



# Action Line

Vancouver Education Association

Issue 7

March 2023

## Perseverance Yields Rewards!



The strength of our union and the perseverance of the VEA Bargaining Team resulted in new language to improve workload impacts around time, preemption of planning/prep time and student behavior. We also solidified clarification around VSAA class load maximums. Your **MEMBER VOICE** resonated with the bargaining team as proposals were developed, exchanged, and solidified. The final package of agreements was ratified with a 96.6% affirmative vote of the membership and certified by the Executive Board at their February meeting. The [ratified language](#) can be accessed on the VEA website.

- Faculty meeting **TIME** was addressed in section 10.5C to be a potential vehicle in providing additional educator-directed time by eliminating or adjusting staff meetings based on collaboration.
- Planning **TIME** was addressed in a pilot project MOU for when substitute teachers are unavailable. This pilot covers rotating coverage, limits to no more than twice a week of preemption of planning time OR students split between two or more classrooms OR preemption of assignment for non-classroom teachers.
- Clarification of VSAA class load maximums as comparable to High School.
- Student **BEHAVIOR** language was added to ensure educator voice in management and discipline processes, including roles and responsibilities for communication, intervention, etc. Training and review of discipline procedures and timelines are part of this agreement.

## Bargaining Work Continues

Your VEA Bargaining Team is already embarking on the pre-work for the Spring 2023 Interim Bargain. Per Article 1.4, VEA and VPS can each present up to three (3) **NON-MONETARY** proposals for consideration during the interim bargain.

Our VEA Bargaining Team is looking to VEA members for the top THREE areas to prioritize for our 2023 Interim Bargain.

**Please respond to the 2023 Interim Bargaining Survey no later than Tuesday, March 7<sup>th</sup> at 5 PM** (<https://www.surveymonkey.com/r/SS6BCWQ>).



## 2023 Interim Bargain Includes Salary Negotiations



Unique to 2023, we will also reopen salary negotiations to determine the Cost of Living Adjustment (COLA) by which our 2023-2024 salary schedule will increase. Article 11.3 confirms the COLA will incorporate “the [Implicit Price Deflator] IPD **and an additional amount** to be determined by a salary opener which will take place in the spring of 2023.”

**Within VEA,  
we're LUCKY to have one another!**

Join us for an all-member social on Friday, March 24<sup>th</sup> from 3:30-5:30 pm with the location TBD. Come when you can, stay as long as you want. Please RSVP for planning purposes: <https://tinyurl.com/2549c2yu>



### **WEA-Riverside Equity Conference March 11, 2023**

Our colleagues from the WEA-Riverside Council are hosting an Equity Conference on Saturday, March 11 at Clark College. Participants are eligible for up to seven (7) clock hours that count towards the required 15 equity clock hours for certificate renewal. Participants must pay a \$25 registration fee.

Keynote speaker: Ceema Samimi, MSSW, MPS, PhD

Register Here: [https://bit.ly/WEA-RUC\\_EC\\_2023](https://bit.ly/WEA-RUC_EC_2023)

Each member attendee will select three sessions at the time of online registration.

Course List: <https://bit.ly/WEA-RUCEquityConferenceCourses2023>

For more details, check out [this Conference Flier](#)

## **Columbia Sportswear Employee Store**

VEA members have a new pass valid February 24 through March 19<sup>th</sup>! The store is stocked with current season products from Columbia, Mountain Hardwear, SOREL, and PrAna. Items are priced up to 50% off retail. For store access, provide [this digital invite](#) and proof of affiliation. You can bring up to four additional guests with each visit. There's also a winter sale with additional savings up to 40% off select winter items.



## **PROFESSIONAL DEVELOPMENT**

### **TPEP Artifacts**

March 16, 2023

4:30-6:30 pm

VPS Course #8702

Clock hours and available individual PD funds apply to this course. Participants will understand the overall structure, philosophy, and policy authority of TPEP and instructional frameworks. They will understand the role of artifacts and evidence in teacher evaluation, and will make concrete connections between your practice, your framework and a natural harvest of artifacts and evidence. Member participants will receive a voucher to offset the cost of dinner.



