



Action Line

Vancouver Education Association

March 2025

VEA Statement on Immigration

Executive actions and press releases that may directly or indirectly impact our schools and communities results in confusion and leads many students and educators to experience F.U.D – Fear, Uncertainty, and Division. Amidst the chaos, VEA, WEA and NEA remain steadfast in our commitment to support our educators and students in any way that is needed. This support starts by providing a safe and supportive environment, as well as protecting their right to attend school regardless of their immigration status (*Plyler vs. Doe*).

Additionally, VPS school board directors adopted [policy \(4300\)](#) at their February 18th meeting which provides clarity to the response and protocol to ICE presence in schools and expands upon the current school board policy and procedure [3226/3226P](#), “Interviews of Students on School Properties”. VPS rolled out a protocol to all school sites so that front office staff know what to do if immigration enforcement comes to their school. These policies ensure family privacy (FERPA) and other legal compliance, redirection to the Superintendent and legal counsel’s office, and requires names of officers and warrants. VEA has urged the School Board to include guidance that educators have a right to discuss school board policies with students in age-appropriate ways and will continue to advocate for these rights.

VEA supports the district policy and belief that ICE has no place in our schools and should not be allowed on campus unless accompanied by the Superintendent or District legal counsel.

Washington Superintendent of Public Instruction [Chris Reykdal’s central message to schools](#) is clear: “Washington state is and will remain a state that is unequivocally committed to supporting all of our students and their families.”

Thanks to [Washington State Law and the Keep Washington Working Act](#) that call for policies to ensure public schools remain safe and accessible to all Washington residents, regardless of immigration or citizenship status, our district has protocols in place. Point to and follow these policies. Failure to do so could put you at risk for discipline.

When public education and our communities are under attack, our best path forward is to safely engage in advocacy for our students and school communities. Members are asking what we can do to support our families, communities, colleagues and students. [Please see the local, state, and national resources linked here](#) or the QR code to the right.



Supporting immigrant families, communities and students

Please remember:

1. As union members, we are never alone! **When we stand together – we stand strong**
2. A few minutes of preparation now is worth its weight in gold if you end up in a stressful situation
3. You have different legal rights when you act as a private citizen versus when you act as an employee. Our focus is at work.
4. Pause and research rumors (avoid panic...WA Immigrant Solidarity Network is asking for help on this so they are not overwhelmed - see resource via the link above)
5. Pause and research headlines and press releases to understand what they mean in Washington state!
6. Avoid anticipatory obedience and remain compliant with the many layers of protections in Washington state regarding immigration rights, civil rights, [LGBTQ+ rights](#), law enforcement on campus, etc.
6. We have thousands of DACA recipient NEA members across this nation - this impacts our union siblings as well as our students.
7. Breathe

VEA Supports School Libraries



In recognition of Read Across America (RAA) week, VEA is proud to support this endeavor through a Barnes & Noble gift card to help stock VPS libraries. Gift cards will be presented to members at an upcoming Teacher-Librarian meeting. VEA thanks everyone who transforms our students into readers and writers! This donation helps ensure students feel included and recognized, and that they understand our world is far richer than just their individual experiences alone. VEA is thankful that our school libraries and members provide access to literature that is as diverse and complex as the society we live in!

WEA-Retired Scholarships for Members – Last Call to Apply

WEA-Retired Scholarships, in partnership with WEA-Retired, is offering up to ten \$1000 non-renewable scholarships for 2025. These scholarships are available for WEA members only. For more information contact Linda McGee at mcgee4748@gmail.com The [application form](#) is due no later than March 7, 2025.



March 15 Salary Advancement

Certificated staff desiring salary lane advancement on the salary schedule should make application on forms provided in the HR department not later than March 15 if the individual anticipates having all requirements completed and the new placement put into effect for the ensuing school year (11.18)

ADIDAS Employee Store Shopping!

Enjoy shopping at the Adidas Employee Store March 7- April 7. [Show this invitation](#) for entry. You may bring up to 4 additional friends or family members per visit.

Thinking about retiring this year?

Cashout of illness, injury and emergency leave days notice: April 1.

Eligibility to convert eligible accumulated sick leave at the rate of 25% of the employee's full-time daily rate, an employee shall inform the District on or before April 1



of their intent to retire. If the employee does not inform the District by this date, they may not be eligible for the compensation. If compelling circumstances develop for an individual employee after April 1 that necessitates the employee retire, the District will honor the terms of the conversion of retirement as outlined in Article 6.2Fii. The district, at its sole discretion, reserves the right to waive the April 1 date in particular situations without setting precedent.

**Within VEA,
We're LUCKY to have one another!**

We appreciate our members and we know that you appreciate those you work with. Especially at this time of the year we need a little reminder that our work is noticed. As a union we carry the load together.



Columbia Sportswear Employee Store Pass

Enjoy shopping at the Columbia Sportswear (prAda, Mountain Hardwear, Sorel, etc.) through March 16. [Show this invitation](#) for entry. You may bring up to 4 additional friends or family members per visit.

The Democratic Process in Action

Your union is a member-driven, democratically governed organization at the local, state, and national levels. The annual Representative Assembly functions as the chief policy making body for WEA and NEA. Decisions made at the RAs set the organizational priorities for the coming year. Ratification of VEA's delegate election and Executive Board leadership occurred at the March 3 Rep Council.

