

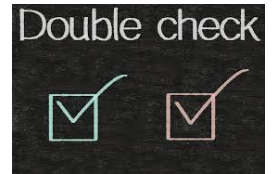


# Action Line

Vancouver Education Association

October 2024

## Double Check Your Paycheck!



The district recently switched to a new HR and Payroll format that has experienced some unexpected kinks. Please double check your paycheck. Current placement on [the salary schedule](#) reflects the 3.7% COLA but does not yet reflect movement for credits earned by October 1. Those movements will all occur in November. August PD will be paid in the October payroll. If you were overpaid substitute costs or deductions were inadvertently missed, corrections will occur next month. Please reach out to payroll if you have questions around your paycheck.



## October PL (Inservice) Day

Per the 2024-27 Contract between VEA and VPS, the third state professional learning (PL) day is scheduled Friday, October 11th. Those members who attend the full day, including part-time members, will receive 8 hours of their TRI PL pay in December's paycheck. 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.

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 – or clock hours – or a transcript 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.

**Conferences** There appears to be a lot of confusion around conference expectations for this Fall. Conferences shall be scheduled at an educator's discretion, or a building schedule should be voted upon using the SBLT process. Please refer to this [FAQ](#) document covering common questions such as:



- Am I required to hold a conference with every family?
- If my building votes on a conference schedule -do I have to be there the entire time?
- If I want to schedule conferences across several evenings, can I do that?
- If we complete our conferences prior to Friday, and do not have any conference for Friday do we still need to come to work on Friday?
- Can I schedule IEPs during early release conference time?
- My job role doesn't require me to hold conferences (eg. specialists, ESAs, non-classroom teachers) – do I need to stay at my building the entire time?
- Friday is an early release day, and I don't have any conferences schedule – when can I leave?
- Elementary roadmaps – do we still need to do these?
- Can Secondary still hold arena conferences?

## Expanded Assignment Compensation

**Article 10.6D. Secondary Course Prep Supplemental.** This section applies to all employees regardless of FTE. A preparation is defined as a curriculum description/course number. When involuntary expanded assignments are necessary, the affected employee shall receive eight (8) hours of supplemental compensation for each course preparation over three (3) per semester.

**Article 10.17 Traveling employees.** Classroom teachers serving three (3) or more buildings shall be compensated per Appendix E.



## Movement of Rooms

The rebalancing process and movement of specialized programs has resulted in a number of administrative requests for relocation of staff both to another building as well as within a building. Time to move or compensation is outlined below:

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 or 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).



## Vote!

Soon ballots will be in your mailbox for the November election. This year VEA has made WEAPAC endorsements for local elections, including VEA member John Zingale (18<sup>th</sup> LD), Anne Cleveland, Monica Stonier and Sharon Wylie (49<sup>th</sup> LD). These candidates were chosen based on their views regarding public education and unions. For other endorsements statewide, visit the [WEA website](#)

## WEA Day of Action – Why I-2109 Is a big deal...

Why is the Association so focused on defeating this initiative? If the Capital Gains tax were repealed, we stand to lose BILLIONS of dollars in State revenue. The financial crisis experienced in VPS could be intensified with this potential loss of state revenue. We need to educate the public that this repeal will hurt education funding!

**VEA needs 20+ volunteers to doorbell to identified positive voters on WEA's Day of Action on October 26.** We will doorbell education friendly homes for WEAPAC endorsed Statewide candidates, teachers running for legislative positions (including our John Zingale), and No on I-2109. Sign up here to doorbell on October 26: [www.wea.mobi/action24](http://www.wea.mobi/action24)

VEA still needs three phone callers on 8 specific dates to participate in a statewide phone bank for No on I-2109. Calling can be done in the comfort of your home or you can host a phone party with a couple friends. WEA will provide training at the beginning of each time slot, an app will be used to protect your personal information, and calls will be made to voters with a history of being pro-public education and pro-labor to encourage them to get out and vote. VEA leaders will be attending Rep Council on November 4th so we need rank-and-file members to specifically fill that gap. Sign up for the virtual phone bank at <https://wea.mobi/noon2109phonebank>



## Friday, October 4

3:30 – 6:30 PM

**Billy Blues – 7115 Hazel Dell Ave**

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, you can play a game and win a prize, or win a doorprize. We can't wait to get to know you better! [Please RSVP](#)

## Union Voice



Your voice is powerful. If you plan to share your realities with the School Board via the public comment portion of an

upcoming meeting, please reach out to VEA for support.

