your overstaffing was in Language Arts unless both employees were equally certified in both areas.) The only other exceptions are protected situations (e.g., an employee who has been administratively transferred and involuntarily placed within the past two years or a head coach)



Have you checked your personnel file lately?

April is a good time to check the contents of your personnel file BEFORE placement considerations. Article 7.4 states: "To be assured full consideration in obtaining desired placements, an individual is responsible to regularly inspect and update your personnel file by submitting current official transcripts, certificates, credentials, evaluations of experience, and other pertinent documents regarding your qualifications."

Other things happening soon to prepare for the following school year...

May 1 – (6.12d) Employees on surplus or otherwise unassigned will be provided a list of all current opening and be given preference by seniority prior to new employment placement.

Site Based Leadership Team: Co-chairs are selected in the spring for the following year. See your building rep for more details.



Building Budgets will soon be drafted for next year. See your building rep and/or SBLT co-chair if you have specific budget needs to be addressed.

Safety Committee. WAC 296-800-13020 charges us to establish a safety committee at each site that employs 11 or more employees. Members of the Safety committee are to be **employee elected**. Employees selected by the union qualify as employee elected. **The term of the employee-elected members must be a maximum of one year** (There is no limit to the number of terms a representative can serve). If there is a vacancy, a new member must be elected prior to the next scheduled meeting. Each committee has an elected chairperson. The committee determines how often, when, and where the committee will meet.



Elect your VEA Reps

VEA's governing documents allow for the election of representatives at each worksite or constituent group based on a ratio of one (1) representative for every 15 members or fraction thereof. Terms are two years, and there is no limit to the number of terms a rep can serve.

Building/constituent group representatives should be elected by the building/group membership and communicated to VEA prior to the first rep council meeting in the fall. Training will be available.



Professional Development Tutorial

Article 12.7 BASIC PD Funds

All members with at least 0.4 FTE receive access to \$1000 of basic professional funds each program year (July 1 to June 30). These funds are in addition to the 24 hours of professional learning included in your TRI package. The intended use of the annual \$1000 allocation is to assist each employee in professional growth activities such as unique development needs by selection of course work, workshops, conference and/or obtaining training or instruction in a specific instructional skill through merging of your funds with other employee's funds in order to provide for a building staff cooperative workshop.

PD completed by June 30 are submitted by July 10th for payment against the \$1000 basic entitlement and any residual amount. Carry forward requests are complex and confusing. Any unused basic funds intended for an activity next year should be emailed to Nicole Niesz by June 15. This carry forward benefit was intended for summer workshops.

Article 12.11 INDIVIDUAL PROFESSIONAL DEVELOPMENT FUNDS

Each full-time teacher on a provisional or continuing contract may receive the basic allocation of PD funds and is also eligible to be reimbursed an additional \$1500. These are not guaranteed funds and can only be applied for district approved college and university programs and National Board Certification. An exception to the use of residual funds for reimbursement of workshops and conferences may be made for education staff associates who require such professional development in lieu of credit hours for required recertification which cannot be accomplished through university course work.

Residual Fund applications are due ten days prior to the start of the professional development opportunity. Requests involving travel outside Oregon and Washington should be submitted at least twenty days prior. **PD requests for a given school/contract year, must be submitted by June 15.**

Professional Development List

VEA in collaboration with the district is proud to bring you a variety of WEA sponsored courses. Approved VPS courses will allow for payment via available individual PD funds. Some courses are still in process, so please Save the Date!

Beginning July 1, 2023, certificated employees in Washington will be required to have 15 equity-based clock hours for certificate renewal.

April 13th Wed (3 clock hours) **De-escalation strategies for Educators.** (District course 8330)

- Participants learn to recognize signs of a potential behavioral crisis and remediate before the event. In addition to exploring how their own behavior can affect the escalation cycle, participants discover and practice de-escalation techniques that recognize the importance of maintaining student dignity during behavior crises

April 23rd Saturday (6 clock hours) **Foundations of Equitable Inclusion** (District course 8338).