### **March 14 PIR**

Last day to register for the PIR (7.8A)

### **March 15 Vacancy**

An opening in existence or occurring between March 15 through August 5 will be considered a vacancy subject to the PIR provisions (7.3F)

### **March 15 Salary Advancement**

Certificated staff desiring salary lane advancement on the salary schedule should make application on forms provided in the HR department not later than March 15 if the individual anticipates having all requirements completed and the new placement put into effect for the ensuing school year (11.18)

## **Have you thought about running for office?**

Your Association can help fulfill your dream of running for office. Contact VEA if you are interested in learning more so that we can connect you with WEA resources beyond the following candidate trainings:

- [See Educators Run](#) (NEA): April 28-30 (SeaTac)
- [Path to Power](#) (Washington State Labor Council): March 29-31 (Olympia)
- [Women's Political Caucus](#) (for women identifying candidates): March 18 (Tacoma), April 1 (Everett), April 15 (virtual)
- [SAGE Leaders](#) (for candidates of color)
- [Re:Power](#) (formerly Camp Wellstone)
- [Emerge Washington](#) & [National Emerge](#) (for women identifying candidates)
- [Washington State School District Directors' Association](#) (for school board candidates)

## **VEA Election Results**

Candidates have all been informed of the unofficial results. The VEA elections commission reviewed the results for Executive Board review at their February meeting. The Executive Board is recommending certification by Rep Council at their March 6<sup>th</sup> meeting. Thank you for your patience as we follow our governing guidelines. Watch for an announcement of the official results via a VEA update!



## **A lot is happening in Olympia YOUR VOICE Matters**

Again the member VOICE around needed changes to legislation is resonating in Olympia. Your WEA PAC Chair, Jesse Affeldt along with VEA Interim Executive Director, Phil Harding met with legislators and their representatives from the 49<sup>th</sup> legislative district to discuss decisions that impact you and the students we serve. There are still a handful of bills where YOUR voice can have an impact on whether or not these bills move forward.

SB 5650 COLA (Cost of Living Adjustment)  
SB 5311 Special Education Funding Formula  
HB 1479 Isolation and Restraint  
HB 1305 Free and Appropriate Education (SpEd)  
1550 Transitional Kindergarten

Proposals and status of these items can be found at <https://search.leg.wa.gov/> by searching for the bill number noted above.

In addition, rebase of certificated salary considerations is ongoing. The legislature determines the minimum pay, maximum pay, benchmark at the five-year experience level, overall experience factors, as well as regionalization factors (cost of housing) in our area.



[Contact your legislator today](#)

## Florida EA

### Day of Action: The 3-7 Challenge

**March 7** is the start of Florida's 2023 legislative session, and some elected officials have promised to pass legislation that will limit the fundamental freedoms of Florida's students, teachers, education staff professionals, and higher education faculty. In response, they are asking all Florida Education Association (FEA) and United Faculty of Florida (UFF) members to participate in a statewide **public education day of action** that they are calling the 3-7 Challenge to show support for educators and the future of education.

**Let's Join them in UNITY!** March 7<sup>th</sup> is a day of action challenging supporters of Florida's public education system to make three phone calls and send seven emails to Florida's elected officials. You can find out more by going to [www.feaweb.org/action/the-3-7-challenge/](http://www.feaweb.org/action/the-3-7-challenge/).

## Thinking about retiring this year?

### Cashout of illness, injury and emergency leave days notice: April 1.

Eligibility to convert eligible accumulated sick leave at the rate of 25% of the employee's full-time daily rate, an employee shall inform the District on or before April 1 of their intent to retire. If the employee does not inform the District by this date, they will not be eligible for the compensation. If compelling circumstances develop for an individual employee after April 1 that necessitates the employee retire, the District will honor the terms of the conversion of retirement as outlined in Article 6.2Fii.. The district, at its sole discretion, reserves the right to waive the April 1 date in particular situations without setting precedent.



