



Action Line

Vancouver Education Association

June 2025



VEA Advocacy Continues...

The Vancouver Education Association (VEA) remains committed to advocating for our members and ensuring their voices continue to shape the direction of district policy and practice.

Special Education: In 2024, nearly half of Special Services members reported an intent to seek employment outside of VPS and during the May 2024 Rep Council meeting, representatives called for a vote of no confidence to be held in Special Services leadership – a vote which was overwhelmingly supported by our Special Services members and confirmed by our survey results.

Since that time, VEA has continued communicating with the Special Services department and district leadership and actively working to assess whether meaningful changes have occurred. This spring, we launched a follow-up process to re-evaluate the climate and culture within Special Services. Our goal was to determine whether there have been improvements, what challenges persist, and how the current administrative practices are impacting staff morale, student services, and professional relationships. [See the follow-up survey results here.](#)

We believe it is critical that the experiences and voices of our members continue to guide our advocacy. This feedback process is not only about accountability—it is about ensuring progress, transparency, and a culture of respect and collaboration for all those who serve our students. We will continue to monitor member feedback, collaborate closely with Special Services and VPS district leadership, and help identify clear, actionable next steps that promote transparency, accountability, and progress.

Inclusionary Practices: As part of the follow-up process for our educators directly serving students with special needs, a call for a format where all members serving students with IEPs or 504s, as well as in a co-teaching and/or push-in model have an opportunity to share their experiences. The school board is eager to hear what you have to say. We recognize that we are winding down for the year and appreciate your time to complete this short survey by Friday, June 13th: <https://www.surveymonkey.com/r/MXDSK65>



THANK YOU! *Great Leaders inspire Greatness in Others*

As we near the end of the school year, VEA extends a heartfelt thank you to our member leaders who have kept the cogs of union work turning all year. Our Executive Board will have some big shoes to fill as some of our long-standing officers and trustees take a sidestep after serving the membership in this capacity: Maxwell Merchant, Barbra Laurenzo, Rachael Honsinger, and Cam Swarts (Cam will continue as a WEA-Board member). Thank you to VEA building and constituency reps, Executive Board, Zone leaders, and SBLT co-chairs who have communicated and advocated for you too! Delegates to State and National Rep Assemblies, WEA Board, WEAPAC Board, Safety Committees, as well as VEA committees including Blue Book (Standing rules/Bylaws), Finance, Equity, Member Engagement, and Advocacy (Grievance) amplified the member voice in our democratic organization. Thank YOU, the members of VEA, for your engagement and support for our collective work to improve our working conditions and the learning conditions for the students we serve!

HAPPY Retirement!

WEA Member Benefits/Corebridge Financial have invited our retiring members and a guest to a special reception in their honor at Say Ciao! On June 4th. This open house social has no sales associated with it... it's simply a chance to toast your career! **Congratulations to our union siblings as they open the next chapter in the book of life:**

Bob Brands	Jodi Buchanan	Tammy Carlson
Colleen Chung	Danna Claborn	Margaret Ellingsen
Amy Ferguson	Michelle Haberlach	Cyndy Hagin
Mitch Horn	Jeff Kelley	John Kessinger
Steve Kizer	Barbra Laurenzo	Sean McDonald
Steven Pugh	Tavia Quaid	Julie Ringnalda
Jeff Thompson	Neal Thompson	Pam Thompson
Wendy Thompson	Alexandra Tilp	Carla Vahsholtz-Carlson
Kevin Williams		

Special Calendar Days for 2025-26

The district has announced **August 19 and 20** as Professional Learning Days. One will be building/principals directed and the other district directed. These two 8 hour days will be paid at the 25-26 per diem on the October payroll. Certificated employees, whether on fractional or full-time contracts, are required to attend the entire in-service session. Notice of mandatory attendance must be published prior to the last day of the previous school year to allow for appropriate planning. Leave compensation does not apply. Sign in is required for payment.

*Principal or Program Administrator Directed Professional Learning Pre-duty Day:

There is a total of eight (8) hours (Article 12.4A) for this professional learning. If a site votes to split the eight hours into two (2) four (4) hour days, a **staff-wide SBLT** vote is required (Article 15.4).