**The next School Board meeting is Tuesday, October 8 at 5:30 P.M.**

As a result of the recent SpEd Vote of No Confidence, the school board is actively seeking input from members on your realities navigating the complicated job of educating students with special needs. They will be monitoring progress in their workshop sessions. No public comment is allowed at these sessions.

## Get your Game On!



VEA has teamed up with the Portland Trailblazers for member access to games and Rose Quarter shows at the Moda Center at discounted rates.

Rip City Rewards – Discount on ALL home games and select events like Disney on Ice at the Moda Center this season.

[www.rosequarter.com/ripcityrewards](http://www.rosequarter.com/ripcityrewards) **Promo Code: TBVEA.** Please note that the offer may change throughout the year, but the initial deal includes at least a 10% discount on ALL home games at Moda Center this season!

VEA Night at the Blazers – Special group night on October 25<sup>th</sup> 7 pm game vs New Orleans Pelicans. You will get early access to the game allowing you to watch the pre-game warm-ups! Visit: [Rosequarter.com/groupnights](http://Rosequarter.com/groupnights) Promo code: VEA24. Order deadline is October 21<sup>st</sup>.

## Hero Day - Snowvana Show



Snow is falling on Mt. Hood. The producer at Snowvana recognizes the work of an educator qualifies you for a Hero Day 2-for-1 discount on

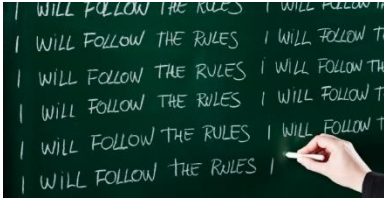
Sunday, November 3. Bring a friend and show your District ID at the ticket box. Snowvana will be held at the Portland Expo Center November 1-3. More information can be found at

[www.snowvana.com](http://www.snowvana.com)

## Columbia Sportswear Employee Store Access

Access to the employee store ends on October 6<sup>th</sup>. Enjoy an additional 10% off prAna styles in the tent while they refresh the store. The exclusive Mickey's Outdoor Club collection just launched, and the Employee Store is the only place you can purchase at a discount. Quantities are limited. Take your employee ID and [this flier](#) found on the VEA website for access

# 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. RCW 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 10.21Avii. of our contract states the term “confer” as it applies to classroom exclusions shall mean that the teacher and the administrator discuss the student’s behavior and develop a plan for returning the student to the classroom. The administrator shall make the final decision regarding the plan for returning the student to the classroom and whether the student shall be subject to discipline under district policy and procedure. The teacher(s) from whose classes the student was excluded will be notified and invited to participate in a reentry meeting with the student and their parent/guardian (if applicable) prior to the student returning to the classroom/school. In addition, every reasonable effort shall be made to facilitate a restorative conversation with the teacher and student, preferably before the student returns to the classroom.

Thank you,

\_\_\_\_\_  
Teacher’s name and Date

(to other staff and/or student family) processes for classroom and building interventions other than suspension and expulsion. The District shall consider stakeholder (e.g. staff, students, and families) input, student discipline data, and grade level in the development of these processes. The final discipline process document shall be made available to all staff.

Building administrators shall facilitate at least one (1) training and one (1) review of the student management and discipline procedure process document, as well as related documents (e.g., VPS Student Discipline Code Guide, OSPI Behavior Menu of Best Practices and Strategies) and processes with their faculty annually. The initial training shall be an in-person presentation during the professional learning day(s) prior to the start of the school year or at a staff meeting during the first month of school and shall allow opportunity for questions and answers. Staff hired after the start of the school year will have access to the building training and an opportunity to meet during the contract day with an administrator to review the training.

