



Action Line

Vancouver Education Association

Welcome Back!

September 2025



As we start a new school year, remember that our greatest strength is each other. **You are the Union.** Every challenge we may face is easier when we stand together.

The Union is all of us - when we raise our collective voice, we ensure our work, our students, and our profession are respected. Thank you for showing up for your colleagues, your students, and public education. Let's make this a year of solidarity and strength.

Jamie Anderson

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Celebrate Labor Events

Join other union brothers and sisters at Haydu Park in Kalama on September 1st from 10:30 am to 3:30 pm. This is a picnic for union members and their families. Sponsored by the SWW Labor Council and the Wahkiakum Central Labor Council, it's an opportunity to gather, network, and celebrate labor... Food, drinks, raffle tickets, games for the kids... FREE!

Labor Day Rally #WorkersOverBillionaires 11 am – 1 pm September 1st Leroy Haagen Memorial Park (13412 NE Leroy Haagen Memorial Dr., Vancouver.

Labor Day celebrates the social and economic achievements of American workers and is a national holiday dedicated to their contributions to the nation's strength and prosperity. Originating from the late 19th-century labor movement's fight for better wages, reduced work hours, and safer working conditions, it became a federal holiday in 1894.

Summer Training Success



VEA leaders, past and present, as well as members identified by multiple colleagues as being respected individuals were invited to participate in a Summer Training on August 14th. WEA President, Larry Delaney presented the importance of Union membership and actions, attacks to our profession and teaching challenging content. WEA Governmental Relations shared the impact WEAPAC dollars make on our every day realities and work to improve wages and working conditions of our members. After lunch, experts from WEA took a dive into equitable student discipline systems and inclusionary practices.

Special Calendar Days for 2025-26

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.

VEA Leadership Meeting Calendar for 25-26

VEA's governance meetings are open to the membership, however only the delegation of representatives is allowed to vote. Rep Council meetings will begin at 5:00 pm. The September, October, February, and June meetings will be in-person. The remainder of the meetings will be held by Zoom. Executive Board meetings will be held in person at YWCA and begin at 5:00 pm.

Rep Council

Sept 8, 2025 * In person – FVHS Media Center

Oct 6, 2025 * In person – FVHS Media Center

Nov 3, 2025

Dec 1, 2025

Jan 5, 2026

Feb 9, 2026 * In person – Location TBD

Mar 9, 2026

April 20, 2026

May 4, 2026

June 1, 2026 * In person – Location TBD

Executive Board

Sept 22, 2025

Oct 22, 2025

Nov 17, 2025

Dec 15, 2025

Jan 12, 2026

Feb 23, 2026

Mar 23, 2026

April 27, 2026

May 18, 2026

June 8, 2026



My Class is HUGE

What is supposed to happen?

September is supposed to be a time for the district to balance student loads across the district, therefore no overload pay is attributed to September. Overloads in existence on October 1 will be paid. VEA's Executive Board objects to the district's strategy used last year of paying \$2.75 million in overload instead of hiring back teachers and is prepared to ask members to flood the school board with their class realities.

10.4I. Class size/caseload limits: *All rostered students for an employee will count towards that employee's class size or caseload. Class sizes or caseloads in excess of the limits specified in this Chapter from October to May will result in overload pay under the following parameters:*

i. Actual class sizes and caseloads will be recorded on the tenth day of school, and on the first day of school of each month thereafter. Class size and case load records will be made available to the SBLT co-chairs and VEA building representatives at each site, and district-wide records will be made available to the Association as quickly as possible following the completion of each monthly report.

ii. In the event an overloaded class size or caseload is recorded, the building principal or other appropriate administrator will meet with the SBLT co-chairs and VEA building representatives to discuss potential strategies for mitigating any overloads (i.e., a class size or case load in excess of the limits prescribed by this chapter) that may be in effect. The decision of which strategies to implement, if any, rests with the District.

Family Conferencing Time

This new one-hour early release on Monday's is reserved for educator-directed communication with families about student celebrations, challenges, important classroom information, and student progress.

The district and VEA have a shared understanding of the use of this time as reflected in this [Family Communication Conferencing guidance document](#).

District Directed Relocation of Employees

As classrooms are adjusted for actual student populations, movement may be directed by the district. Please be aware of the contract language that compensates you for these moves.

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 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).

7.12C In the event that a certificated staff member is transferred and required to relocate outside of the building after the beginning of the school year due to a reassignment or is reassigned and required to change an entire grade level or subject matter, the District will provide a minimum of two (2) days without students for preparation in the new assignment in addition to the rights and benefits described in 7.15A above.

Understanding Regulation of Student Behavior

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.

Here are the [Discipline Process Documents](#) for your reference and review.



