

June Update

Dear VEA Members,

I hope this message finds you well as we come to the end of the school year. Last week, VEA received a copy of the VPS “[Draft: Inclusive Practices Plan](#)” which captures the five-year plan for VPS Special Services to increase student access and inclusive practices in VPS. While we appreciate that VPS has shared a document outlining where we can expect to see changes, this plan was shared well past the implementation of several changes to the delivery of services in VPS without consideration for those who will be expected to deliver and support services for students. We have also shared that in order for this plan to be successful, the district needs to support educators by ensuring adequate staffing, resources, and communication.

It's essential to emphasize that inclusive practices are not exclusive to Special Services educators. All educators, whether in Special Education or General Education, must have equal access to training and resources necessary for implementation. This work impacts *all* of our students regardless of the level of services they receive. We also believe that stakeholders, including administrators, staff (certificated and classified), and families, should be actively involved in the development and implementation of inclusive practices. This includes providing training on the [Haring Center Principles](#) (the model VPS is using to create and evaluate their IPP plan) and fostering open discussions within buildings to gauge where each currently stands on the inclusive practices matrix. Transparency regarding the district-wide progress on this matrix is vital to instill confidence and ensure that the necessary foundational elements are in place before making any significant changes.

Additionally, we continue to echo concerns regarding inconsistent access to staffing (of both certificated and classified staff, including substitutes for both groups), unclear expectations and direction, and the need for adequate support and resources. Successful inclusion requires a truly collaborative effort, including common planning time, clear behavior support plans, ample support resources of behavior support plans, and realistic considerations for class sizes and working conditions. The safety and well-being of both staff and students must remain paramount in all discussions and decisions being made.

Please know that as we move forward, it's imperative that we prioritize collaboration, clarity, and inclusivity in all our endeavors as a membership. We must continue to work together to ensure that every student has access to a quality education and that every educator feels empowered and supported in these efforts.

Jamie Anderson, VEA President

District Directed Moves

There's a LOT of movement happening... please see contract language below for compensation for district directed relocation of rooms and/or buildings.

District Directed Relocation of Employees:

7.20A Relocation of an employee and/or their class to another building or site shall be accomplished with the greatest possible prior notice with assistance upon request in packing, transporting, and unpacking materials from the one site to the other to eliminate or reduce the necessity of overtime by the employee. The District shall provide release time from duties during the contract day or up to two (2) eight (8)-hour days, paid at the per diem rate, per affected employee. The allocation of the above time or pay is for the purposes of the take down, relocation, and reinstatement of their classroom and/or work space. Adjustments may be made by mutual agreement of the principal and affected employee(s).

7.20B Relocation of an employee and/or their class to another classroom/space within the same building or site (e.g. change in grade level and/or position of the employee, major, long-term repairs to existing classroom/workspace, etc.) permanently or temporarily, shall be accomplished with the greatest possible prior notice, with assistance upon request, in packing, transporting, and unpacking District materials from one classroom/space to the other. The District shall provide release time from duties during the contract day up to one (1), eight (8) hour day, paid at the per diem rate, per affected employee. Adjustments may be made by mutual agreement of the principal and affected employee(s).

7.20C In the event that a certificated staff member is transferred and required to relocate after the beginning of the school year to a reassignment or is reassigned and required to change an entire grade level or subject matter, the District will provide a minimum of two (2) days without students for preparation in the new assignment.

7.20D The District and Association recognize that exceptional circumstances may arise (e.g. significant furniture or physical materials, movement across multiple buildings, etc.) where additional support for relocation beyond the remedies described above is necessary. Should adjustments not be remedied at the building level, requests for further support shall be reviewed by the Executive Director of the Association and the Superintendent Designee and approved on a case by case basis.

Contracts for 24-25

Don't forget to sign and return your base contract for next year – due within 15 days of receipt and no later than June 19th.



TRI PART II – Be sure to SIGN

Educators are asked to print out Part II of the [TRI contract](#) and give to secretaries when you sign your base contract. With all the movement sometimes the secretary does not have the Part II for all staff. If a secretary does not have a Part II as past practice has been, Beth Miller sends a blank form to print their name and sign along with the administrator.



Power Behind Member Activism (contact VEA to learn more)

- Equity Team – Help VEA advance this work
- Blue Book – Insights on policies and procedures
- WEAPAC – Endorse pro-education, pro-labor candidates as well as have a voice lobbying in Olympia
- Building/Constituency Reps – Lots of movement and reps should be established by the first Rep Council meeting (Sept 9)

Evaluation Cycle

Comprehensive evaluations are assigned to those on provisional contracts, overall basic and unsatisfactory on the prior year, or those on probation. State requirements are that continuing contract holders have a comprehensive evaluation once every six years. Focused evaluations allow an educator to explore improvements to their craft. An evaluator may place an educator back on a comprehensive evaluation prior to December 15th including an explanation as to why the move is warranted.

It is never too soon to plan for retirement!

When people talk about retirement, there is often a wide range of emotions. One thing is for certain: the more planning you do, the better chance of having the retirement of your dreams. Whether you are one, five, or more than fifteen years from retiring, it is never too early nor too late to begin that planning. Learn what you can do now to prepare for the next chapter of your life.

Next fall WEA-Retired will once again offer its pre-retirement seminar. There will be three different sessions, 3 hours each, all offered via Zoom.

- Session A: financial planning and estate planning
- Session B: Social Security, state retirement plans, and timelines,
- Session C: Medicare, health care options, and VEBA

There will be a choice of dates for each session. Sign up for the sessions of interest to you on the dates that fit your schedule. If you are planning to retire at the end of the 2024-25 school year, there will be additional information for you at the end of Sessions B and C. The registration form will be available in early September. Space will be limited. If you have any questions, please contact Sandy Kokko at skokko1946@gmail.com or Karla Kragelund at karlakragelund@icloud.com.



Evaluation Timelines



Educators should have electronically received a draft summative evaluation report by June 5 allowing time to review and seek revision to any scores than misalign with collected evidence prior to the final submission on June 15. Contact VEA if you have any evaluation content or timeline concerns.

Adidas Employee Store Access



COMMUNITY CUSTOMERS: For access to the adidas Employee Store, you can gain immediate access by signing up through the adidas App. Instructions are below.

- 1) Download the adidas app through the Apple App Store or Google Play.
- 2) On the main screen, select "RADAR" icon on the far right corner. Scroll Down and select BOOK YOUR TIME WITH US.
- 3) Scroll down to the bottom of page to select BOOK NOW.
- 4) Your name should appear. Select CONFIRM.
- 5) Pick preferred DATE. Select TIME--although you can show up at anytime during business hours.

WEA Human and Civil Rights Teaching Equity Conference - July 25

Learn more about cultivating effective educational environment and classroom cultures based on Washington's equity-based school practices aligned to cultural competency, diversity, equity and inclusion (CCDEI) standards. Highline College, 2400 S. 240th St., in Des Moines, from 7:30 a.m. to 4 p.m. Six CCDEI clock hours will be available. The conference is free, but parking is \$2 for the entire day. [Register online for the conference.](#)