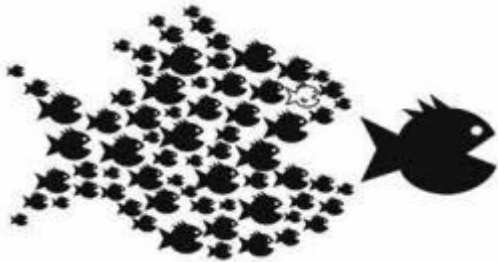




# Action Line

Vancouver Education Association

November 2025



## Organizing Together Change Happens!

VEA is very thankful for our members and the amazing job you do every day. We recognize you are working with some enormous class sizes and serving more students with complex needs. You are spread very thin and yet provide amazing student experiences, many times at a personal cost. Our contract allows for an interim bargain to occur this year to address non-monetary contractual changes and salary for 2026-27, the final year of this contract. The district is also currently operating extremely close to the red line financially, which is another hurdle to overcome.

We know there is power in numbers, and when we stand up together as a group of over 1450 members, we achieve great things. Our union membership gives us the strength to do things we cannot do separately. While VEA leaders and staff voice concerns and suggestions to the district, they listen but sometimes are reluctant to act. When members en masse speak out, we see action happen! We are seeing real changes this year in Special Services following nearly 100% participation in previous climate surveys and a vote of no confidence. VEA is a member-driven organization. To achieve a strong bargain, we are going to need your help...

### What can you do?

- **Watch for the VEA bargaining survey link via email on November 7<sup>th</sup> and complete it no later than December 19.** Results provide the team with priorities, ideas and strategies. Data provides the VEA team with some clout to push for change.
- **Speak up!** Let the School Board (and the community) know your realities with overload. Share ideas for cost saving measures *outside of personnel*. VEA can assist in providing guidance for speaking at the School Board and how to elevate your voices. Multiple speakers amplify the message.
- **VOTE!** Retain pro-public education, pro-labor candidates as your key decision makers for VPS. School Board Candidates Wendy Smith and Sandra Zavala-Ortega as well as Anne McEnery-Ogle (Mayor), Kim Harless (City Council Pos 1), Erik Paulsen (City Council Pos 2), and Diana Perez (City Council Pos 3) were endorsed by WEAPAC.



- **Increase our Power in Olympia.** Contribute \$2.25 to WEAPAC or level up to \$5.00 or \$10.50 and receive some pretty cool swag – a Win-Win!! Watch for and support actions to secure progressive revenue to fully fund our schools and communities.





## SPARKS!



Are you a member with 0-10 years of overall experience in public education? SPARKS is a high energy, interactive experience aimed at VEA's newest members. Facilitated by SPARKS graduates, SPARKS provides an opportunity to engage and learn techniques for your classroom, engage with the association, and gain deeper insights on your profession.

This experience is FREE... VEA will cover the costs – food – mileage – lodging as well as a top-notch professional development. SPARKS is held at the Best Western Ocean View in Seaside, Oregon March 6-8, 2026. Applications will be sent to members in this demographic via the interoffice mail. Please see your building rep or contact VEA for more information.



Interested in Politics?  
**WEA PoliSPARKS**  
 2026

Contact VEA ASAP if you are a WEAPAC contributor who wants to learn more about lobbying legislators while building your advocacy skills. This February 1-2 experience in Olympia will include basic lobbying training & organizing tips and give you an opportunity to put those new skills into practice. You will interact with Olympia insiders and decision makers. This is how we make change happen!

### Special Services Advisory Survey

Special Services leadership has asked to engage with VEA in discussions about staffing. VEA emphasized that any such discussions must be informed and guided by member input. Please complete this short survey to help ensure member experiences and perspectives are clearly represented in conversations with the



district. <https://www.surveymonkey.com/r/NYKWHQR>. All responses due by Friday Nov 7.

## Looking for District -Level Guiding Coalition VEA Representatives

VEA is seeking members to serve on the District Guiding Coalition representing **Middle School**. Any meetings scheduled outside of the contract day are paid by the district at your hourly per diem rate. The District Guiding Coalition is developing a playbook for Building-Level Guiding Coalitions and collaborative teacher teams to refer to for guidance and to promote coherence with District-wide PLC work. Contact VEA if YOU are interested!

## VEBA Yearly Vote

VEA members who are eligible to retire at the end of this school year have the opportunity to vote to receive the benefit for their unused sick leave via a VEBA account. Likewise members who have accumulated 180 days (1440 hours) of sick leave can elect to contribute additionally to their VEBA account with a yearly cash out of accumulated sick leave.

A link to an electronic vote will be sent to these specific members identified by the district as qualifying for this vote. Votes due by noon on November 14th. An informational Zoom meeting is scheduled for 4:30 pm on November 13th with a VEBA rep to answer questions. Please [Register in advance](#) for Zoom access.

## VEA Member Social Success

Members enjoyed learning more about their free financial planning benefits and competed in a rousing game of VEA trivia. Did you know that the beginning salary in 1975-76 was \$8,552 and topped out at \$17,960? Current salaries far exceed the CPI earnings calculated for this timeframe.

Don't miss the next social on **November 21<sup>st</sup>!**

4-6 PM

Heathen Salmon

Creek. Please RSVP:

<https://www.surveymonkey.com/r/LB72T5Z>





## Know your Contract

October 15 – July 15	During the period October 15 to July 15 a vacancy will be externally posted for a minimum of five (5) working days to allow maximum opportunity for in-District and out-of-District candidates to make an application. (7.3A)
November 1	The district will make every reasonable effort to implement the advancement of all individuals on the salary schedule at one time, on or before the November 1 payroll. (11.19B)
November (within 90 days of first date of service)	New employees will be evaluated at least once for 30 minutes within 90 calendar days of employment. Preliminary reports due in human resources no later than 105 calendar days from the first date of service. (8.4Lvii)
November (within 90 days of first date of service)	Employees NEW to the TRS system in Washington state have 90 days to choose between TRS2 and TRS3 retirement plan. TRS2 is the default plan if you do not choose.