VPS Course Payment Business Practice

Upon completion of a PD employees must respond within **ten business days** after receiving the email request to log in to e-sign for payment for a course. Failure to sign by the deadline may affect credit and/or payment for this course. If participants have not electronically signed after 3 business days, a second email reminder will be sent. Exceptions can be made to employees on leave during the notification period.

Thinking about Retirement?

Whether you are one, three, five, or even 15 years from retirement, it's not too early to begin planning for your retirement. Again, this Fall, the WEA-Retired team will use Zoom to offer three sessions covering a variety of topics important to your retirement planning. The registration form will ask you to rank your choice of dates for each of the sessions. Watch for registration information in the second week of September!

Are you **NEW to Washington State**? You will be asked to choose a retirement plan within the first 90 days of employment. Members can meet with Sandy Kokko, our WEA-Retired liaison or Cassie Johnson, CFP to learn more about the differences between the plans. These consultations are **FREE**.

25-26 WEA Membership Cards



The 25-26 membership cards have arrived in home post boxes of continuing members. New Vancouver EA members will receive your card with the next printing of cards in late September. Please let [Cindy](#) know if yours did not arrive.

Attorney Referral Program

The Attorney Referral Program is a service provided to NEA members (and their spouses and dependent children) who need the services of an attorney on personal legal matters (not employment related). Participating attorneys provide each member with two free 30-minute consultation sessions each year (September 1 through August 31). These two free consultations are taken separately on two different questions. This benefit allows you to discuss your situation with the attorney to determine whether you need additional legal services. Don't expect the attorney to draft or review documents during a consultation. It is important to discuss any fee arrangements at your initial meeting. The following areas of law are then discounted 30 percent should you choose to be represented further: Real estate matters, Wills and estates, Domestic relations, Consumer protection, Traffic violations (including DUI citations)

Upon your initial visit to the attorney's office, you must present some evidence of NEA membership. Payment of all legal fees is the responsibility of the member.

A list of participating attorneys is listed on the [VEA website](#) under the member benefits tab.

WEA NAKIA Academy Opportunities

WEA is excited to announce that the NAKIA Academy is returning this fall—and it's bigger than ever. With space to add 200+ more WA educators to the already nearly 1000-member community. This year's academy offers a transformative experience focused on coaching, mentoring, equity, and leadership development.

What's New This Year?

- 🌱 **Indigenous Cohort:** For the first time, Nakia will center Indigenous educators in a dedicated cohort designed to honor, elevate, and support their leadership journeys.
- 🎓 **Counselor Cohort:** Exclusively for school counselors, this track focuses on mentoring, relational leadership, and culturally responsive practices tailored to their unique roles.

Program Highlights

- 8 Hybrid sessions over 4–5 months
- at least 1 session in person at WEA HQ—we got you covered
- 24 equity clock hours
- Authentic coaching practice, leadership development, reflection time, and community celebration
- Optional Observation & Feedback PD for deeper mentoring and leadership growth

**Participants are required to attend as close to ALL sessions to be deemed complete for clock hours and receive stipend if applicable.*

Applications are open now.

Interested members should apply early—spots fill quickly. This is more than professional development; it's a movement to build equity-driven, community-rooted leadership across our schools.

[2025-26 WEA NAKIA Application](#)

2509 Broadway -- Vancouver, WA 98663 * Phone 360-695-3397 -- FAX 360-694-8337
Jamie Anderson, President * Graham Picklesimer, Executive Director * Cindy Brown, Admin. Assistant
*Sandy Kokko, WEA-Retired Liaison. * www.vancouverea.org * Facebook: Vancouver EA

Getting to know your Executive Board



President, Jamie Anderson. Hi! I'm Jamie, an elementary educator and your VEA President. My Union journey began with the Washougal Association of Educators and has grown since moving to VPS through roles as VEA building rep, bargaining team member, and bargaining chair before being elected President in 2023. I stepped into Union leadership to advocate for students and staff, defend our contract, and ensure educators' voices shape the decisions that impact their work. One of my favorite parts of this role is helping develop future VEA leaders and seeing people step confidently into those positions.

Outside of this role, my family keeps me busy. I'm a wife to Eric (a welder), mom to Evelyn (a VPS 4th grader), dog mom to Lily (a somewhat naughty white shepherd mix), a Girl Scout troop leader, and avid reader. I love cats, cheese, camping (the kind with plumbing), and Democracy - though not necessarily in that order.



Treasurer, Kyle Kielty Hello, VEA! My name is Kyle Kielty, and I'm excited to serve as your Treasurer. I currently teach 7th and 8th grade Math at Discovery Middle School after acquiring nine years of experience as a Learning Support teacher. I was born in the Seattle area and have lived in Washington most of my life. Before becoming a teacher, I worked as a paraeducator for several years. I got involved in union work because I want to help bring positive change and use my voice to support our education community.

