



www.weatoday.org

December 2010 / January 2011 Issue

## Washoe Education Association Monthly Newsletter

### IN THIS ISSUE....

- Culture of Respect ... pg. 2
- Negotiations Team Survey ... pg. 3
- Nurse's Notes ... pg. 5
- Contract Corner ... pg. 6

### MARK YOUR CALENDAR

#### December 1<sup>st</sup>

NSEA Board of Directors Seat Nominations Open

#### December 9<sup>th</sup>

Nominations Close for NSEA Board of Directors Seat

#### December 20<sup>th</sup> - January 2<sup>nd</sup>

Winter Break  
WEA Office Closed

#### January 12<sup>th</sup>

Rep Council  
4:30pm in the WEA Office

# 2010 Election Results Are In ...Now What?

*Dana Galvin / WEA President*

I want to begin by thanking each and every one of you who worked to get our endorsed candidates elected. Although we were not successful in every race we had more wins than losses. Bobee-Kay Clark reported at our November Rep Council that 83% of us voted. That is incredible. She also stated that one-in-three reps volunteered during the campaign. Again... incredible. Over 100 volunteer hours were logged in during the campaign season. Good for us! So, now what do we do?

We roll up our sleeves and work even harder to make sure the Nevada State Legislature that will begin in February, knows we are fed up with how things are. We must have a change in the way we do business in this state. Every Washoe legislator will be assigned a legislative advocate. We will work closely with the Campaign 2010 organizers to

assure every Assemblyman and Senator has a member who worked their campaign and who is a constituent.

We will of course keep you informed throughout the coming months as will NSEA through our legislative updates. It is extremely important that we have your personal email so that you may receive this important information.

The WEA Board of Directors and I will be in Carson City the third Wednesday of the month during the session to meet with key legislators. We will also be attending the Assembly Education Committee, Senate Human Resources Committee and both Ways and Means Committees. Assemblywoman Debbie Smith, a long time endorsed candidate, will be the chair of the powerful Ways and Means Committee.

We will be calling upon individual members to send emails and postcards and to make phone calls.

**OUR VOICES WILL BE HEARD!!!**

## Ski Season at the WEA

It's time to hit the slopes and we've got your discount tickets again this year! Kirkwood and Mt. Rose resorts will both be offering discount ticket purchases online for WEA members - call the WEA Office or check the website for information on how to make these purchases.

We'll have Northstar and Squaw Valley lift tickets for purchase in our office - Monday through Friday, 8:30 to 4:30 -

but do call for availability, and remember we are closed for winter break!

### Prices

Squaw: \$72.00

Northstar:

Adult: \$66.00

Young Adult: \$56.00

Child: \$21.00

Kirkwood: \$58.00

Mt. Rose: to be announced



**Happy Holidays  
from the WEA!**

# Culture of Respect

Dear WEA Members:

First, I would like to thank all of you for doing a great job this year. From our year-round schools to our traditional schools, our opening of school was excellent, and I want to thank you for the hard work you put into educating children every single day.

Our community and state are taking notice of your work as well. As I travel across Nevada, people, including the legislators recently voted into office, tell me they are excited about what they are seeing in the Washoe County School District. From our reform efforts in Envision WCSD 2015 – Investing in Our Future to our improved test results and graduation rates, WCSD is a topic of conversation in the Silver State.

As we continue to move forward with our strategic plan, one of the most important efforts will be on Goal 4 - Value and Strengthen a Positive, Self-Renewing Culture. Central to these efforts will be the creation of an agreement or compact about a culture of respect. I have been meeting with all employee associations during the course of the last couple of weeks about creating such an agreement or compact and the subsequent understandings, procedures, and professional development that would follow. This agreement or compact will be between all 7,400 employees so that each and every staff member feels valued and respected. It will describe how we handle adversity and resolve conflicts. The culture of respect will be the way we, as an organization, value what each person does as we work together toward our mission.

The associations and I will continue to meet to create a framework for gathering input and soliciting your views on how you envision this culture of respect. It is critical the final product and implementation is the amalgam of diverse views, beliefs, and perspectives representative of all district stakeholders. In January during one of our early release days, we will focus on the culture of respect and ask you to share your ideas. What should this culture look like? What does it mean? What should go into the document that will be the agreement between all of us? A culture of respect focuses on you – the employees that make this District great.

This culture of respect is about appreciating what every single person contributes to improve student achievement. It will be a driver that leads to true professional learning communities within every school and district office in Washoe County School District. The culture of respect is one critical piece to ensuring we reach our goal of “every child, by name and face, to graduation.”

