



Action Line

Vancouver Education Association

February 2025

Taking a moment to pause and take action

We recognize that you are so focused on your students and home life that it is hard sometimes to absorb anything else. Students are taking finals and we are preparing for a new Semester. Elementary students and staff are counting towards the 100-day milestone in the year. It's okay to take a moment and breathe. There are some decisions that are being considered we just can't ignore, however. Did you know that the Governor's budget proposal includes a four-year pause on National Board bonuses? Special Education funding multiplier and safety net increases are being considered? Your president, Jamie Anderson has reached out to our legislators and urged them to reject **HB 1475** that would suspend NBCT bonuses for certificated instructional staff, and support **SB 5307** and **SB 5263** specific to special ed funding. Our lobby team (Graham, Jamie, Brian Dunlap, Erin Lark, and Charlotte Larney) is headed to Olympia on February 17 for face-to-face conversations with legislators. You too can voice your opinion on these and other considerations BEFORE its too late. Go to " <https://app.leg.wa.gov/psc/bill/1475> (you can substitute the bill number at the end of the link to comment on 5307 or others as well). Live in Oregon? No problem – just enter your school address in the home address field. As the pressure builds at the legislative level, here's a great article from the [Washington State Standard on funding education](#) that may assist you with some talking points as the voice of educators is amplified. Keep a watchful eye on messages from WEA via email as bills that will directly affect YOU and the STUDENTS you serve are up for consideration.

- **Materials, Supplies, and Operating Costs (MSOC) funding support SB 5187 and SB 5192**
- **Increasing the equitable Learning Assistance Program funding support SB 5120**
- **Student Freedom to learn bills:** Fixes to the parents' right initiative support **SB 5181 and HB 1296**, Students rights and safety **SB 5180, SB 5123, SB 5179, and SB 5177.**
- **SEBB – PEBB** proposal to combine these could cause up to a 12% increase in premiums for SEBB members. Oppose **SB 5086.**



Why be involved in Politics?

Politicians make many of the decisions that affect public education, our jobs, and our lives.

1. Your **compensation** is controlled by elected legislators; salary allocation and regionalization factors (schedules are locally bargained), levy equalization funding, **health insurance programs** and allocation, **NBCT bonus**, retirement plans, etc.
2. Legislators control the amount of money that school districts can collect from their local communities (**levy/bond**), even if those local communities are willing to pay more to support their schools.
3. Appropriations for **class size and testing requirements for students** are determined by the legislature.
4. Legislators determine **certification requirements** including continuing education and **Evaluation standards** for educators.
5. Funding for **students with special needs** and the corresponding paperwork requirements are directed by the legislature.
6. Rules and guiding principles around **student discipline** are established by the legislature.
7. Legislators can restrict what is **collectively bargained.**
8. **Federal funding, LAP, TITLE** and other resources and programs for students are controlled by legislative actions. These can simply be eliminated by a legislative vote.



Pro-Education. Pro-Labor.

What's WEA PAC??

WEAPAC funds help promote pro-education pro-labor candidates regardless of party, including local school board races. VEA is proud to have among the highest rate of PAC contributions in the state. We recognize that money also talks! **Are you contributing?** We have some pretty cool swag for new or increased contributions. We have 91 more to go to reach our goal of 100 new or increased contributions. Join or increase your contribution today!

<https://www.washingtonea.org/ourvoice/wea-pac/join-wea-pac/>

SPARKS Application Final Call

VEA was granted a short extension on our SPARKS reservation. Currently there are still 9 spaces available. SPARKS is a weekend of networking, learning, and fun – March 7-9!

VEA sponsors release, mileage, meals, hotel, and all program needs including clock hours. If you are considering attending, [apply today!](#) If we do not fill all of our available spaces by January 31st (application and good faith check at the VEA office), we will not hold this event this year.



Socialize and Build Community

January 31 – Join your union siblings at 14 Acres Winery to paint a winter scene (no talent necessary) and sip some tasty beverages while snacking on delicious food. VEA will host your first beverage and food. There is a \$20 door charge. [RSVP link/](#) or use the QR below



VEA PAINT & SIP
Join us to sip on a tasty beverage as we learn to paint a beautiful winter landscape.