Outside of work and union activities, my family is central to my life. I live with my husband, Scott, our lively 10-year-old daughter Audrey, our husky/Australian shepherd mix Jerry, and our blind cat Bruce. I also volunteer as a Girl Scout troop leader and treasurer, which has helped me develop my leadership and financial management skills.

In my free time, I enjoy reading, anything having to do with Fall/Halloween, and traveling—especially to Disneyland and Hawaii. I'm looking forward to serving you with honesty, dedication, and collaboration.

Thank you for the opportunity to serve!



Recording Secretary, Angel Sierra Figueroa I am Angel Figueroa! I am first-grade dual language teacher at King, and this is my third year teaching at VPS. I am the recording secretary because I want to foster clear and transparent communication among members by ensuring accurate and timely documentation of meetings and decisions.



WEA PAC Manager, Brian Dunlap My name is Brian Dunlap, and I am currently an ELA teacher at Discovery. I say "currently" because I've had a variety of roles in public and private schools around the country since I started 35 years ago. This broad experience informs my work with the VEA executive board in my role as the WEA-PAC (Political Action Committee) manager. In conjunction with the other managers from across the state, the PAC works to elect pro-education, pro-labor candidates to public office. I believe in this work because labor unions are the best way ordinary people can collectively oppose billionaire influence in politics. I hope you will consider getting

involved in association activities and help us build our political muscles!



Primary Trustee, Sara Campbell. Hi! My name is Sara Campbell and I am serving as the Primary Trustee on our VEA Executive Board. I have been teaching in Vancouver at Ogden for 19 years, 15 years in kindergarten and 4 in second grade. My heart and passion is with our littlest learners! I am a product of the Vancouver School District, having attended Walnut Grove, Gaiser, and Fort Vancouver. Go Trappers! I come from several generations of union members and leaders and love the solidarity, support, and community that comes with being a part of a union. My goal this year is to support and assist primary teachers as issues arise in the buildings and successfully communicate those issues to VEA Leadership when necessary. Please don't hesitate to reach out with questions or concerns.



Intermediate Trustee, Sam Wilkes I'm your intermediate trustee. I'm a 5th grade teacher at Ogden, this is my 11th year in the district and 2nd year as your trustee. I joined the executive board so that I could help my fellow intermediate teachers with anything contract related so that they can focus on what's important, which is actually teaching the kids. Please never hesitate to reach out if you have any questions, you can email me at intermediatetrusteevea@gmail.com.



***Specialist Trustee/ WEA Board Director, Cam Swarts** Hi, my name is Cam Swarts. I'm the Specialist Trustee and on the WEA Board of Directors. I've been doing union work for about 15 years. I'm an elementary art and creative movement teacher at King. This is my 27th year in the district. In the past I have taught Preschool, as well K-3rd grade Gen. Ed. in the district. I love the union work I do, because I learn so much at the state level about how the districts vary around the state and common issues, I've learned about equity work, advocate for our members, students, families, and fight the "good fight". cam.swarts@washingtonea.org (503)806-5087 *(*To be affirmed by Rep Council in September)*



VP of Equity Affairs. This position is currently open. Interested candidates are required to complete [this candidate form](#) prior to close of nominations at the September 8th Rep Council meeting.

Coming soon in a future edition: Getting to know your 1st Vice President, 2nd VP Labor Relations, 3rd VP Member Engagement, MS Trustee, HS Trustee, ESA/TOSA Trustee, Special Education Trustee, Bargaining Chair, and VP Equity Affairs.

#BetterTogether
#UnionStrong



Vancouver LABOR DAY **#WorkersOverBillionaires**

- defend public schools: support education workers on strike
- stand in solidarity with all of our communities under attack
- continue the fight for workers over private profits
- celebrate and support union solidarity!

**11AM
- 1PM**

Monday, September 1
Leroy Haagen Memorial Park
 13412 NE LeRoy Haagen Memorial Dr, Vancouver

Hear from Rep. Monica Stonier,
 Sen. Dr. Adrian Cortes,
 PSE Union President Melinda
 Troffer-Cooper, and other
 community leaders




LABOR DAY PICNIC 2025



FOOD - RAFFLES - FUN FOR KIDS

THE COWLITZ WAHIAKUM CENTRAL LABOR COUNCIL
 AND THE SOUTHWEST WASHINGTON LABOR COUNCIL
 INVITE YOU AND YOUR FAMILY TO JOIN US AT THE
 LABOR DAY PICNIC OF SW WASHINGTON!

Celebrate Labor Day with our community
 and your labor siblings!

MONDAY
01
SEPTEMBER

HAYDU PARK
10:30 AM - 3:30 PM
 253 KALAMA RIVER RD, KALAMA, WA