



Vancouver Education Association

# Unity Strength Results

October 16, 2025

## October Update

### Reminders

**Evaluation:** Your building should have 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. (8.4D)

**Sub Rotation:** Principals will work with SBLT and building representatives to collaboratively develop a rotating coverage schedule or protocol no later than September 15. (10.4K)

### October 24 Social

#### Fall into Solidarity – Rise into Gratitude

Join members for a hosted taco bar and first beverage, trivia, and door prizes. Come when you can – stay as long as you like... 3:30-6:00 pm Los Potrillos in Lakeshore.



#### RSVP:

<https://www.surveymonkey.com/r/K62PHT3>

Questions: [cbrown@washingtonea.org](mailto:cbrown@washingtonea.org)

360-695-3397

### Safe and Supportive Learning Environment

As overloads are a reality, regulation of student behavior becomes more challenging. Building administrators shall facilitate at least one training and one review of the [student management and discipline procedure process documents](#), as well as related documents (eg. VPS Student discipline code guide, OSPI behavior menu of best practices and strategies) and processes with their faculty annually. 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 opportunity for questions and answers. The process documents are indeed vague as what works for one building might not work at another. (10.21Ai)

### Student Referrals

Whenever an employee submits a referral for a student for administrator review, the employee will document interventions, inform the student’s parent/guardian of the behavior resulting in the referral, and document their communication or response in the student information system. The administrator to whom the referral is made shall communicate the outcome of the referral to the employee who submitted the referral within three (3) school days. In the event the referral is not able to be concluded within three (3) school days, the administrator shall make this and the reasons for the delay known to the teacher within the three (3) day period. The outcome of the referral will also be communicated to any other certificated staff who have a legitimate educational interest in knowing the information (10.21Aii)

### Temporary Exclusions (Bauer Bill) Worksheet

The following worksheet was designed to help guide conversations when an educator has tried one or more forms of corrective action without results, and student behavior is preventing a positive learning environment for the remaining students in the classroom resulting in a temporary exclusion from the classroom. Please see an example of a temporary exclusion notification on the back page.

Use the QR code or this [link to access the Worksheet](#):



### Supporting Equity in Education

Earlier this month, the VEA Executive Board voted to sign the “[Drop the ADL from Schools](#)” letter, following the [NEA Executive Committee and Board of Directors’ decision](#) not to act on a New Business Item (NBI) from the 2025 NEA Representative Assembly. The NBI called on the NEA to “not use, endorse, or publicize materials from the Anti-Defamation League (ADL) or participate in ADL programs.”

The Board also recognizes that members may have a diverse range of perspectives on this issue. This decision reflects [VEA’s equity mission](#) and core values, guiding our ongoing commitment to equity, inclusion, and social justice. While these conversations can be challenging, they are necessary as we work to dismantle systemic barriers and ensure safe, welcoming, and affirming schools for all educators, students, and families.

**Turn the page for your statutory rights**

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# Safe and Supportive Learning Environment Rights & Law

The proactive classroom management strategies that you have mastered in your work environment help mitigate the need for additional actions; however, sometimes you need some extra help. The following statutes are in place to protect you and the learning environment of other students.

School district boards of directors are required to adopt policies which restore discipline to the classroom per RCW 28A.600.460. Teachers must be allowed to discipline for the following:

- Correcting a student who disrupts normal classroom activities;
- Abuses, or insults a teacher while carrying on his or her official duties;
- Willfully disobeys a teacher;
- Uses abusive or foul language directed at a district employee, school volunteer, or another student;
- Violates school rules; or
- Interferes with an orderly education process.

*Discipline is being proactive to help students*

Disciplinary action may include, but is not limited to: oral or written reprimands, written notification to parents of disruptive behavior, a copy of which must be provided to the principal. RCW

28A.600.460.

**Exclusion from Class:** A teacher may exclude from the teacher's classroom or activity area any student who creates a disruption of the educational process or is in violation of the building disciplinary standards while under the teacher's immediate supervision. **The student may be excluded from the classroom for all or any portion of the balance of the school day and two following days or until the principal or designee and the teacher have conferred,** whichever occurs first. Except in emergency situations however, the **teacher must attempt one or more forms of corrective action before excluding the student. In no event may an excluded student be returned to the instructional area during the balance of the class or activity period without the consent of the teacher.** RCW 28A.600.020.

Following the passage of HB1541 lessons during the exclusionary period are provided to the affected student. This change does not remove your rights as an educator.

**State law requires the school to inform teachers of any incoming transfer student's history** of disciplinary actions, criminal or violent behavior, or other behavior that indicates the student could be a threat to the safety of educational staff or other students. (RCW 28A.225.330). *\*Bargaining language guarantees notification within 2 days to staff who need to know this information.*

**Principals must assure appropriate student discipline**. The principal shall determine that appropriate student discipline is established and enforced. The principal and the certificated employees shall confer at least annually to develop and/or review building disciplinary standards and uniform enforcement of those standards. (RCW 28A.400.110)

**A student committing an offense such as an assault, malicious harassment, malicious mischief, or other crimes against a teacher shall not be assigned to that teacher's classroom** for the duration of the student's attendance at that school or any other school where the teacher is assigned. (RCW 28A.600.460)

**You have the right to report a student to the police** if that student has threatened or assaulted you. Just because you are a teacher, *you do not give up your rights under the law as a citizen.*

## Vancouver Exclusion Slip Example

Dear Principal:

I have excluded

\_\_\_\_\_ from my

classroom for all or any portion of the balance of the school day, or up to the following two days in accordance with RCW 28A.600.020. This student has created a disruption of the educational process in violation of the building disciplinary standards. I have attempted one or more alternative forms of corrective action.

In no event without my consent, may an excluded student return to my class during the class or activity period for up to the following two days until we have conferred.

Article 10.21Avii. of our contract states the term "confer" as it applies to classroom exclusions shall mean that the teacher and the administrator discuss the student's behavior and develop a plan for returning the student to the classroom. The administrator shall make the final decision regarding the plan for returning the student to the classroom and whether the student shall be subject to discipline under district policy and procedure. The teacher(s) from whose classes the student was excluded will be notified and invited to participate in a reentry meeting with the student and their parent/guardian (if applicable) prior to the student returning to the classroom/school. In addition, every reasonable effort shall be made to facilitate a restorative conversation with the teacher and student, preferably before the student returns to the classroom.

Thank you,

\_\_\_\_\_  
Teacher's name and Date

