



# Action Line

Vancouver Education Association

Welcome Back!

September 2024

## Welcome to the 2024-25 School Year!!

I want to extend a heartfelt welcome back to each of you. The past year has been incredibly challenging as we faced the loss of many valued colleagues through both the reductions and subsequent shuffling of remaining staff. It has tested our resilience and unity.

As we reflect on the Labor Day holiday, we are reminded to honor the contributions and achievements of industry workers, and it serves as a powerful reminder of the importance of solidarity, using our collective voice, and highlights what we can achieve when we remain united. With the conclusion of our current negotiations, let's lean into our shared experiences and commitment to equity within our profession and our public school system for ALL of our staff and students. Just because negotiations are behind us, it doesn't mean we are done. We need to come together to continue our advocacy for a reasonable and safe learning environment for our students and staff.

Thank you for your continued dedication and hard work as we move forward into a new school year.

*Jamie Anderson*

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### Bargaining Communications After-Action Survey

As a member led organization, the actions and priorities of the VEA are determined by you. We strive to do our best to gather input from all stakeholders from within our organization and then put these priorities into action.

Thank you completing this survey pertaining to COMMUNICATIONS around the most recent bargain for review by VEA leadership. This survey will close on September 9<sup>th</sup> at noon.

<https://www.surveymonkey.com/r/LCVC8SW>



## Interested in How Things Work?

VEA dispatches the will of the membership. Much of how the organization works is directed by our Standing Rules, Policies and Bylaws housed in a blue binder. A committee of members meets as needed to review and propose changes for leadership to consider. We are currently seeking members to serve on the “Blue Book” committee.

Barbra Laurenzo, VEA’s new 4<sup>th</sup> VP of Equity is looking for equity minded members to help guide the association in equity work for 2024-25.

The VEA received a grant from the NEA for member engagement to allow more opportunities for dialogue and building community as a union. Maxwell Merchant, VEA’s 3rd VP of Member Engagement would like members to help develop specific events for the year.

Interested? [Complete this interest form](#)

## Building Representative Leadership Training

Thank you to the sites who have communicated your contingent of VEA representatives for 24-25. Each site or recognized constituent group is allocated one rep for every 15 members. This team of reps keeps you, the member, informed of important information. [Sites or constituency groups](#) with rep vacancies or expired terms should fill those positions prior to the first Rep Council meeting on September 9<sup>th</sup>. Contact VEA for assistance!

Training opportunities for new reps are scheduled in early October. Reps will sign up at the September 9<sup>th</sup> Rep Council meeting. VEA will also offer an advanced rep training in November. This is a great opportunity to unleash your leadership potential and receive first-hand information. Contact VEA for more information!

## VEA Leadership Meeting Calendar for 24-25

VEA’s governance meetings are open to the membership, however only the delegation of representatives is allowed to vote. Rep Council meetings will begin at 5:00 pm. The September, October, and February meetings will be in-person. The remainder of the meetings will be held by Zoom. Executive Board meetings will be held in person at VEA and begin at 5:00 pm.

### Rep Council

**Sept 9, 2024** \* In person – Fourth Plain Commons

**Oct 7, 2024** \* Joint meeting with admin  
RE: Contract changes. Location TBD

**Nov 4, 2024**

**Dec 2, 2024**

**Jan 6, 2025**

**Feb 3, 2024** \* In person – Fourth Plain Commons

**Mar 3, 2025**

**April 7, 2025**

**May 5, 2025**

**June 2, 2025**



### Executive Board

**Aug 15, 2024** Retreat

**Sept 23, 2024**

**Oct 21, 2024**

**Nov 18, 2024**

**Dec 16, 2024**

**Jan 13, 2025**

**Feb 24, 2025**

**Mar 17, 2025**

**April 21, 2025**

**May 19, 2025**

**June 9, 2025**

## Secondary Input Needed on IMC

The district Instructional Materials Committee (IMC) is seeking VEA member input. There are currently openings for:

- High School teachers (2)
- Secondary Teacher Librarian (MS or HS)
- Middle School Teacher (1)

This is a yearlong commitment and participants will be compensated for the one-hour monthly meeting. Contact VEA if interested.