## VEA Supports School Libraries



In recognition of Read Across America (RAA) week, VEA is proud to support this endeavor through a Barnes & Noble gift card to help stock VPS libraries. Gift cards will be presented to members at the March Teacher-Librarian meeting. VEA thanks everyone who transforms our students into readers and writers! This donation helps ensure students feel included and recognized, and that they understand our world is far richer than just their individual experiences alone. VEA is thankful that our school libraries and members provide access to literature that is as diverse and complex as the society we live in!

## Employment Contract Awareness

If you are currently on a Leave Replacement (one year only) contract or serving as a long-term substitute, please know that the district is not obligated to continue your employment into the 2023-24 school year. Postings of job openings for next year are starting to appear, so appropriate application and networking with administrators now is advised. ([VPS Job Postings](#))

## The Democratic Process in Union work

Your union is a member-driven, democratically governed organization at the local, state, and national levels. The annual Representative Assembly functions as the chief policy making body at both the state and national level. Once a year, local associations select delegates to collaborate, debate, and vote on new business items, resolutions or amendments to continuing resolutions, standing rules, bylaws, and constitutions. These decisions set the organizational priorities for WEA and NEA for the coming year. Certification of VEA's delegate election will occur at the March 6 Rep Council.



JOIN Annette Cleveland, Monica Stonier, and Sharon Wylie from the 49<sup>th</sup> LD  
in a Legislative Telephone Townhall on March 29<sup>th</sup> from 6:30-7:30 PM  
<https://vekeo.com/WHDC49/>



## do I need to be interested in politics?

**Your Salary** – Washington State Legislature determines allocations to the district such as regionalization percentage, what constitutes a senior workforce, levy lids, ESA staffing, etc.

**Your Collective Bargaining Rights** – The Legislature can take away rights to collectively bargain working conditions and provisions such as TRI.

**Your Class Size** – The Legislature controls school funding – which affects your class size.

**Your Benefits** – The Legislature initiated and funds SEBB (State Employee Benefits Board).

**Your Retirement** – The Legislature decides which plans to offer and how they are administered.

**Your School Board** – The School Board is an elected body who makes decisions affecting you directly!

## Who can join? **YOU!!**

**#WEA-PAC** gives us a voice to fight for increased education funding, increase school quality and improved compensation.

- ♦ **WEA-PAC** helps to elect candidates who will put children and public education first.
- ♦ **WEA-PAC** gives us a strong voice in the debate over key issues – including funding, class size, compensation and accountability.
- ♦ **WEA-PAC** is a powerful voice in lobbying for the right kind of education reform. By being members of WEA-PAC we can work together to help children and strengthen our schools.
- ♦ **WEA-PAC's** political activities help protect the interests of education employees, and give us a better chance of winning improved compensation and health benefits.

## What is WEA-PAC?

- ♦ WEA-PAC is Washington Education Association's Political Action Committee. WEA-PAC supports candidates, regardless of party, who champion the needs of public education. Based on input from local WEA-PAC members, WEA-PAC determines how political candidates stand on the



issues that affect our members, our schools and our students. We support good candidates who are willing to stand up for public education and union rights.

- ♦ Candidates from local to statewide positions can and do receive assistance from WEA-PAC. School boards, city councils, the state Legislature, the Governor, the Superintendent of Public Instruction and judgeships have all been affected by WEA-PAC and its members.



**If you are a VEA member, but have not yet joined WEA-PAC - you can join electronically.** If you are already a member contributing to WEAPAC, **you can choose new contribution**

**levels** of \$5.00 or \$10.50 a month.

[www.washingtonea.org/joinweapac](http://www.washingtonea.org/joinweapac)



Please note that WEAPAC dollars support VEA candidate endorsements. There will be three School Board positions decided this fall. WEAPAC members may serve on the endorsement team. Contact VEA if you are interested in actively participating in this process!

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