



Action Line

Vancouver Education Association

October 2023

We are off and running

VEA has been busy ironing out the wrinkles to the start of the school year with Synergy glitches, text book order delays, overloads in classrooms, return of COVID, and a variety of other hurdles that VEA has stepped in to assist with. VEA has advocated for proper placement on the salary schedule for Peace Corp experience, secured a full 8 hour of pay for our 6th grade jump start teachers, and successfully requested the removal of an erroneous pop up indicating half-or full day releases for illness injury and emergency leave when it can be taken in hourly increments. (Please be cognizant of the potential impact on building support when exercising the hourly release). VEA has filed grievances on a range of topics, has escalated two grievances to arbitration, advocated for overload supports and discrepancies in beginning of year staffing projections, and clarified that participating in coaching cycles is **OPTIONAL** for all (not just special education).

Need help with Synergy? VEA voiced member concerns around everything synergy is NOT doing and advocated for training for entering grades and navigating the new system. The district has agreed to provide site specific training upon request from the administrator. Please communicate your needs to your principal or administrative coordinator to schedule training. VEA continues to advocate for all training to be paid by the district.

VEA/VPS clarification on disciplinary procedures in Chapter 9.10.

New Disciplinary Procedures include:

- Written reprimands will be placed in the personnel file in HR
- Opportunity for rebuttal within 10 days
- Suspension and Separation would be next steps if misconduct is repeated, not corrected
- After two years of satisfactory service, discipline letters will be removed; removal is possible for petition after 10 months
- Right to access personnel files

Disciplinary Meetings Procedures

Investigate

The purpose of the **investigatory meeting** is to get the employee's side of the story, and otherwise obtain facts that are relevant for determining whether discipline is appropriate.

Review

If discipline may be warranted, the administrator then holds a **review meeting** with the employee. Evidence will be reviewed and a draft of the reprimand contemplated will be reviewed. The employee has an opportunity to give input.

Deliver

The administrator follows up with the employee to either:
1) Deliver final discipline
2) Inform the employee that no discipline will occur.
This can be done in a meeting or in writing.

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 in the blue box.

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.*

Abusing or insulting teachers, liability for—Penalty. RCA 28A.600.460

Any person who shall insult or abuse a teacher anywhere on the school premises while such teacher is carrying out his or her official duties, shall be guilty of a misdemeanor, the penalty for which shall be a fine of not less than ten dollars nor more than one hundred dollars.

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

Student Management & Discipline Process Documents

The 2022 ratified interim bargaining agreement (signed off in spring 2023) calls for the establishment of an elementary, middle and high school student management and discipline process document for educators and building administrators to follow, based on disaggregated discipline data and stakeholder (ie. Staff, student, families) input. The process documents clearly outlines the roles and responsibilities of educators and principals in the intervention, documentation, and communication processes for classroom and building interventions other than suspension and expulsion. VEA shared these documents with the district for distribution. Watch for these to be presented soon!

Discipline Zoom Courses

Your membership provides a free ticket to professional development to provide more tools to navigate the behavior challenges realized in the education setting.

Behavior Intervention Strategies to Support Students through Inclusive Practices (EQUITY) (9 hours)

Tuesday, October 17, 2023, Wednesday, October 18, 2023, and Thursday, October 19, 2023, 4:30 pm -7:30 pm

Participants will cultivate a growth mindset when working with students with social, emotional, and behavioral needs. They will learn about the different lens of behavior and high leverage practices for supporting students with social, emotional, and behavioral needs in inclusive classrooms. They will identify the root causes and different functions of behavior. For more information & to register: <https://cvent.me/2XVnbk>

De-Escalation Strategies (3 hours)

Wednesday, November 1, 2023, 4:30 pm - 7:30 pm

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. For more information & to register: <https://cvent.me/Dk4ZZA>

Early Childhood: Teaching Behavior Expectations/Rules in an Inclusive Childhood Setting (EQUITY) (6 hours)

Monday, November 20, 2023, and Tuesday, November 21, 2023. 4:30 pm- 7:30 pm

This course shares Evidence Based Practices (EBPs) for creating, planning, writing, implementing and teaching behavioral expectations and rules to students in inclusive early childhood settings. Utilize strategies from The Pyramid Model, a positive behavior intervention model for Early Childhood, in combination with individualized strategies, to support all student's acquisition of behavioral expectations and rules in an inclusive early childhood classroom. For more information and to register: <https://cvent.me/qR0BOM>

OVERLOADED??



Class sizes were posted in the September 2023 issue of the VEA Action Line Newsletter.

Overload situations are addressed in 10.18 (classrooms and VAPA).

