



Action Line

Vancouver Education Association

May 2022

VEA Celebrates our Educators!



May 2-6 is National Educator Appreciation week. The VEA salutes our membership for your tenacity and drive. What you're doing is important! Big or small, at the end of the day, YOU are making an impact. Keep being awesome – the world needs what you've got! VEA appreciates YOU – You are what makes VEA Strong! We are so proud to have YOU on our team!

Refer to this week's VEA updates for winners listed for random drawings, special offers and messages, and a little pick-me up for all members from VEA. Join us TODAY/Friday, May 6 at Heathen Brewing Feral House to celebrate! [RSVP for planning purposes](#)



AAPI Heritage month originated in June 1977 when Reps Horton (NY) and Mineta (California) called for the establishment of Asian/Pacific Heritage week. Hawaii senators Inouye and Matsunaga introduced a similar bill in the Senate. Both bills passed and in 1978 President Carter signed the resolution. In 1990, President George H.W. Bush expanded the celebration from a week to a month. AAPI Heritage Month is celebrated to commemorate the arrival in May 1843 of the first Japanese immigrants to the United States. We recognize how individuals of Asian American and Pacific Islander lineage have enriched and shaped American history. Your NEA has put together [some resources, student engagement tools and tips for teaching!](#)

Annual Evaluation Report

Every certificated employee will be evaluated annually. Evaluation reports for all certificated employees must be filed in the human resources department no later than five (5) school days before the end of the year.

Evaluations are intended to support you with developing your craft and are not supposed to be a “gotcha.” Artifacts are to be considered when formulating the evaluation.

If you receive an overall unsatisfactory evaluation – or a second basic evaluation in three years for those members with more than five years of experience, CONTACT THE VEA OFFICE IMMEDIATELY: 360-695-3397.

Non-Renewal Notice

May 15 is the deadline for district notification to employees recommended for non-renewal. Any reductions in force (including a reduction in your continuing contract FTE) must also be communicated by this date. [This document](#) outlines other important dates for assignment in May and June. Contact VEA if you have been notified of a change in contract status.

Time to Elect Leadership



Besides Safety Committee and SBLT leadership, it is also time to elect your contingent of VEA representatives for 2022-23. Each site is allocated one rep for every 15 members. The VEA bylaws state the term is two years, but there are no term limits. This team of reps keep you, the member, informed of important information.

All members are eligible to run for a rep position. Training opportunities for new reps will be scheduled in the fall. This is a great opportunity to unleash your leadership potential and receive first-hand information!

Important Deadlines



The 2021-22 Professional Development year is July 1, 2021 - June 30, 2022

Application Deadline for 2021-2022: June 15, 2022 Submit applications by June 15 to allow for processing and notification by the last day of school. Remember to allow sufficient time for supervisor review.

End Date for Activities Qualifying for 2021-2022 Funding: June 30, 2022 The last day of an activity must be on or before June 30, in order to be reimbursed from the 2021-2022 professional development allocation.

Deadline for Reimbursement Paperwork: July 11, 2022 All reimbursement paperwork must be correctly completed and be in the Professional Development office no later than July 11.

The Professional Development office is located upstairs at the Jim Parsley Community Center and is open from 8 a.m. to 5 p.m. during the school year and 8 a.m. to 4 p.m. in the summer through July 11.

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.

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

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

May 19 (4:00-5:30 pm) – Teaching and Planning Skills (1.5 hours). The “Get Ready *Do* Done” program teaches students the process of how to visualize simple, multi-step and complex tasks and assignments and then sequence and plan the requisite steps to fully complete work.

June 2 (4:00-5:30) – Long-term Project Management (1.5 hours). While we often tell students to break projects down into smaller parts, many students do not actually know HOW to do this. Teach students methods to visually break large projects into smaller steps, estimate time to complete, and schedule these steps, to visually learn the impact of procrastination and to prioritize steps of the project.

Registration is open. 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.

VEA – Your Union

You are the VEA. Together, we advocate for and stand in the shoes of our members in all aspects of professional employment. Through the activities of the leaders and members, the VEA, among other things negotiates salary and supplemental wages, work load, working conditions, and benefits through collective bargaining. Labor management collaboration talks through issues. Those left unresolved go through the grievance process.

The task of defending the rights of professional educators is an ongoing one. Together we have a larger voice in recognizing the common interests shared in each workplace and the effectiveness of addressing those interests collectively.

The value of Union membership is immeasurable. Together we increase salary and supports to allow each member to give their best to students. Sometimes that is a difficult road to travel, we have gained traction, and there's still work to do. None of us did it alone, but we all benefited from it.

The Association makes every effort to keep the cost of doing business as low as possible and to use the resources it has prudently and efficiently. Because everyone contributes, the cost of this zealous representation is significantly less than what it would cost any of us individually. The VEA enjoys the reputation it has earned of respect from our yearly independent audit.

Our Union values its members, including the professional support and solidarity you share with each other. When any of us is harmed or threatened with harm, we are all prepared to mobilize in defense of the integrity of our profession and our livelihoods.

WEA Educator of Color Conference

Enjoy a day of training and keynotes focused on sharing ways for educators of color on May 7th from 9:00 am -3:30 pm. With a focus on restorative and rejuvenating practices, we will cross-pollinate strategies for achieving wellness and strengthening community care. Please [register](#) for this on-line event.

nea 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](#)



Calm Afternoons – Meditation and Targeted School Resources.