8.4D Evaluation Process. Each building will set aside up to 2 hours during pre-duty days in August to provide an explanatory presentation and appropriate discussion of evaluation processes, and student growth goals to all certificated educators. These training materials will be created by the professional learning department. The TPEP coach and evaluators for each building will be responsible for presenting this training.

10.21Ai. Regulation of Student Behavior

...Building administrators shall facilitate at least one training and one review of the student management and discipline procedure process document... 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 for opportunity for questions and answers.

District Directed PD. The district can direct up to 6 hours of individual PD for hourly reimbursement. Any required hours beyond 6 must either be funded by a district source or the employee is formally excused from attending. Staff who choose to attend additional sessions may voluntarily use their individual PD funds to cover those hours. Use [this Decision Matrix](#) for required district directed PD

August 21 will be a Community of Practice for 4 hours and is included in the 6 hours of District Directed PD for most educators. .

August 25 This is a black out date – No PD will be scheduled.

August 26 All staff report for a regular work day as part of your 180 day contract. Students in grades 1-6 and 9 will report to school as their first day of the 25-26 school year. Specific duties for those not seeing students will be shared at the building level. *Staff are guaranteed planning and duty free lunch.*

August 27 All staff report for a regular work day. Students in grades 7-8 and 10-12 will report to school as their first day of the 25-26 school year.

Kindergarten students will start on Friday, **August 29**. Kindergarten Jump Start will be held **August 13-14** from 9:00-11:30 am.

October 10 State directed Professional Learning/ Inservice day – all staff. Paid in December.

October 17 In-service day – all staff. This new opportunity for PD is a non-student attendance contracted work day and included in your 180 day base contract. Absences on this date will need appropriate leave.

November 10 and 11 Veterans Day is really a four day weekend without school obligations. President's day is also a four day weekend without school obligations.

District Error in Overload Pay



The snow days in February created an error in calculating the number of student attendance days.

Members also received full

overload pay in March and April when the snow make up days were worked. This resulted in an overpay situation that the district recovered in May. The way that they went about recovering the overpayment without explanation to the member was problematic in several ways, which VEA has already objected to and will continue to object to. However, at the end of the day, there was an overpayment and they have the right to recover it.

Feeling Blah?

Don't forget that members are provided free confidential counseling sessions for help with mental and emotional stress, personal/family stresses, job difficulties and burn-out.

Deer Oaks has changed its name to "AllOne Health". Contact them at 1-888-993-7650 or www.allonehealth.com/deeroaks

NEA Member benefits also offers a Mental Health program including webinars for anxiety and a free app "Sanvello" www.neamb.com



Claim your Supplemental Pay

Don't miss out on contract language established to compensate members for extra workloads. There are some new additions to the list in this contract!

10.6C Course Preps. Expanded assignments receive eight hours of supplemental compensation for each course prep over three per semester (grades 6-12).

10.12I Special Education teachers who perform more than twenty (20) **evaluations** (initial or re-evals) within a single academic year will receive a supplemental contract for 1.5 hours at their per diem per additional evaluation.

10.12K... when the schedule does not allow common planning time, or designated PLC time, both **co-teachers** will be provided supplemental pay at their per diem rates for one (1) hour per week.

10.13Cii School counselors who case manage more than thirty (30) 504 plans will receive a supplemental contract of two (2) hours at their per diem rate for each 504 plan in excess of 30.

1013E. School Psychologists who perform more than seventy-five (75) evaluations (initial, re-eval, amendments, FBAs) within a single academic year will receive a supplemental contract of 3 hours at their per diem per evaluation exceeding 75.

10.13F SLPs who perform more than 40 evaluations (initial or re-eval) within a single academic year will receive a supplemental contract of 2 hours at their per diem per evaluation exceeding 40.

12.2A All educators with **IEP/504 meetings** and evaluations as scheduled by the case manager above 60 hours as documented and approved by the building administrator.

12.16Cii Building Level Guiding Coalition... an educator co-lead shall be provided one hour per week of district funded supplemental contract pay at their per diem to further the collaboration with their principal co-lead.

Don't Forget to Sign Your Contract



Your employment contract does not become effective until you deliver it to the Office of Human Resources within fifteen (15) days of the date of issuance.

This year the contracts may result in the due date falling on June 19 (State Holiday). To continue serving in the 25-26 school year, you must have (1) a valid Washington State professional certificate required for the position identified; and (2) the contract bearing the employee's signature. Per contract, in the event you fail to sign and return your contract within the time specified, you shall be deemed to have waived any right to employment with the district.

