

February Update



This email message comes out each Friday from WEA President Larry Delaney and has links specific to each Education-related bill aligning with the WEA legislative agenda that is being heard that week...

For other bills please visit: <https://www.leg.wa.gov/> where you can find the specific education bills being heard this week.

Here's the page with [step-by-step instructions](#) on how to sign in PRO or CON as well as testify...Legislators pay close attention to the number of testimonies and sign in's noting PRO or CON on a specific bill. You can note that you are signing on behalf of WEA or as an individual.



WEAPAC is a contribution separate from dues. It's purpose is to promote pro-union, pro-public education leaders in the legislature as well as local school board races.

VEA has a goal of 100 new or increased PAC contributors for 2024-25. We are making progress towards that goal and need your help! Sign up or increase your contribution today: <https://www.washingtonea.org/ourvoice/wea-pac/join-wea-pac/>

RIF Rumors

The association has **not** received any notification that the district is anticipating another RIF this spring. There are some rumors circulating that are contrary to contract language supporting seniority as a consideration should a lay-off materialize. Chapter 14 outlines the process for a Reduction in Force (below). Any deviation from this language would be subject to grievance. Targeting senior employees would be a violation of anti-discrimination laws. [Seniority](#) and [certification lists](#) were released by the district last week. Please review and note corrections to HR by Feb 15. See these Seniority Listing [FAQS](#).

14.6Aiv. Following adoption of a Resolution, Human Resources will identify the specific employees who may be affected by the layoff (after accounting for retirements, resignations, leave requests, and elimination of contracted employees to the extent feasible) based on the least-senior employees within each retention category using the definition of seniority in Article 14.8B, with the modification that provisional employees not in protected positions will be subject to RIF prior to continuing-contract teachers within the same retention category.

14.8B. Seniority consideration: Total seniority as a certificated staff member shall be the basis for retention and recall in the certification and/or endorsement area.

Seniority defined: Seniority, for the purposes of this chapter, will mean the total years or partial years of documented non-supervisory service within the State of Washington as provided for in RCW 28A.400.300. All experience to be computed for seniority must have been documented by February 1 and claimed on or before February 15 of each year (see Article 14.7A). Professional education experience in the State of Washington shall mean total State of Washington experience eligible for submission to OSPI on the annual personnel report (S-275).

VEA Social – BINGO – Feb 28

Come when you can, stay as long as you like. Heathen Feral House 1106 Washington Street) 4:30-6:30 pm Prizes, food, fun!

RSVP: www.surveymonkey.com/r/bkyzgrl



Project Help Worker Compensation Seminar Canceled

Due to low registration levels, the seminar rescheduled for February 10th has been canceled.

VEA NAKIA

VEA is hosting a NAKIA Academy, a mentoring and leadership academy by BIPOC educators and for BIPOC educators. **The purpose of Nakia Academy is to keep newer educators in the field by identifying and training veteran BIPOC educators who can support, mentor, guide, and build with the next generation of BIPOC leaders.** VEA NAKIA is supported by NAKIA graduate, Kendra Yamamoto and WEA staff.



The VEA Nakia cadre will meet on Thursdays from 4:30 PM to 7:30 PM starting March 13. The first and last sessions will be held in person (dinner provided*). All other sessions will meet virtually. Check out the registration information and more details on the program at <https://wea-win.org/events/567> or via the QR code.

VOTE!!

VPS Tech and Safety Levy (includes curriculum) ballots are due Feb 11. Be sure to vote!!

VEA Elections for Executive Board, WEARA, NEARA, and Bylaws considerations opened today, Feb 10 at 8 am and close Friday, Feb 14 at 5 pm.

Here's the link to the ballot: <https://myassociationvotes.com/vea/index.php?preview=hvbur9oeawbr>
Log in is firstname.lastname as it appears on your VPS email and password is your HOUSE NUMBER. Please add preceding zeros if your house number is less than five digits (eg. 121 N Main 3Street would be 00123)