- This course focuses on the intersectionality of special education and equity in schools. Examining beliefs and bias is necessary for system-wide change for overcoming barriers to educational access, participation, learning processes and outcomes, and to ensure that all learners are valued and engaged equally.

April 30th Sat (4 clock hours): **Implicit Bias - Using Restorative Justice Practices in Education** (District Course 8284 – waitlist only)

- The objective of this course is to create a space where educators can learn to understand the positive impact that restorative justice can play in building relationships and developing community with students daily. Educators will learn how restorative justice implementation can repair harms and restore relationships that could be jeopardized between students, peers, or other educators by participating in small group activities.

May 21st Sat (6 clock hours): **Implicit Bias – Race & Ethnicity, Moving Past our Biases** (District Course 8280 – wait list only)

- This research-based course for educators explores the difference between race and ethnicity through an analysis of definitions, real-world examples, group discussions, and collaborative work strategies. This course also examines the myths of race and how developing sustainable relationships can improve the outcomes of educator experiences with students, families, and peers.

WEA's Inclusionary Practices Project and Special Education Support

The Executive Functioning Skills Series begins on **Tuesday, April 5th from 4:00 pm – 5:30 pm with Future Thinkers: A New View of Executive Function Skills with Sarah Ward, M.S., CCC/SLP** - ASL interpreting will be provided.

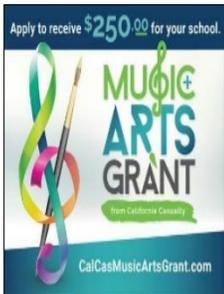
Gain a new understanding on how students demonstrate executive function skills and a new perspective on what is meant by the term “executive dysfunction”. Learn the 360 Thinking Executive Function Model. Then we will learn how to help students Follow Routines, Initiate Tasks, Make Transitions and Manage Materials. Participants will learn:

- How to teach students self-regulation and impulse control
- Teach student to Develop a “memory for the future”,
- Decrease Prompts Increase Action! Increase the independence with which students can self-initiate, transition, control their impulses and complete tasks with less supervision and fewer prompts. increase a student’s ability to fluidly transition from one mental mindset to another and to switch from a current task to being prepared for a new task
- How students can think in an organized and flexible way about systems and then self-initiate to manage their clothes, backpack, papers, personal belongings in personal and shared spaces.

Registration is open. (For the 4/5 session). Select the event/course in the dropdown menu on the top of the registration page. Once a course is full, it will no longer appear. **This event has a capacity limit of 1000.** They do not maintain a waitlist. Clock hours are available. Courses/Clock hours are free for members.

Member Benefits

NEA Auto and Home Insurance



California Casualty Arts and Music Grants are BACK!

You too can win a \$250 grant for your classroom or program! Apply by June 2022 for awards in the Fall. [Quick Entry Link!](#) This is a very popular member benefit!

Win a Staycation!



Let California Casualty escape the every day with \$10,000 to spend your way! Get that hot tub you've always wanted, create your dream kitchen, turn your backyard into an oasis, add a media room the whole family can enjoy-the possibilities are endless, but only if you [enter to win](#)



Life Stages Investing

This workshop discusses how to save for the long term and provides guidance on how to identify retirement income sources and gaps.

Additionally, this workshop unpacks the long-term financial impact of the Social Security and health care decisions that emerge as retirement approaches to help attendees feel better prepared and empowered. Presented by NEA Our colleagues at WEA-Cascade are opening this session to VEA members for April 20th at 4:30 pm

Register: <https://www.eventbrite.com/e/life-stages-investing-registration-166956995869>

Choose "other local" on the registration form.



The mission of NEA Member Benefits is to make NEA members' lives better.

1. Log into www.neamb.com/start
2. If you have not previously created an account, you will do so now (use your personal email address)
3. The system will check your membership status and once affirmed your name will populate on the upper right-hand corner (sometimes this takes 24-48 hours).