11.1B. An offer of employment to a newly hired employee will state whether the position offered is a Leave Replacement Contract or a Continuing Contract. All new employees shall receive their annual contract on their hire date or their Board approval date, whichever is later. The district will make every reasonable effort to provide **returning employees** with their annual contract by June 1 of the preceding year. The contract shall specify whether the employee is on a Leave Replacement Contract or a Continuing Contract.

What does Provisional/Continuing Mean?

Educators with at least 2 years of Washington experience who are new to VPS will be on a provisional contract for one year. New educators without prior experience will be on a provisional contract for up to three years. New contract language can shorten that timeline. Those completing two years of service at a highly diverse and high poverty school who receives “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.

Once completing provisional status, members can be converted to continuing contract status. Any reduction in FTE for 25-26 to either a provisional/continuing contract should have been communicated prior to May 15.

One Year /Leave Replacement Contracts.

One-year leave replacement contracts (OYLR) are place holders for members on a full-year leave of absence (the district is obligated to place those on leave back in our system upon their return). There should be a 1:1 match-up of members on leave and OYLR contracts. OYLR contract holders have no guarantee of placement in the subsequent school year and should apply/express interest in openings through HR. After rebalanced (excess) employees have been placed, and any RIF (non-renewed due to budget crisis) employees have been recalled, HR typically begins to look to OYLR employees for potential employment. Contact VEA if you have any questions regarding your contract.

2025-26 NBCT Cohort Information

The VEA is pleased to again offer an NBCT cohort experience for 2025-26. VEA will host an informational meeting on September 9th at 4:30 pm at the VEA office. Participation in the cohort requires completion of a Jump Start or Foundations course. VEA will offer Foundations on September 13 (location TBD) . Check out the [VEA website](#) for more information and a registration link



WEA Jump Start

WEA Jump Start is a multi-day comprehensive seminar designed to provide National Board candidates with important information about the certification process, time to examine component and Assessment Center requirements, the opportunity to plan how to meet requirements, and time to collaborate, gather resources and information needed to pursue certification

WEA is currently planning to offer two, on-line National Board Jump Start events this summer. Registration is \$125 and is available for WEA members only. Please see the [WEA website](#) for more information. Either Jump Start or Foundations I must be completed as a pre-requisite before taking the component options within an approved cohort. Contact Jennifer Wolf (jwolf@washingtonea.org) for more information. June 23-27 or Aug 4-8

WEA STEM Courses (asynchronous)

Registration is now open for summer classes to help you meet STEM certificate renewal requirements. To renew a certificate, teachers with STEM-related endorsements must complete at least 15 clock hours, the equivalent in credit, or at least one goal from a professional growth plan (PGP) emphasizing STEM integration. STEM integration combines at least two STEM components (science, technology, engineering, mathematics). WEA provides professional learning via Zoom. The courses are held real time, online. STEM Courses are available to WEA members only and are free of charge.



Minecraft Education for STEM - 15 STEM Clock Hours. July 22 and July 25, 9 a.m. to noon and 1-4 p.m. plus homework. [Register online.](#)

Minecraft Education for STEM is an immersive 12-hour live Zoom course designed to empower educators to use Minecraft Education in any subject, with a focus on STEM. Spread across four three-hour sessions, educators will explore ready-made lessons, collaborative and competitive activities, and the basics of world-building and hosting multiplayer sessions. An optional three-hour homework component allows participants to share their implementation plans and receive feedback.

Essentials of Gamification and Game-Based Learning in the STEM Classroom - 3 STEM Clock Hours. July 29, 9 a.m. to noon. [Register online.](#)

Essentials of Gamification and Game-Based Learning is a dynamic three-hour live workshop. Educators will gain hands-on experience with game mechanics such as quests, badges, and leaderboards, as well as designing custom educational games aligned with learning standards. By the end of the session, participants will leave with actionable strategies to gamify and incorporate game-based learning into their classrooms, enhancing both academic outcomes and student enjoyment.