All supplies & instruction provided

1st beverage & snacks hosted by VEA

Limited seats available

For VEA members only (no guests at this event)

14 Acres Winery
2427 NE 284th St.
Happierley, WA 98047

Friday, January 31
4:30 check-in
5:00 - 7:00 paint
\$20 per ticket
RSVP & pre-payment required to reserve spot (cash, check, Square)

RSVP using link or QR code
www.surveymonkey.com/r/RSVP2022



February 10 – Invite your VAESP colleagues to join you for a tutorial on everything workers compensation – what happens when you're injured by a student? What benefits do I have? Dinner provided. [RSVP link/](#)



February 28 – All member social at Heathen Feral House. Join us for a hosted beverage, food, and lively game of BINGO - prizes!! Come when you can – stay as long as you like. 4:30-6:30 pm [RSVP Link/](#)

Last call for Nominations!

Nominations for VEA leadership at the Executive Board level as well as local delegates to WEA and NEA RAs will close at the Rep Council meeting on February 3. Contact Cindy at VEA for nomination forms. Balloting begins on February 10th and closes February 14th for these local elections and the bylaws considerations.

NEA Director Openings

There are three open positions for NEA Director. NEA State Directors meet at NEA headquarters in Washington DC. They participate in critical decisions about Association policy related to public education and help administer decisions made by delegates at the NEA RA. Submission deadline for a candidate's [nomination form](#) is 4 pm on February 14, 2025.



Vote YES on Feb. 11

VPS Tech/Safety Levy

Ballots dropped in mailboxes on January 22nd. This is a replacement levy and not a new tax. VEA has a limited amount of signs for your yard! These funds will support...

- **Technology:** Devices, network infrastructure and support (filtering, safety, cybersecurity) Subscriptions – curriculum, instruction, communication, and support applications and services.
- **Safety improvements:** like secure entrances and updated safety systems (door locks, cameras, possible weapon detection)
- **Building system repairs:** repair breakages as they appear to extend the life of existing facilities (e.g., HVAC, roof leaks).

Seniority Lists

The district will make available the seniority list of all Continuing and Provisional employees noting Washington State experience, which is the measure by which retention is determined when enacting a reduction in force (RIF). Please note that these lists will reflect experience through the end of the 2023-24 school year and do not reflect the current contract. Also included in the data is the number of credits earned beyond a BA degree as this is used as a tie breaker. A second document noting certification and endorsements is also provided. This data will be used to reassign potentially affected individuals.



Double Check the Accuracy of your Personnel File!

Is your file correctly reflecting your qualifications and certifications? You can review your file to ensure that HR has your complete and accurate qualifications and certifications. **This is especially important for those of you with fewer than three years of experience.**

Questions regarding the accuracy of your placement on these listings should be immediately directed to the district HR department. Article 14.8B states that **All experience to be computed for seniority must have been claimed on or before February 15 of each year.** Let VEA know if you need advocacy around this topic.

Individual Contracts

Non-continuing, one-year “Leave replacement” contracts balance with educators on leave as per RCW 28A.405.900 in order to guarantee that positions are available when they return from leave. Those holding a leave replacement contract are not guaranteed employment beyond the current year. VEA closely monitors the alignment of those on leave with those holding a Leave Replacement contract.

Provisional status includes three years of satisfactory performance in VPS. In Article 8.7, the contract allows, at District discretion, movement to a continuing contract after two years. An exception to this provision in Article 11.1Aiii allows an employee who completes two years of service at a highly diverse and high poverty school (see Chapter 14) who receives a “Proficient” or “Distinguished”

summative evaluation rating on the certificated classroom teacher evaluation or a “Satisfactory” summative evaluation rating on the non-classroom teacher evaluation in the second year of their employment will no longer be considered a “provisional employee.” A single year provisional contract is noted if the educator new to VPS has had at least two years of teaching experience in another Washington Public School. Following successful provisional status, contracts are converted to a continuing contract.

