



Action Line

Vancouver Education Association

December 2025

The crisis in public education is real

The recent federal actions to dismantle the Department of Education took a giant leap right before Thanksgiving, including offloading many of its primary functions to other unrelated federal agencies. Moving the Office of Elementary and Secondary Education to the U.S. Department of Labor could jeopardize programs that ensure students from historically underserved communities receive the high-quality education that they are owed. This includes supports for students experiencing housing instability or living in poverty, multilingual/English learners, migratory students, and those who are at risk of dropping out. Washington Superintendent of Public instruction Chris Reykdal is unwavering in the commitment to supporting each student who enters our classrooms. Budget shortfalls in both the state legislature and within our own VPS pocketbook may complicate that goal.

Governor Ferguson has announced a “cuts-only” budget to balance a multi-billion dollar shortfall. The *Columbian* reported on November 21 that VPS requested a \$21 million advance but the district was only granted \$8.7 million. According to OSPI, “The request from Vancouver Public Schools is the largest apportionment advance request that has been received by OSPI.” The district requested this advance because it is facing a cash-flow shortage and needs short-term funds to cover immediate operating expenses. VEA leadership has also raised concerns about state funding impacts on our local school district budget – specifically the inequity of the regionalization model for a SW Washington district - with Washington State Treasurer Mike Pellicciotti, who was receptive to the information.



Let’s Get Ahead of this Crisis – VEA Call to Action!

Here at home in VPS we are organizing efforts to keep budget cuts furthest from the classroom. Your VEA representatives have been brainstorming [cost saving ideas](#) outside of personnel to share with district management, the school board, and the public. We invite you to share your ideas as well. [RSVP here](#) to commit to attending the December 9 School Board meeting.

The WEA Legislative agenda centers around Billionaires paying their fair share towards the future of Washington students and families. Check out [this virtual town hall](#) focusing on revenue and plans for the 2026 legislative session on December 15 at 4:30 pm. The legislative session begins on January 12th.

VEBA Approved

Eligible VEA members voted in November to offer the VEBA at retirement and yearly for those >1440 hours of accumulated sick leave with an overwhelming approval (95% yes, 5% no).

VEA Bargaining Survey is OPEN

The [VEA Interim Bargaining Survey](#) is open through December 19th. This brief survey is your opportunity to share non-monetary bargaining priorities for consideration. The association and district each have limited openers for this short bargain.



The survey only takes 3-5 minutes to complete and will set the bargaining team priorities.

Nominations Open

Nominations opened on December 1st for the vacant **Treasurer** position. Nominations will close at the January 5 Rep Council meeting with an election to follow as per standing rule 401.2, a [candidate form](#) is required no later than the close of nominations.

Nominations for **2nd VP Labor Relations, 4th VP Equity, Recording Secretary, Special Educator Trustee, Specialist Trustee** as well as **delegates to the WEA Representative Assembly and NEA Representative Assembly** will open on January 5th and close February 9th.

Nominations for **WEA President, WEA Vice President, and NEA Board Directors** are currently open and will close at the 2026 WEA Rep Assembly in April.

Bylaws Consideration

Your blue book committee, Executive Board, and Rep Council are sending the following proposal forward for a member vote. This change to Article VI, Section 3 **Terms of the Executive officers** would align with trustees at three years. Term limits of two years would remain. Should this proposal pass the membership, it would begin with the election cycle in 2026-27.

*“The terms of office of the president, first, second, third, and fourth vice president, secretary, and treasurer shall be ~~two (2) years~~ **three (3) years** beginning on the first Monday in August following their election. Election of the president, first, and third vice presidents, and the treasurer will begin three-year terms with the election cycle in 2026-27 will occur in odd-numbered years. Election of the second and fourth vice presidents and the secretary will begin three-year terms with the election cycle in 2027-28 will occur in even-numbered years. Each executive officer shall remain in office until a successor is elected or until such time as a successor is installed as provided in the Standing Rules. Executive officers will be limited to two (2) successive terms in office.”*



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 with other educators while you develop techniques for your classroom, learn more about your Union membership, and gain deeper insights on your profession.

This experience is FREE... VEA will cover the costs – food – mileage – lodging as well as top-notch professional development. SPARKS is held at the Best Western Ocean View in Seaside, Oregon March 6-8, 2026. Applications were sent to members in this demographic via the interoffice mail right before Thanksgiving break. Please see your building rep or contact VEA for more information. Applications are due to VEA by January 14th.

NEA Student Navigator Saves Members MILLIONS

Washington ranks #2 in the nation for member engagement with the NEA Student Debt Navigator.

- 2,806 WEA members have registered for the Navigator program. (get started here: www.neamb.com/start)
- Average student loan relief per registrant is \$37,056. Totaling over \$104 million in total loan forgiveness.

This isn’t just about numbers – it’s about restoring financial freedom, reducing stress, and showing the power of union membership in action. The [Navigator](#) has helped members like YOU...

It’s the Season for Giving

Consider making a tax-deductible donation to the WEA Children’s Fund that reimburses WEA members who purchase basic supplies for students in need (prior approval is required for reimbursement). [Read more about the WEA Children’s Fund](#) and [make a donation](#).

Nominate an outstanding ESA

The WEA Educational Staff Associate (ESA) of the Year Award recognizes the positive impact of Educational Staff Associates (ESAs) on their schools, families and their profession. ESAs include school psychologists, counselors, nurses, social workers, speech and language pathologists/audiologists, occupational therapists, physical therapists, orientation and mobility specialists, and behavior analysts. The deadline to [submit nominations](#) is 5 p.m. Friday, Dec. 19.