Implementing Gamification and Game-Based Learning in the STEM Classroom - 3 STEM Clock Hours. July 29, 1-4 p.m. [Register online.](#)

Implementing Gamification and Game-Based Learning in the Inclusive Classroom is a three-hour live workshop designed to empower educators to apply gamification and game-based learning strategies to their own classroom contexts. Participants will explore practical examples,

designing engaging lessons, and learning how to align these methods with learning standards. This hands-on session provides actionable insights and support for building inclusive, student-centered experiences that foster engagement, motivation, and academic growth across all content areas.

eSports in the Inclusive Classroom - 3 STEM Clock Hours. July 31, 9 a.m. to noon. [Register online.](#)

Esports in the Inclusive Classroom is a transformative three-hour live Zoom workshop that equips educators with the skills and knowledge to implement esports programs in their schools or classrooms. The course leverages Minecraft Education for collaborative and competitive building challenges, as well as Minecraft Java for player-versus-player (PvP) competitions. Educators will learn how to launch esports clubs, align them with STEM goals, and connect activities to career pathways. The course highlights other popular esports games suitable for elementary, middle, and high school programs, ensuring educators can tailor their initiatives to the interests of their students.

Artificial Intelligence (AI) in the Classroom Series - 15 STEM Clock Hours. Aug. 12 and 14, 9 a.m. to noon and 1-4 p.m. plus homework. [Register online.](#)

This course includes four, 3-hour synchronous (Zoom) sessions, and an optional 5 hour asynchronous project, where participants are planning on how to implement AI in their classroom or educational setting. This course provides educators with the knowledge and skills to harness the potential of AI in the educational setting. Educators will explore various AI tools and learn to integrate them into their instructional practices, personalizing learning and increased student engagement. Ethical considerations such as data privacy, originality use, and equity in AI use.

You're Invited – Civics Discussion

Vancouver Mayor Anne McEnery-Ogle is inviting all middle school and high school Social Studies teachers to join her and Lieutenant Governor Denny Heck on Friday, August 15th from 4:00 pm - 6:30 pm at the Clark County Historic Museum for a Civics Education discussion. Check out Denny's work is a partnership with the Ruckelshaus Center [About Civic Health — Lieutenant Governor Denny Heck](#). A light dinner will be provided for the participants. Please [RSVP](#) to the Mayor so she can make sure to have enough pie and ice cream!



Navigating Student Loan Forgiveness

Questions about what is going on with loan forgiveness abound.

There have been many updates and changes to these programs in the last few months and the information you need to know is often times hard to find. NEA Member Benefits and WEA will host the last webinar this school year at 4:30 pm on June 12 [Register for your Zoom link](#) to get the latest updates and answers!

In addition, NEAMB has a FREE online tool that will help you and your families navigate through the possible forgiveness programs. Join us on June 12 and learn how to access the NEA Student Debt Navigation Tool. Get a head start by logging in to www.neamb.com/start and creating your account.

Juneteenth June 19

On this day in 1865, more than 250,000 enslaved Black people in Texas were informed that the Civil War was won months earlier and they were finally free. Since then, this date has been celebrated as Juneteenth. While we will already be on summer break, here's a [few resources](#) to help you learn and share about the meaning of this important day in history.

Wear Orange – June 7

June is Gun Violence Prevention Month. Gun violence is real. Just this week an IMPACT student brought a gun on campus at JPC. Learn more about gun violence prevention and schools through the [Sandy Hook Promise](#) and learn about Wear orange Day and more ways to participate to prevent gun violence in schools through the Everytown Support Fund.

2026 Human & Civil Rights Awards

Do you know of an individual or group making a difference in the world? Nominate them for a WEA Human and Civil Rights Award. Nominate an individual or group involved in exceptional work in the areas of community service, cultural awareness, international peace and understanding, and student involvement in Washington State. Multiple categories are available. Nominations are due by 5 pm on Monday, June 30. [Submit a nomination!!](#)

2025 Legislative Session

While the ink is still wet on the budget signed by the Governor, we are beginning to look at the impacts this budget may have on us here in Vancouver.

- K-12 COLA is set at 2.5% based on the Implicit Price Deflator (IPD) for the 2025-26 school year.
- NBCT stipends were maintained. The Base bonus is \$6,514. Additional bonus for working in a high-poverty school is \$5,000.
- Funding for Transitional Kindergarten remains at the current school year level for 25-26 and 26-27.
- One-time allocation of \$50 per FTE student to school districts in June.
- Funding roller coaster requirements for employer contributions to employee retirement (reduced) and health care (increased).
- Increased funding for Special Education (cap removed).