Vacancies and Movement for 2025-26

As you know the PIR was disbanded in the current contract in favor of a more transparent placement and staffing process. Following notification dates for long-term leave (March 1) and retirements (April 1), and taking into consideration enrollment projections, buildings will conclude the in-building staffing process no later than June 1. Remaining vacancies will be shared with HR and the in-district staffing process will begin.

Following the assignment of individuals who are returning from leave and those being rebalanced, remaining vacancies will be posted on the District intranet (VERN) and sent out each week via district email. These additional positions will be posted weekly and remain open for five days to internal applicants only (through June 30). Voluntary movement will be accomplished through this application process.

Openings that occur July 16-October 14 may have the posting period reduced to three working days in order to make transfers and reassignments of employees from school-to-school or class-to-class. Individuals who were placed on the recall list at the end of the 23-24 school year, who have not yet received a continuing position, will remain eligible for recall until the 15th day of the 25-26 school year.

WEA Scholarships

WEA-Retired is again offering up to ten (10) \$1000 scholarships to aid WEA members in 1) enhancing skills for their current position, 2) obtaining an endorsement in a new area or 3) attaining or maintaining a teaching certificate. For more information contact Linda McGee at mcgee4748@gmail.com The [application form](#) is due no later than March 7, 2025.



BLM at School Week

In 1926 the second week in February was chosen to celebrate “**Negro History Week**.” The week was symbolic in that it was the same week of the birthdays of former President Abraham Lincoln and Frederick Douglass, an escaped slave and prominent abolitionist movement activist. **Black History Month**, also known as African American History Month, grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since **1976**, every U.S. president has officially designated the month of February as Black History Month

Certification Renewal Changes

What is changing? An on-time application date is being added as part of the certificate renewal process. There is no change to certificate expiration dates. Educators will still be able to renew their certificates any time prior to the current expiration date on their certificate.

Beginning in 2030, educators not applying by the January 2 on-time application date would need to pay a late fee, but their certificates would still be valid until whatever the existing expiration date was. **Before 2030**, educators applying after January 2 would receive a late notice but there would be no late fee.

WEA has several courses, all held from 4:30-6:30 p.m., that go over the change and your certificate.

Teacher Certification 101. Zoom. 2 clock hours. [Register](#). Dates offered: Thursday, Feb. 20; Monday, March 10; Monday, April 14; and Thursday, May 29

Educational Staff Associate (ESA) Certification 101. Zoom. 2 clock hours. [Register](#). Dates offered: Tuesday, Feb. 4, and Monday, May 19

NEA Foundation Award for Teaching Excellence

This award recognizes educators from around the country who promote excellence in education and advocacy for the profession. Nominations are due 5 p.m. Friday, Feb. 21.

All current members of the VEA are eligible, including teachers and ESAs. **Award Criteria:** Nominations must address the candidate’s qualifications in five areas: 1) Professional Practice 2) Advocacy for the Profession 3) Commitment to Diversity, Equity, Inclusion, and Justice, 4) Family and Community Engagement, and 5) Leadership in Professional Development.

1. Submit a [letter of nomination](#) (no more than 3 pages, double spaced) outlining the individual’s strengths and accomplishments tied to the five award criteria. Send nomination letters by 5 p.m. Friday, Feb. 21.
2. Have your nominee [submit brief responses](#) (400 words or less per response) to four questions by 5 p.m. Friday, Feb. 21.

National Civics Bee

[National Civics Bee](#)—a fun and inspiring program for middle schoolers in SW Washington.

VEA sent out this information in November, but here’s a quick recap:

- Students submit a short essay (600–750 words) on how a civic concept could address an issue in their community.
- **The deadline is February 4th, 2025.**
- The top 20 essayists will compete in a live quiz, with cash prizes and a chance to advance to state-level honors.

Educators may want to consider incorporating this into a lesson or simply share the [Civics Bee flyer](#) with students to complete the essay on their own time. You can find more information on the program, as well as the link for students to submit their essays [here](#).