Our labor partners at Kaiser have put together a 3-part webinar series featuring wellness resources and live calm meditation to build a culture of health. You do NOT need to be a Kaiser member to participate. Registrants unable to participate during the slated timeframe will receive a “sorry we missed you” email afterward with their unique link to the recording. May 4, 11, and 18 from 3:30-4:00 pm [REGISTER HERE](#)



Drinks and Dialogue – May 12

Join fellow educators to have an open and honest conversation about Race and Social Justice within our community at 5:00 on May 12th at Uptown Barrel Room. Your first beverage and appetizers will be provided by VEA. **All members** are encouraged to come and share their ideas and experiences in this safe space. *[Register in advance for this In-Person event](#) and earn a UNION stamp towards a cool prize!

TPEP STUDENT GROWTH GOAL RUBRIC... Learn More..

New TPEP rubrics represent a change to focus on educator reflection, and then using this reflection to improve instruction and student learning. Statewide implementation is anticipated in the 2023-24 school year. [SGG Rubrics](#) and a [Guidance Doc from OSPI](#) are provided for reference.

New student growth goals: WEA members and administrators learning together (share with your administrator!). Thursday, June 2, 4:30-7:30 [Register](#)

SBLT Decisions



Site-based decision making is defined in the contract in chapter 15.4 as the decisions of the staff relative to student learning and delivery at that site.

The certificated staff shall constitute the SBLT leadership. Responsibilities shall be shared by co-chairs made up of the building principal or assistant and a member of the certificated instructional faculty (may be the faculty representative) **who is annually selected by a majority vote** of the certificated staff at that site who are members of the Association's bargaining unit. Each faculty may select more than one co-chair to carry out the diverse instructional decisions within a large staff. The co-chairs will **jointly establish** the agendas and other aspects of governing meetings and customary duties and responsibilities of a democratic organization.

The decision-making process shall include open dialogue in which issues are presented, defined, discussed, and resolved by a confidential vote.

Proposals may be submitted for a vote to only those members of the faculty who are impacted by the vote. When votes are taken, **80% approval is required and the vote shall be in writing**. The decision regarding ballot procedures shall be exclusive to each site or administrative unit. All eligible members are entitled to vote even if they can't attend the meeting. **The VEA building representative(s) shall be responsible for all balloting**. The counting of votes shall be conducted by the SBLT co-chairs and the VEA building representative(s).

The principal and the co-chair will determine the meeting agendas and items to be voted on. This will be communicated to staff at least three (3) days prior to the meeting or less than three (3) days when mutually agreed upon by the principal and co-chair. The principal will arrange to have notes taken on topics discussed and action taken at the meeting. The principal will see that any recommendations and/or decisions are prepared for publication and distribution made to all members of the team in a timely manner.

2022 WEA Representative Assembly Democracy in Action



The 2022 WEA Representative Assembly was held virtually during our spring break (April 7-9).

Your dedicated reps spent an evening reading, understanding, and taking initial positions on the new business items submitted by individual members and local associations. This forum is where resolutions, amendments to continuing actions, standing rules, bylaws and WEA constitution changes, which when passed, set the organizational priorities for WEA for the coming year. Thank you to Eric Silvey, Cam Swarts, Rebecca Wallen, Leslie Nguyen, Lynn Maiorca, and Lisa White for making sure VEA had a voice in the process. Reflections from VEA Delegates:

Rebecca Wallen (Salmon Creek) *“Activism and advocacy are filled with contradiction” was a statement that resonated from Dr. Kevin Kumashiro’s speech. Some items were weird and challenging at times with too many unknowns, such as strike notifications or ways to communicate around labor actions. More supports for special education is so needed!*

Lisa White (King). *Inspiring students and keep them questioning and seek out other communities from a quote cited from Amanda Gorman was moving. Working with state legislators to protect student identification and orientation as well as the new WEA scholarship fund to attract BIPOC candidates as educators were important items of discussion.*

Cam Swarts (VAPA Itinerant) *“Learning involves unlearning. Unlearning may lead to discomfort. Discomfort can lead resistance. Educators must address resistance.” Also resonated from Dr. Kumashiro’s speech. Amending special education guidelines to update and address the needs of educators, pushing for supports for our students, our safety, support and areas of self-reflection at school and its importance, as well as two hours of debate for music and arts hours in schools was impactful*

and shows how much we need and want more for our students.

Eric Silvey (Skyview) *Being prepared for a strike is important. Components of New Business Item 17 (100 minutes of elementary music) took over 2 hours and had numerous amendments. This discussion illustrated democracy in action and having many voices at the table. Helping potential educators pursue careers in education is needed. The level of preparations for a strike is important. Continuing Resolution 3 outlines communications, aligning with labor partners in the community, funding, and democratic processes.*

LERA - Collective Bargaining and Arbitration Conference

VEA acknowledges that bargaining takes a lot of preparation and global understanding of the process. For current bargaining team members as well as future bargaining supports, investment in this knowledge base is imperative. Six VEA leaders attended the LERA conference April 21 and 22nd in a virtual format. VEA Executive Director, Page A. Todd, was a presenter at this event. Take aways included:

- The power of an apology (honesty, appreciation, accountability, and assurance of lessons learned).
- Looking at a situation from the outside and explaining things objectively.
- How to address hard conversations (curiosity, honesty, clear goals and objectives, empathy, focus on objective vs. personal attacks).
- Ally vs. Co-conspirator – why microaggressions are a big deal.
- Validating others and self. The art of questioning and removing barriers to new ideas.
- History of racism and anti-racism in the union movement.
- Labor relations of other businesses and their need for representation.
- Arbitrations – who wins and why.

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