## WEA PD for Members ONLY

### Teacher Certification 101 (2 clock hours)

4:30-6:30 p.m. Monday, Sept. 9

Learn about recent policy changes for teacher and CTE teacher certification! Find out more about the new equity-based school practices certificate renewal requirement, STEM requirement, and the next steps you need to take to renew your certificate. Learn how to add an endorsement and explore the basics of National Board Certification.

### Developing TPEP Student Growth Goals with the New Rubrics (3 clock hours)

4:30-7:30 p.m. Tuesday, Sept. 10

All teachers in all districts will be using the new TPEP student growth goal rubrics this year. Learn about the changes, 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.

### Coming Soon on WEA-WIN...

Sept 26<sup>th</sup> 4:30-5:30

#### Getting Started in Your Financial Journey

Members will gain confidence in their retirement plan by exploring retirement savings, state pension options, and financial concepts for each life stage: Early, Mid and Late Career. New members will learn some of the basic building blocks of their pension plan which will get them started on the right foot and ensure a better path to financial security. Knowing your union is here to help and has resources for you to rely on is a valuable benefit of membership. Join us to learn more.

Registration for these courses is on WEA's new professional learning platform, [WEA-WIN](#).

1. Create a WEA-WIN participant account, if you do not already have one. Click on "My Account" in the upper right-hand corner of the site, then click on "Verify Membership."
2. Once you have an account, register for the Teacher Certification 101 or TPEP Student Growth Goals course.

Questions on registering or creating an account in WEA-WIN? Contact [weapd@washingtonea.org](mailto:weapd@washingtonea.org)

VPS PD Site [Participant Directions](#) for Out of District Courses

## 24-25 WEA Membership Cards

The 23-24 membership cards should appear soon in home post boxes of continuing members. New members will receive your card with the next printing of cards in late September. Please let [Cindy](#) know if yours did not arrive.



### Adidas Pass Ends Soon

VEA members and up to four guests have access to the Adidas Employee Store through September 15. Bring your work ID/paystub, Photo ID and [this letter](#).



### VPS Course Payment Business Practice

Upon completion of a PD employees must respond within **ten business days** after receiving the email request to log in to e-sign for payment for a course. Failure to sign by the deadline may affect credit and/or payment for this course. If participants have not electronically signed after 3 business days, a second email reminder will be sent. Exceptions can be made to employees on leave during the notification period.

### Coaching Cycles Optional

Working with your building instructional specialist can be very beneficial to fine tuning your practice. Coaching cycles are encouraged, but not required, and should have no punitive response from administration if you choose not to participate. These coaching cycles are different than collaborating with your ML specialists.

## OSPI Publishes Emergency Rules for Student Discipline

VEA will discuss these updated rules connect to practices with VPS.

Educators need additional systemic resources to support students in meeting behavioral expectations and to address their unmet needs. Together in WEA we're making our needs heard. WEA members spoke out and OSPI heard us, prompting changes to the rules around behavior management. While today's small updates are a step forward, we'll continue working with OSPI to make sure we have rules that support teaching and learning.

The rule updates include:

- Ensuring the professional judgement of classroom educators is centered in decision-making
- Clarifying classroom exclusion use and duration that empowers educators to use exclusions when appropriate
- Affirming the state's commitment to centering educators' equity-based knowledge, skills, and practices that ensure all students have access to a high-quality public education

You can read the updates here:

- Bulletin: [Bulletin 055-24 \(ospi.k12.wa.us\)](https://ospi.k12.wa.us)
- Key Values and Changes: [Attachment A Behavior and Discipline Key Values and Changes \(ospi.k12.wa.us\)](https://ospi.k12.wa.us)
- WAC Side by Side of changes: [Attachment B Behavior and Discipline WAC Side-by-Side \(ospi.k12.wa.us\)](https://ospi.k12.wa.us)
- OSPI bulletin on emergency adoption of student discipline rules: [https://ospi.k12.wa.us/policy-funding/ospi-rulemaking-activity#:~:text=400%3B%20392%2D401-.Student%20Discipline,-\(emergency%20rules\)%3A](https://ospi.k12.wa.us/policy-funding/ospi-rulemaking-activity#:~:text=400%3B%20392%2D401-.Student%20Discipline,-(emergency%20rules)%3A)

Note that the rules require each school district to have local policies and procedures in place around student discipline. While many of the rules are specific to certificated staff, the provisions for

local decision making creates space to include ESPs in district policies.

These "emergency" rule updates are just a small beginning. WEA members will continue working with OSPI to engage in a full rule-making process this fall to ensure the rules best supports teaching and learning in our schools. WEA is well represented in the decision-making, including four of us who serve on the OSPI committee: Penny Cramer, Tacoma EA; Bob Horton, Puyallup EA; Gerald Rhoden, Federal Way EA; and myself.

Together we're making progress toward schools that can prioritize the equitable teaching and learning that our students deserve.

### Keeping a Finger on the PAC PULSE



This will be a very busy political year. As you know this election cycle will be pivotal in many ways to who our state and national elected bodies are and what direction the state and nation takes. Many positions are up for election as well as ballot measures that could have a detrimental or beneficial impact on you in the classroom.

Doorbellling for local legislative positions in the 18<sup>th</sup> (including our own John Zingale) will occur at 9:00 am on **October 5<sup>th</sup>**. We need 20



volunteers to get some steps in with boots on the ground covering the Salmon Creek area. Kids, friends, spouses, are all welcome to help!

Please RSVP using this link

<https://www.surveymonkey.com/r/LWHZRKG> or QR code above.

Save the date for WEA Day of action on **October 26<sup>th</sup>** with details TBD. VEA has been asked to confirm 25 members for this activity.

There's also phone banking opportunities for **NO on I-2109**. Sign up for this virtual phone bank using the QR code to the right.



## Thinking about Retirement?

Whether you are one, three, five, or even 15 years from retiring, it's not too early to begin planning for your retirement. Again this Fall, the WEA-Retired team will use Zoom to offer three sessions covering a variety of topics important to your retirement planning. The registration form will ask for you to rank your choice of dates for each of the sessions. Watch for registration information the second week of September!

## Attorney Referral Program

The Attorney Referral Program is a service provided to NEA members (and their spouses and dependent children) who need the services of an attorney on personal legal matters (not employment related). Participating attorneys provide each member with two free 30-minute consultation sessions each year (September 1 through August 31). These two free consultations are taken separately on two different questions. This benefit allows you to discuss your situation with the attorney to determine whether you need additional legal services. Don't expect the attorney to draft or review documents during a consultation. It is important to discuss any fee arrangements at your initial meeting. The following areas of law are then discounted 30 percent should you choose to be represented further: Real estate matters, Wills and estates, Domestic relations, Consumer protection, Traffic violations (including DUI citations)

Upon your initial visit to the attorney's office, you must present some evidence of NEA membership. Payment for all legal fees is the responsibility of the member.

In Vancouver, the participating attorney is Grant Broer. Located at 8904 N.E. Hazel Dell Avenue. Telephone: 360-576-7947.

Shahzad Qadri is a partner at Wong Fleming in Redmond, WA and is also licensed to practice in Oregon. Telephone: 425-869-4040 or email: [sqadri@wongfleming.com](mailto:sqadri@wongfleming.com)

## District Directed Relocation of Employees

7.12A A relocation of an employee and/or their class to another building or site shall be accomplished with prior notice as soon as reasonably practicable, but in no event less than seventy-two (72) hours, and 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 workspace. Adjustments may be made by mutual agreement of the principal and affected employee(s).

7.12B 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).

7.12C In the event that a certificated staff member is transferred and required to relocate outside of the building after the beginning of the school year due 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 in addition to the rights and benefits described in 7.15A above.