Register your beneficiaries for your **complimentary life insurance**.

Cash back shopping through Rakuten (negotiated benefits greater than the population on numerous purchases).

Discount Tickets – save up to 40% on Amusement parks and water parks including Disney. Save on concerts, events, movie tickets, etc. No additional ticket fees

NEA Mental Health Program - Sanvello App to help you rethink how you manage your mental health. Receive clinically-validated tools for stress, anxiety, depression, or whatever you're going through.

Use NEA Member Benefits to help **fund your summer travel!**

[NEA Travel Dollars | NEA Member Benefits \(neamb.com\)](#) \$500 when you enroll and continue to earn more as you travel. NEA Travel is available to you for **NO ADDITIONAL CHARGE** as part of your NEA membership. Once activated, you can use your travel dollars when the time is right for you. How does it work? Use NEA Travel Dollars to receive extra money off your car rental, hotel, resort, cruise and guided tours. Purchase airfare and receive an additional \$100 travel dollars when you complete the flight. You may also receive a free room upgrade or free meal as well!





NEA Leadership Summit Recap

March 13-15

VEA leaders Renee Sutter and Melissa Bergmann attended the NEA Leadership Summit alongside more than 1400 educators from across the country. Intent on developing their leadership skills, explored knowledge, skills and behaviors that form the core of the NEA [Leadership Competency Framework](#): Melissa reflected, *“We must create a safe space for our new educators! Veteran teachers -we are here for you. What are your passions? What can we all do to positively impact our schools and our community? Let’s support each other to enact change.*

Keynote Speaker, NEA President Becky Pringle offered words of encouragement as we continue to fight for the profession we love. *“Every student- every one- Black, White, Brown and Indigenous, and AAPI students; our LGBTQ+ students, and our differently abled students - all of them, every single one, deserves the access and the opportunities, the safety and support that will allow them to live and grow and thrive! Stand in your power NEA!”*

NEW TPEP Student Growth Goal Rubrics

This year, [a new set of TPEP student growth goal rubrics](#) is being piloted in some districts, including Vancouver. These [new rubrics](#) represent a change to focus on educator reflection, and then using this reflection to improve instruction and student learning. Teacher knowledge of student cultural assets in developing student growth goals is part of these new rubrics. [A statewide implementation](#) is anticipated in the 2023-24 school year. WEA has formed a training cadre including VEA’s Erin Hanson. WEA is hosting a listening session on the TPEP Pilot on Tuesday, April 19th from 4:30-7:00 pm. This is open to everyone; those involved in the pilot and others who are not; however, space is limited **Register for the WEA Student Growth Goal Listening session: <https://bit.ly/33atypo>**



Adidas Employee Store Pass. Don’t forget that VEA members have access through April 19th. For a limited time, select outdoor gear will be an additional 10% off the already employee-only prices! Take [this pass with you](#) (and your school identification).

HELP WANTED!



Our colleagues in Evergreen EA are looking for help communicating about their upcoming levy request. They have asked if VEA members would like to join them in a phone bank contacting fellow members who reside in Evergreen on April 13 or 14, post a yard sign at your Evergreen residence, or walk/knock in your neighborhood. Here's a [link to sign up](#)

Equity Events

Your VEA Equity Team is hosting another Drinks and Dialogue on April 14th (5:00-6:30 pm). Join fellow educators to have an open and honest conversation 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.

[Registrants](#) will receive your personal Zoom link

VEA Social

The March 25th social was a great success! Over 30 VEA members met at Billy Blues in Hazel Dell to network, enjoy hosted appetizers and a beverage, play board games, and win raffle prizes. They also earned a punch on their VEA Weingarten UNION card... Stamp all five letters in UNION to earn a VEA insulated tumbler and a gift card for something to put in it!



The next VEA social is slated for Friday, May 6th

2509 Broadway -- Vancouver, WA 98663 * Phone 360-695-3397 -- FAX 360-694-8337

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