December Member Gratitude

As we reflect at the end of the calendar year on the warmth and charity of our colleagues, VEA would like to assist you in sharing a quick note of gratitude. Who brings a smile to your face and puts a little pep in your step? Who has been a positive pick me up? Please identify up to two ways this VEA member has supported your successful launch to the school year and survival in this challenging work.

EVERYTHING'S BETTER WHEN WE'RE TOGETHER! Complete this survey (multiple responses are allowed!)

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



VEA Member Social Success

Fun, Food, Find-a-Friend Bingo, and Fall Trivia were enjoyed by members at the November 21st Social at Heathen Salmon Creek.



Get your Game On!

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

Promo Code: TBVEA. Please note that the offer may change throughout the year.



Special Glassware giveaway while supplies last at the home games on December 18, 26, 28 and 29th!

VEA Night at the Blazers VEA members and their friends and family 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 Promo code: VEA25. Order deadline is February 16.

Adidas Shopping Pass



Members can access the Adidas Employee store through January 2nd ... Present this code at checkout: UAC3603448. The store is located at 2701 NW Vaughn Street, Suite 290 – Portland 97210A flier is posted on the VEA website (www.vancouverea.org).

VEA Rep Council Supports Washington Families for Freedom's Decline to Sign Campaign

Washington Families for Freedom is a coalition of parents, teachers, and community members advocating for student safety and opposing harmful legislative initiatives in Washington State. The VEA Rep Council approved support for the [Decline to Sign](#) campaign aimed at two initiatives being promoted by hedge fund millionaire Brian Heywood and Let's Go Washington. These initiatives are poorly written, create significant workload impacts for educators, and pose serious risks to student well-being and school communities.

VEA believes in fostering safe, inclusive, and supportive educational environments for *all* students and advocating for policies that uphold dignity, privacy, and equal opportunity.

Getting to know your Executive Board



My name is Anne Kizerian and this is my 15th year teaching Chemistry at Fort Vancouver High School. My personal interests include soapmaking, spinning, weaving, photography, birding, and bowl turning. I have

been a VEA member and rep for thirteen years. Additionally, I have served as the VEA High School Trustee on the Executive Board for four years. In these roles, I have developed a better understanding of contract language, learned how to effectively raise concerns with building administrators, built relationships with members across the district, and advocated for members. My participation on the board has deepened my understanding of issues important to members across the district and has clarified the spectrum of perspectives. It has also helped me gain great appreciation for how our VEA Leadership supports members. I believe in the power of collective bargaining and the positive outcomes it can provide for both staff and students.

CBA Highlights



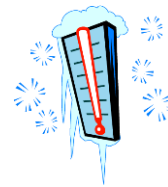
TRI The third PL day worked in October is paid on the December paycheck (12.4Aii and Appendix D)

Evaluation By the end of the first semester, the evaluator will conference with the employee and provide a mid-year report with preliminary scores where available (8.4N)



Any move from a Focused evaluation to a Comprehensive evaluation must be done in writing by December 15 of a given school year, including an explanation of the specific performance deficiencies noted by the evaluator in a post-observation meeting which warrant the move. (8.4I) **Notify VEA if you receive this notification!*

Emergency School Closures



The District will make a reasonable effort to decide as early as possible when schools will be closed or the opening of school will be delayed. Employees who have students on-site are expected to report to your assigned buildings at their usual starting times or as reasonably near thereto, keeping in mind safety, but no later than thirty minutes prior to the opening of school for students.

When schools are closed early due to inclement weather, on-site staff members shall be permitted to leave as soon as practical after the release of students, and assuring that adequate supervision exists until all students have departed.

WEA-WIN courses (synchronous via Zoom)

Remember you can pay yourself for attending these FREE courses using available Individual PD funds.

<https://wea-win.org/events/1154> CRCM Classroom Interactions (Dec 6)

<https://wea-win.org/events/1155> CRCM Behavior interventions (Dec 13)

<https://wea-win.org/events/1150> CRCM Classroom Exclusion (Dec 18)

<https://wea-win.org/events/1156> CRCM Classroom Exclusion (Dec 20)

Unpaid Leave Membership Options

Reserve membership is an option if you would like to retain benefits provided through the NEA (Life insurance, etc) and WEA (Professional development) during an unpaid leave period. It does not include liability coverage as you are “not actively working”. Reserve dues are paid via the WEA web page and a credit card. There is no local option for reserve membership. Upon return to work, your active membership renews automatically.

VEA Members Call to Action!

*Wear your
VEA T-shirt
on Tues!*

**Tell our School Board:
CHOP FROM THE TOP!
No more cuts to our schools!**

Tuesday, Dec 9 @ 5:30pm

Comment In person:

Bates Center 2921 Falk Rd, Vancouver, 98661

Comment virtually, via zoom: [\(link\)](#).

[RSVP Here!](#)
for VEA Talking
Points & Public
Comment
Guidance



Link to comment virtually at the School Board meeting: <https://vansd.org/events/board-meeting-december-2025/>

Link and QR code to RSVP and receive talking points and guidance:
https://docs.google.com/forms/d/e/1FAIpQLSchQhKEAN7_50ONcwNQw0arxm_1--OYDMkjHPfDpp_guLgGrA/viewform