## Injured at work?



VEA is hearing from members who are being injured by students during the workday. Stabbed by a pencil. Grabbed in private areas. Bruises left from student bites and fists. Hit by clay missiles. In addition to invoking your rights under the discipline rules to sustain a safe learning (and working) environment, please document these incidents and resulting injuries with your safety committee and share them with VEA.

## Student Management & Discipline Process Documents

The District, in collaboration with the Association, shall establish an elementary, middle and high school student management and discipline process document for educators and building administrators to follow. This process document shall clearly outline roles and responsibilities of educators and principals in the intervention, documentation, and communication

## WEA-WIN

Your membership provides a free ticket to professional development to provide more tools to navigate the behavior challenges realized in the education setting. The new contract allows you to pay yourself with available PD funds for WEA training.

WEA has launched a new PD system called WEA-WIN. (<https://wea-win.org/>) 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." Once you have an account, register for the course using the links below.

### **Here a Trigger, There a Trigger, Everywhere a Student Trigger (2 hours)**

October 16, 2024 4:30-6:30 pm

<https://wea-win.org/events/106>

As schools begin to put in place trauma informed practices, one of the most important preventative measures is to identify student triggers. Once we can identify triggers, we can create prevention strategies to reduce student triggers and the resulting negative behavior that often is associated. Student triggers can be transitions, individuals, sensory disorders, directives, word or even colors that cause an automatic emotional or behavioral response. And once a student is triggered, as adults we sometimes use intense responses to minimize recurrences. Participants will learn what triggers are observable signs and symptoms as well as how to mitigate the triggered behavior with research proven strategies and tools.

### **De-Escalation Strategies (3 hours)**

Wednesday, November 13, 2024, 4:30 pm - 7:30 pm

<https://WEA-WIN.org/events/116>

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.

### **TPEP 101: Artifacts and Evidence. (2 clock hours) October 16 4:30-6:30**

<https://wea-win.org/events/170>

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.



## Know your Contract

### **Evaluation 8.4E**

Certificated educators will be notified within the first thirty (30) days of the beginning date of the school year (or date of hire) of the name of their evaluator and their type of evaluation for that school year

## **NEW!!** Certificate Renewal Deadlines

### OSPI Certificate Renewal NEW Deadline

Educators must now apply to renew their certificates on or before **January 1, 2025** if those educators have a certificate expiring on June 30, 2025.

Due to a change in the renewal processes, adopted by the PESB, educators must now apply to renew their certificate six-months prior to the expiration date listed on their certificate. Any application to renew a certificate submitted on January 2 or after, will be considered late! Starting January 2, 2030, a late fee for late applications will begin. Applying late will have an impact as those educators will not be able to start counting clock hours for their next renewal until AFTER their next certificate is issued. Therefore the certification department STRONGLY advises all educators to apply to renew on time, if at all possible.

## 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](http://www.deeroakseap.com). Login & password vands. Resources can also be accessed via iConnect You app (code: 221967).

### 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 an ‘I love my Union’ jar opener. “Everything’s Better When We’re Together.”

VEA leaders will also distribute the 24-25 liability insurance brochure. This member benefit provides \$1,000,000 in liability coverage to you. Members administering or supervising medical services as part of your position are also covered with additional coverage for this aspect of your job.

## 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](http://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.

### Bargaining Team 2024-25

Even though 2024-25 is not a bargaining year, VEA’s Standing Rules call for a yearly appointment. This team will be on the ready should there be a need to convene for business. Currently we have openings for Primary, Middle School, High School, and Specialist representatives. WEA is hosting a bargaining training in November. Interested? Complete [this application form](#) and submit it to Jamie Anderson at VEA before the October 21 Executive board meeting for consideration.

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