Heath Morrison  
Superintendent



# CONTRACT NEGOTIATIONS: WEA NEEDS YOUR INPUT!!!

As most of you know, our negotiated agreement has been in force since 2007. It is due to expire in June of 2011. The WEA and the WCSD have agreed to extend the current contract through the the 2011-2012 contract year. There are many times that we will be working on your behalf with the district, including:

- the new professional growth model (evaluations) in conjunction with the TIF grant
- many changes to the school year calendar for 2012-13 which have to be in place by April
- a memorandum of understanding concerning the room tax money which

becomes available in 2012

- the Culture of Respect model referenced in Dr. Morrison's article (see page 2)
- the Signature High Schools Committee
- the High School Graduation grant
- the upcoming legislative session.

Your WEA officers and board believe that in order to give our full attention to the contract, our members would be better served with this course of action.

We have taken this course of action in previous years - the contract stays in force and both sides choose 3 items to open for deliberation. The team is

in place and will be led by Al Bellister, former NSEA Research and UniServ staff person.

Of course salaries and benefits will be on the table as well as three items that WEA identifies and 3 that the district chooses. Here's where we need your input. On the form below please indicate three top priorities, **EXCLUDING SALARY AND BENEFITS**, that are most important to you. When completed, please fold this page in half and return to the WEA office - the school mail address is on the reverse side. **Please return the form by December 17th.**

**Please list below your top three priorities for the negotiations team, EXCLUDING SALARY AND BENEFITS.**

1.

2.

3.

Additional Comments:

# NEGOTIATIONS TEAM SURVEY: RETURN BY DECEMBER 17<sup>TH</sup>

-----  
Fold along the line, staple or tape at the top, and drop your survey in the school mail!

School mail to:



# Nurse's Notes: Binge Drinking in America

Sharon G. Freier / RN

## When does social drinking become “at risk” drinking?

By Tiffany O'Callaghan

A recent study from Duke University found that a significant portion of baby boomers—22% of men and 9% of women ages 50 and up—were binge drinking on a regular basis, increasing their risk for both long term health problems such as neurological complications and elevated blood pressure, and more acute problems like accidental injury. (Binge drinking, in this particular study, was defined as having five or more drinks at one time in the previous month.) In June, U.S. health officials reported that binge drinking was up on college campuses, meaning that more kids were at risk of priming themselves for substance abuse problems later in life. And the late July 2009 tragedy in which 36-year-old mother Diane Schuler drove the wrong way on a highway, ultimately killing herself and seven others after consuming the equivalent of ten drinks of vodka, turned a trend of lighthearted laughs about cocktail swilling moms deadly serious. Yet, amid so many examples of unhealthy drinking, it sometimes is hard to tell just what a reasonable relationship with alcohol is. How do you know when your social drinking habits have crossed the line into what experts refer to as “at risk” drinking? TIME asked Dr. Mark Willenbring, Director of the Division of Treatment and Recovery Research at the National Institute on Alcohol Abuse and Alcoholism (NIAAA).

“People get a lot of confusing messages and they don't really know how to think about drinking in a healthy way,” he says. That apparent absence of good information prompted Willenbring and his colleagues at the NIAAA to create Rethinking Drinking, a project launched this past March whose primary goal is to give people the tools

they need to assess the role that alcohol plays in their lives.

The broad strokes about alcohol consumption, Willenbring says, are fairly simple. Low risk drinking, “according to the NIAAA, for men, is no more than four drinks in one day, and no more than 14 drinks in a week.” For women, he says, “it's no more than three drinks in any day and no more than seven drinks in any week.” Those figures may seem to contradict recommendations made by the U.S. Department of Health and Human Services, which call for no more than one drink per day for women, and no more than two drinks per day for men, but Willenbring says it's just that the other guidelines present the number of drinks as a daily average, as opposed to offering two sets of guidelines—by both day and week. “It's important that both the daily and the weekly limits be considered, because, for example, if a man has four drinks in one day, or has four drinks every day then he's going to violate the weekly [total for low risk drinking].”

Framing the numbers that way makes more sense for how people consume alcohol in their real lives, Willenbring says. “We think that it's more useful,” he says. [Most people are] more likely to go out to dinner and have two or three glasses of wine one day, and then not drink for several days.”

It's when people begin to exceed those levels of consumption that their level of risk rises. “We consider at risk drinking as regularly exceeding those levels—particularly the daily level, that's the one we really focus on.” When you start to consume more than those amounts per day or per week, your chances for developing alcohol dependence increases dramatically. According to NIAAA data, one in four people who exceed the low risk levels of alcohol consumption suffer from alcoholism or alcohol abuse.

Just what does “at risk” mean in terms

of actual likelihood for developing alcohol dependence? In a recent large scale prospective study of more than 40,000 people, researchers found that “people who were at risk drinkers daily or nearly daily had about seven times the risk of developing alcohol dependence compared with low risk drinkers,” Willenbring says. In terms of relative risk, that's a pretty huge difference. In terms of absolute risk, however, heavier drinkers have less than a 20% chance of developing alcohol dependence—still an alarmingly high figure, he points out. “Most people who have high cholesterol don't have heart attacks, and most people who smoke don't get lung cancer,” he says, but that doesn't mean they're not at risk. “People don't understand risks that way.”