Article 10.18 Classroom Overload Relief

Administrators with teachers in overload shall limit enrichment TRI demands on teacher's time compared to teachers not in overload.

Administrators, where possible, shall assure that teachers in overload one year are not again placed in overload the following year.

Teachers who experience overloads shall be paid pursuant to the Overload Remedy Schedule below based on overloads in existence on the count day of each month October through May for all schools.

Overload Remedy Schedule

Position \$/Student/Day

K-5 Classroom Teacher \$5

6-12 Classroom Teacher \$5

6-12 PE/Music \$4

Special Education Self Contained Teacher* \$6

Speech Language Pathologists* \$3

Occupational Therapists* \$3

*Overload is based on the state countable caseloads

When a teacher is in overload by five (5) or more students at the elementary level, three (3) or more students in a combination elementary class, or ten (10) or more at the secondary level a meeting will be convened with the teacher, principal, building representative, and if necessary the appropriate Executive Director, and the VEA President (or the President's designee) to determine means of reducing or eliminating the overload situation.

Overload exists when students exceed one hundred fifty (150) for high school, iTech and VSAA, one hundred sixty-eight (168) for middle school, twenty-seven (27) for grades 4-5, twenty-four (24) for grades K-3, combination classes K/1, ½, 2/3, and ¾ exceeding twenty-two (22) or a 4/5 class exceeding twenty-five (25).

Enhanced Teacher Plan

10.16A In the event an enhanced teacher is deployed for workload or class size relief, the principal, affected teachers, and enhanced teacher shall meet to determine a plan to serve the impacted students.



Vote!

Soon ballots will be in your mailbox for the November election. This year VEA has made

WEAPAC endorsements for local elections, including VPS School Board (Tracie Barrow, Kyle Sproul, and Kathy Decker) and Fire Commissioner (Brigid Taylor) races. These candidates were chosen based on their views regarding public education and unions. For other endorsements statewide, visit the [WEA website](#)

You're invited to a Virtual VEBA Fair!



Attend a virtual VEBA presentation to learn more about the VEBA Plan and ask any questions you may have. Just pick a date and time that works for you and click the registration link. A short presentation will be followed by a Q&A session led by VEBA Plan representatives from Gallagher. For more information now, read the [VEBA Plan Benefits Guide](#) and check out the VEBA Plan's new [Video Library](#).

- October 17, 4:30-5:00 PM [Click here to register](#)
- October 31, 12:00-12:30 PM [Click here to register](#)
- November 14, 4:00-4:30 PM [Click here to register](#)

Understanding Certificate Renewal Requirements

Find out the latest on new certificate renewal requirements in Washington state. [Register](#) for a WEA Educator Certification 101 training.

Learn about what you need to do for the new equity-based school practices certificate renewal requirement, STEM requirement, and suicide prevention training. Consider the next certification steps you will take and learn how to add an endorsement. Explore the basics of Professional Growth Plans (PGPs) for all educator certificate roles. Review OSPI eCertification.

Teacher Certification 101. Zoom. 2 clock hours. [Register](#). For classroom and CTE teachers

- Wednesday, Nov. 1, 4:30-6:30 p.m.
- Thursday, Feb. 15, 2024, 4:30-6:30 p.m.
- Wednesday, April 17, 2024, 4:30-6:30 p.m.
- Wednesday, May 29, 2024, 4:30-6:30 p.m.

Educational Staff Associate (ESA)

Certification 101. Zoom. 2 clock

hours. [Register](#).if serving in school ESA roles: behavior analysts, counselors, nurses, occupational therapists, orientation and mobility specialists, physical therapists, psychologists, social workers, speech language pathologists and audiologists.

- Tuesday, Nov. 7, 2023, 4:30-6:30 p.m.
- Tuesday, Jan. 30, 2024, 4:30-6:30 p.m.
- Wednesday, May 8, 2024, 4:30-6:30 p.m.

Reminder: Clock Hours/Transcripts

Clock hours and transcripts for salary placement are due October 1...

Clock hours (in-district and outside) should be sent to the Professional Development department. Transcripts for salary placement should be sent to HR. New or renewed certificates and/or endorsements should be sent to HR.

Having a *Stressful* Start to School??

Members are provided free confidential counseling sessions with Deer Oaks Employee Assistance program for help with mental and emotional stress, marriage and relationship issues, family and parenting stresses, job difficulties and burn-out. Contact Deer Oaks for an appointment 1-888-993-7650 or www.deeroakseap.com. Login & password vandsd. Resources can also be accessed via iConnect You app (code: 221967).