### **SEBB Open Enrollment Oct 27-Nov 24 DO NOT WAIT UNTIL THE LAST MINUTE!!**

Open Enrollment for SEBB insurance began October 27, 2025, and ends November 24, 2025, with changes effective January 1, 2026. Information about upcoming changes for 2025 are now posted on the SEBB open enrollment website. (<https://www.hca.wa.gov/employee-retiree-benefits/open-enrollment-sebb> )

Reminder – if you want to participate in a Flexible Spending Account (FSA) or in the Dependent Care Assistance Program (DCAP) for the 2026 plan year, you must re-enroll during the Open Enrollment period.

If you missed the benefits fair at Clark College, a **VIRTUAL BENEFITS FAIR** (<https://www.hca.wa.gov/employee-retiree-benefits/sebb-virtual-benefits-fair/virtual-benefits-fair-sebb>)

## Get your Game On!

VEA has teamed up with the Portland Trailblazers for member access to games and Rose Quarter shows at the Moda Center at discounted rates.



**Rip City Rewards** – Discount on ALL home games and select events like Disney on Ice at the Rose Quarter this season.

[www.rosequarter.com/ripcityrewards](http://www.rosequarter.com/ripcityrewards) **Promo Code: TBVEA.** Please note that the offer may change throughout the year.

**VEA’s Night at the Blazers** VEA member, their family and friends are invited to a fun night of basketball and entertainment on March 13, 2026. Get discounted tickets and early entry to this 7 pm game vs. Utah Jazz. Enjoy an exciting evening of NBA basketball and the Celebration of Women’s History Night festivities at the Moda Center. Visit: [Rosequarter.com/events/group-tickets](http://Rosequarter.com/events/group-tickets) Promo code: VEA25. Order deadline is February 16.

## WEA PD Survey

The WEA Professional Learning survey closes on November 4<sup>th</sup>! Provide your input so they can prioritize future classes!!



## WEA Courses for Consideration

**STEM Courses** may be required for certification renewal. These courses are available to WEA members only and are FREE of charge.

### Artificial Intelligence (AI) in the Classroom Series - 15 STEM Clock Hours - Zoom

#### [Click here to register for Series 1](#)

- Session 1 Nov. 4, 2025, 4:30-7:30 p.m.
- Session 2 Nov. 20, 2025, 4:30-7:30 p.m.
- Session 3 Dec. 2, 2025, 4:30-7:30 p.m.
- Session 4 Dec. 4, 2025, 4:30-7:30 p.m.
- Session 5 Dec. 16, 2025, 4:30-7:30 p.m.

Additional series is offered in January [Click here to register for Series 2](#) and April [Click here to register for Series 3](#)

## Understanding and Supporting Multilingual and Multicultural Students (Equity) (4hr)

This course investigates the disproportionate representation of multilingual and multicultural students in special education and explores ways to reduce this imbalance.

Monday, Dec. 1, and Wednesday, Dec. 3, 5-7 p.m.  
Registration closes Nov. 21. [Register online](#)

## Beyond Survival: Addressing Barriers to Inclusion with MTSS (Equity) (9hr)

Participants will cultivate a growth mindset when working with students who experience social, emotional and behavioral needs. Registration will close on Nov. 28. [Register online](#)



## Your Reps ROCK!!

Collaborating, making decisions, learning, and representing you!



# Getting to know your Executive Board



**VP Equity Affairs, Mariela Marrero.** Hello, my name is Mariela Marrero, and I'm excited to serve as the new Equity VP. I am a proud Latina from Puerto Rico and a mother of two young adults. I have four rescued dogs and four cats. I have 16 years of experience in education, having worked in Puerto Rico, Kentucky, Florida, New Hampshire, and now Washington State as a third-grade dual language teacher at Sarah J. Anderson Elementary. I moved to the U.S. in 2012 due to my husband's military career. I hold a bachelor's degree in Elementary Education with a K-3 minor and a master's from Boston College in Global

Perspectives in Education and Curriculum, focusing on social justice and equity. I am deeply committed to promoting equity to help build stronger relationships, reduce bias, and foster a sense of belonging that benefits the entire school community. Outside of school, I am a food photographer, food blogger, recipe developer, baker, and animal rescuer.



**VP Member Engagement, Shannon McClelland.** My name is Shannon McClelland and I am currently at Edgewood elementary as a 2/3 teacher. This is my 17th year in the district, and I have taught at Fruit Valley, Washington Elementary, and Roosevelt Elementary. I have been involved with VEA since 2012, as a building rep, bargaining member and executive board member. Starting this year, I'm the 3rd VP which focuses on Member Engagement. Members can contact me via text or email. My goal for this year is to make VEA more visible and relevant.

**Coming soon in a future edition: Getting to know your 2<sup>nd</sup> VP Labor Relations, and HS Trustee,**

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](http://www.vancouverea.org) \* Facebook: Vancouver EA



we are

**Better Together**

Join us to celebrate the season of Thanksgiving

**Friday, November 21, 2025**

**4:00-6:00 pm**

Heathen Brewing Salmon Creek

2225 NE 119 Street, Suite 109

(behind Chucks – extra parking in the gravel lot to the east)

- Hearty appetizers
- Hosted First beverage
- Door Prizes – Games
- Come when you can – stay as long as you like

Please RSVP:



<https://www.surveymonkey.com/r/LB72T5Z>