So how can you know whether you are a low risk social drinker or possibly venturing into high risk territory? First, it helps to know the real number of “drinks” you consume. All of these recommendations are based on standardized definitions, where one drink equals: 12 oz. of regular beer, 5 oz. of wine or 1.5 oz. (a shot) of 80 proof liquor. Want to know how many “drinks” are in that cosmo or screwdriver? You can use the drink calculator to find out. (Both a cosmopolitan and a screwdriver have the equivalent alcohol of 1.3 standard drinks.)

For anyone unsure of how your alcohol consumption stacks up, another good resource from the NIAAA is a tool that helps you size up what your level of risk is based on your alcohol consumption habits. Plug in how much you drink and how often, and it can help you determine whether your drinking pattern is no risk, low risk, increased risk or highest risk, and fill you in on just what percentage of the population with similar drinking habits actually suffers from alcohol abuse.

# Contract Corner: Personal Leave / Personal Business Leave

*Chuck Fletcher / UniServ Director*

Sometimes you just need a day to take care of personal “stuff.” Personal Leave and Personal Business Leave are for this very purpose – but what’s the difference between the two? And what needs to be done?

**Personal Leave** shall be granted for two days each school year. One is granted unencumbered, and the second is deducted from accumulated sick leave. **Personal Business Leave** is granted for up to three days each school year, two days deducted from accumulated sick leave and the third with a substitute’s pay deduction.

What is the “reasonable notification” that the contract mentions? Basically this means that the district wants to know as soon as possible so that any necessary arrangements can be made. And don’t forget to call AESOP for a substitute.

## **Do I have to tell my supervisor why I want the leave?**

For Personal Leave you do not have to provide any explanation – it is “personal.” For Personal *Business* Leave, you do need to provide the *general nature* of the business to support that it cannot be done outside of school hours or that it will “not reflect adversely on the

District.” The principal cannot deny either of these leaves as long as the request meets the guidelines.

For both Personal Leave and Personal Business Leave, “this leave shall not be granted during the first and last weeks of school unless approved by the principal/supervisor.” However, if the leave is to be used during the last week of school and you are enrolled in a class to be used for professional growth, then it will be accepted.

The other limitation for Personal Leave is that no more than 15% of a school’s staff (or the District-wide nursing staff) can use the same day – another reason to notify as soon as possible.

These days **do not** accumulate from one year to the next if unused. So, let’s recap: one day “free” – three days deducted from accumulated sick leave – one day with substitute pay deduction. Two days are “personal” – no reason need be given; three days are for “business” – requested because it can’t be taken care of outside of school.

The language for these leaves is in our “contract” which can be found on both the WEA website and the WCSD website. Personal Business Leave is article 21.6, and Personal Leave is 21.8. Questions? Call 828-3022!

## Angel Tree Tags

The WEA will have the Salvation Army Angel Tree tags on our tree in the office beginning December 1st. The folks at Edison Way and Holcomb will also be helping us

with the tags. The gifts don’t need to be expensive, nor do you need to wrap them. Please take a moment to drop by the office and get a tag. We’ll need to have them back by the 17th. Thanks in advance.



WASHOE EDUCATION ASSOCIATION  
1890 Donald Street, Suite A  
Reno, Nevada 89502  
828-9282 Fax: 828-6748

Dana Galvin President  
Jane Bantz Vice-President  
Elaine Lancaster Executive Director  
Chuck Fletcher UniServ Director  
Chelsea Wesnousky Office Manager



Printed by Registered Ink

Registered Ink is a  
proud supporter of education in  
Washoe County

[weatoday.org](http://weatoday.org)

WEA Today is published nine times per year to inform, educate and entertain the members of Washoe Education Association. We urge readers to write letters to the editor on matters of concern. Letters should be mailed to WEA Today Editor at 1890 Donald Street, Reno, NV. 89502. All letters must be signed and include phone number; however, anonymity will be granted if deemed necessary. We reserve the right to edit for length or libelous comments. It would be appreciated if letters were typed, but neatly handwritten copies are accepted.

## Welcome, New Members!

- **Kimberly Carrubba** at Clayton
- **William Cates** at Lemmon Valley
- **Sara Coney** at Huffaker
- **Danielle Conrad**  
at Sparks Middle
- **Christine Donahue**  
at Hunsberger
- **Christine Hanzlik-Wilcox**  
at Sparks Middle
- **Katherine Hoffman** at Pine
- **Ann McLaughlin** at Clayton
- **Bobbie Metzger** at Huffaker
- **Suzie Scholl** at Reed
- **Kyong Yu** at Mitchell