Representing you at WEA RA (State decisions) Jamie Anderson (VEA President), Cam Swarts (WEA Board), Kyle Kielty, John Rafanelli, Angel Figueroa, Brian Dunlap, Bettina Feraro, Mason Quiroz, Kiera O'Brien, Karl Langenwalter, Maxwell Merchant, Shannon McClelland. Alternate: Anne Bowling.

Representing you at NEA RA (National decisions) Jamie Anderson (VEA President), Cam Swarts, Rebecca Wallen, Becky Winard, Angel Figueroa, Kyle Kielty, Brian Dunlap, Bethany Rivard, Shannon McClelland

2025-26 Executive Board.

Newly elected positions are highlighted.

President, Jamie Anderson

1st Vice President, Charlotte Lartey

2nd VP Labor Relations, Amanda Peachey

3rd VP Member Engagement Shannon McClelland

4th VP Equity Affairs, Barbra Laurenzo
Recording Secretary, Angel Sierra Figueroa

Treasurer, Kyle Kielty

Primary Rep, **VACANT***

Intermediate Trustee, Sam Wilkes

MS Trustee, Erin Pendergast

HS Trustee, Anne Kizerian

Special Ed Trustee, Anna Fenton

Specialist Trustee, Kierstin Eaton

ESA/TOSA Trustee, Rachael Mortek

Bylaws updates.

All proposals passed with overwhelming majority votes. The updated bylaws can be found on the VEA website (www.vancouverea.org) under the documents tab.

Primary Trustee Opening

The Rep Council opened nominations March 3rd for Primary Trustee as the recent election did not have a candidate that was within this designated group. All nominees must complete the [candidacy form](#) prior to the close of nominations on April 7.

The NEA RA is Looking for Helpers!

Portland is hosting the national convention this year. The NEA is looking for 200 volunteers each day for July 2-6. As a host state, Oregon and locals surrounding Portland play a crucial role in supporting the event. Members and friends can volunteer for one or more days. Volunteers will be granted a Max pass and a meal is provided. [Learn more about specific needs](#) including service job descriptions and housing for out of town volunteers. If you can help, please scan the QR code to sign up!!



Four Course Preps? Supplemental Pay

10.6C Course prep considerations: Every reasonable effort will be made to keep the number of subject fields and different curriculum course preparations for a secondary (6-12) teacher's assignment to a minimum.

i. A normal teaching assignment requires no more than three (3) preparations, excluding advocacy/advisory/intervention. A preparation is defined as a curriculum description/course number. Additionally, the District will make every reasonable effort not to assign course preparations in more than two (2) different subject fields (e.g. English, math, history, science, foreign language, PE, electives). A single preparation schedule is allowed.

ii. When involuntary expanded assignments are necessary, the appropriate supervisor will discuss the circumstances and reasons for expanded assignments with the staff members involved and the affected employee shall receive eight (8) hours of supplemental compensation for each course preparation over three (3) per semester (6-12).



Teaching Equity Conference



Our colleagues at WEA-Riverside have opened this professional development opportunity to VEA members! Slated for March 22nd at Hockinson High School, this conference provides breakout sessions as well as keynote speaker and author Jesse Hagopian. Admission is \$25. Lunch, materials and 5 CCDEI clock hours are provided. Reserve your seat now:
<https://bit.ly/TeachforEquity2025>



WEA-WIN PD System

The WEA changed operating systems for their Professional Development offerings this year. If you are signing up for a VEA or WEA class through this system, you must register FIRST at <https://wea-win.org>

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, you can then register for that course using the link provided.

This system recognizes membership via HOME email. In addition, your legal name must appear the same as it does in the membership system. Last names may or may not be hyphenated. If you experience any difficulties, please reach out to Cindy at VEA for assistance.

WEA Inclusionary Practices Technical Network prioritizes comprehensive professional learning for educators. **[The WEA IPTN is providing asynchronous courses at no-cost to you on Canvas LMS.](#)** Registration closes on May 26th for this year. Assignments are graded weekly and are due by June 2nd. There are many topics offered including classes covering behavior strategies.

Behavior Intervention Strategies to Support Students through Inclusive Practices (Equity) (20hr) | [Registration](#)

Participants will cultivate a growth mindset when working with students who experience social, emotional, and behavioral needs. They will learn about the different lens of behavior and high leverage practices for supporting students with social, emotional, and behavioral needs in inclusive classrooms. The use and understanding of high leverage practices for supporting students with social, emotional, and behavioral needs in inclusive classrooms will assist in identifying the root causes and different functions of behavior. Finally, participants will walk away with a mindset that allows them to build successful relationships, develop visual and spatial resources, and utilize effective feedback to foster student success.

De-Escalation and Behavior Modifications (Equity) (4hr) | [Registration](#)

The de-escalation course empowers para-educators, certificated staff, and school personnel to manage student agitation and escalating behaviors through effective and thoughtful verbal communication. It teaches participants to view behavior as communication, enabling them to identify and address escalating situations while choosing appropriate responses. Participants will actively seek to understand, learn and question their own beliefs and assumptions about others by learning the function behind various behaviors, invisible triggers and why it is important to know student identity, community and culture by gathering information about students. The course will explore how ones' own behaviors and biases can influence the escalation cycle and impact student outcomes. The course provides practical culturally responsive strategies, resources, and tools for engaging with students during challenging times, emphasizing the importance of maintaining student dignity during behavioral crises.

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