October PL (Inservice) Day

Per the 2021-24 Contract between VEA and VPS, the third mandatory state professional learning (PL) day is scheduled Friday, October 13th. Those members who attend the full day, sign-in to confirm their attendance, and sign an electronic supplemental form, will receive 8 hours of their TRI PL pay in December's paycheck.

Newly bargained in the 2023 interim bargain, approved PD outside of the district offerings is allowed... **With building or program administrator approval, an educator may participate in professional learning outside of the District. Afterward, the educator shall submit proof of participation to the Professional Development department to ensure they receive up to eight (8) hours of TRI PL payment at their hourly per diem rate. If they also receive credit or clock hours from the outside professional learning entity, they can submit documentation to the District for potential salary advancement, per Article 11.4**

Those members who do not participate in any PL activity 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 may 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 VEA Post-it notes. “Everything’s Better When We’re Together.”

VEA leaders will also distribute the 23-24 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.

2023 NBCT Leadership Conference

After a six-year hiatus, the NBCT Leadership Conference is back! The Washington National Board Network is thrilled to bring this unique conference experience designed by Washington NBCTs for NBCTs. The conference theme is “Rejuvenating Leadership through Justice, Joy and Equitable practices. Interested? <https://cstp-wa.org/event/2023-national-board-leadership-conference/> for more information Portland

VEA night at the Portland Trailblazers



Save the date: December 14 vs. Utah. VEA has teamed up with the Portland Trailblazers to provide group rate tickets for our members. You can choose any game to attend. The VEA night on December 14th will come with some special fan experiences. Watch for ticket sale information in an update!!



Friday, October 6

3:30 – 5:30 PM

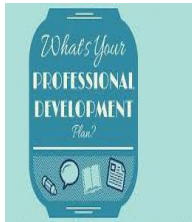
Heathen Brewing Feral House

This all member 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! [Please RSVP](#)

October 25th Wednesday Navigating Student Loan Forgiveness



Many of you are likely eligible for forgiveness of your federal student loans through one or more of the federal programs currently available. There have been many updates and changes made to these programs and the information you need to know is often times hard to find. NEA MB has gathered the latest information as it applies to our members and will share that information with you during this workshop. In addition, we have a FREE online tool that will help you navigate your way to forgiveness. Come learn about the latest federal programs and how to access the NEA Student Debt Navigation Tool. Get a head start by logging in to www.neamb.com/start and creating your account. Direct Registration Link: <http://forms.washingtonnea.org/forms/pdregistration?cevid=7775>

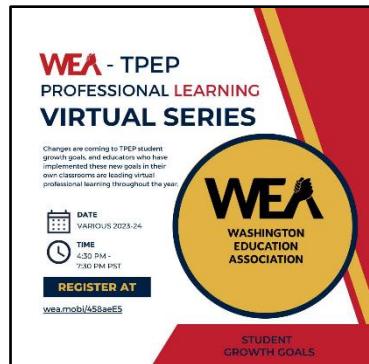


Know your Contract Evaluation

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

WEA TPEP Professional Learning is now available

WEA TPEP professional learning is developed and facilitated by member leaders from across the state. Changes are coming to TPEP student growth goals, and educators who have implemented these new goals in their own classrooms are leading professional learning throughout the year.



Developing Student Growth Goals with the New Rubrics (3 clock hours) [Register](#).

Learn about changes to TPEP Student Growth Goals. Examine the shifts, including an increased focus on educator reflection, and using students' assets in developing goals. Explore tools and resources for your own student growth goal-setting process. **All courses meet via Zoom, 4:30-7:30 pm. 3 clock hours.**

- Wednesday, September 20, 2023
- Tuesday, October 10, 2023
- Thursday, November 2, 2023

Additional dates are available through May 30, 2024.

TPEP 101: Artifacts and Evidence. (2 clock hours) [Register](#).

Explore the major components of the TPEP evaluation process and learn about updates which enhance professional growth and improve student learning. Emphasis includes state criteria, comprehensive and focused evaluations, and scoring methodologies. Demystify collecting and providing evidence. Get tips to harvest evidence to best represent your instruction and align to your framework.

All courses meet via Zoom, 4:30-6:30 pm. 2 clock hours.

- Thursday, October 12, 2023
- Wednesday, November 8, 2023

WEA PD with focus on SpEd

[Registration and information for courses supporting Special Education](#) in October for members include:

October 9 and 11 – Universal Design for Learning.

October 10 and 12 – Special Education Law

October 24 and 26 Sensory Strategies for the Inclusive Classroom

Building a Connection with your Union Rep



Building/Constituency 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.

