



Washoe Education Association Monthly Newsletter

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MARK YOUR CALENDAR

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**December 6**

*Rep Council*

**December 6**

*Nominations open for the NSEA Board of Directors and close on the 14th*

**December 25 - January 16**

*Winter Break (WEA Office will be open January 8-12)*

**January 15**

*Rep Council*

**January 15**

*Nominations open for NSEA Delegate Assembly and close on the 25th*

**January 18, 25 & Feb. 1**

*Retirement Seminars, WEA Office at 4:15 p.m.*

**February 7**

*Rep Council*

**February 7**

*Nominations open for NEA Representative Assembly and close on the 15th*

## Collected Efforts in Reaching Goals and Strengthening the WEA

*Natha Anderson / WEA President and Tom Stauss / WEA Executive Director*

WEA Members, thank you for all you do for the students of Washoe County School District and for everything you do to make the WEA strong and THE educational leader in our community.

For this edition of the *WEA Today*, we wanted to provide you with a brief overview of what the WEA leadership and many, many of you have been involved in since the beginning of the school year.

At the September, 2017, WEA Board of Directors' Retreat, we established approximately 23 goals, focused on providing direct support to you and growing the WEA. The following are some of those goals, and our collective efforts (including the leadership and you!) in reaching those goals:

**Hold 50 Site Visits (Sit and Listens) at Schools/Sites and Specialty Areas:** As of the date of this publication, we have held 25 meetings, and have met with over 500 members and non-members. These meetings have provided great information regarding the issues and concerns facing our members.

**Provide Training Opportunities to Members:** The WEA has sponsored and is sponsoring training on Classroom Assessments (SLOs), Financial Planning; Pre-Retirement Planning; Degrees not Debt; Don't Die at your Desk; etc. Please check-out our website at [www.weatoday.com](http://www.weatoday.com) for future training opportunities.

**Greater Visibility of the WEA within WCSD and the Community:** We recently helped sponsor the Run for Education (over 600 WEA members participated in the run), distributed an October 31st flyer to all educators, outlining the benefits of membership in the WEA; had a wonderful day at the Wild Island Picnic; and are currently participating in the Sock Drive. See our website ([www.weatoday.com](http://www.weatoday.com)) for up to date information.

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The WEA Facebook page ([www.facebook.com/WashoeEducationAssociation](http://www.facebook.com/WashoeEducationAssociation)) is the best place to find up to date information on the WEA. Like and Follow us to stay informed about issues that impact you.

## Collected Efforts in Reaching Goals and Strengthening the WEA (continued)

**Increase Membership in the WEA:** 166 members have joined the WEA since August. Current membership is approximately 2,430. The WEA membership goal for this year is 2,750 members. Please join us in educating those at your schools/sites regarding the tremendous benefits of WEA membership.

**Educate Members in Employment Rights:** The WEA provided training to Building Representatives on due process and Weingarten rights, and distributed Weingarten cards to all 2400+ members.

**Improve the WEA Website/Facebook:** This goal is in progress. PLEASE follow us on Facebook and ask your fellow members to follow us as well – we currently have about 500 followers, and would like to increase that number to 750.

**Identify and Train Building Representatives at All Schools/Sites:** We currently have Building Representatives (BRs) at all but three (3) schools. A special shout out to all our BRs for their tremendous work on behalf of our members! You rock!

**Advocacy/Support Efforts for our Members:**

*Town Hall on SLOs:* WEA recently held a Town Hall meeting to discuss concerns with the SLO's process, and we are actively working with WCS D administration to reduce the time requirement of SLOs and to improve the process.

*Contract Compliance:* We recently met with WCS D administration to review concerns regarding various areas of the contract, including protecting the duty free lunch period, protecting teacher preparation time and contract time, and the need to minimize after school meetings. WCS D administration will be sending out a letter to principals emphasizing the importance of compliance in these areas of the contract.

*SPED Committee/Survey:* We recently held a SPED Committee meeting to discuss concerns, and are actively developing a survey that will be sent to all SPED teachers. The focus of this effort is to improve the working conditions of SPED teachers.

*Speech Language Pathologist (SLPs):* We held a sit and listen with our SLPs to discuss concerns, and we met with WCS D administration to address these concerns.

*Negotiations' Efforts:* We are compiling subjects related to improving educator working conditions for when we begin negotiating a new contract in 2019. Negotiations will begin around September, 2018.

*Policy Discussions:* As the WCS D develops new Board Policies or revises existing Board Policies, the WEA reviews the policies and provides feedback to the WCS D Board of Trustees (BOT). Recently the BOT proposed a new

policy that will affect the use of social media by educators. The WEA requested and WCS D approved holding a focus group of administrators and educators to review the policy to ensure it adequately supports our educators in a technology heavy world.

*Ongoing Conversations:* As we send this to print, the Superintendent's evaluation is very fresh in the minds of all District personnel. WEA made public comment during the evaluation meeting as morale is low yet our expectations, work load and stress levels are high for educators. "Getting a bigger plate" is not a reality. One of the many items we continue to bring up is the need for clarification around where the expectations and directives are coming from. Some come from national policies, some from the state laws and mandates and some have to do with interpretation of these state laws. The state budget issue is a prime example of how all three entities impact our students' learning environment and our working conditions.

We are always looking for members who would like to participate in these discussions to make effective changes – sometimes it might be a focus group with the Association, sometimes it might be a group discussion with WCS D Administration. If you are interested in being part of these conversations, please contact either WEA President Natha Anderson or WEA Executive Director Tom Stauss.



# Contract Corner:

## Hours, Duty Free Lunch, and Prep Time

*Chuck Fletcher / Uniserve Director*

### Hours

WCSD contract hours are 7.5 hours in Secondary and 7 hours in Elementary. WEA has heard from many elementary teachers this fall concerning the contract hours not being respected through faculty meetings after school – as much as 1 hour after the contract day.

Articles 18.1 and 18.2 define the hours. Elementary Teachers “shall report to school no more than thirty (30) minutes before the start of the instructional day. The elementary duty day **shall conclude no more than thirty minutes after the instructional day** (with the exception of Multi-Track Year Round). Any deviation from the instructional day must be included in the School Improvement Plan and approved by the [Area Superintendent].”

The exceptions listed above (before and after school hours) were never intended to occur on a regular basis, and therefore should not. They were designed to accommodate monthly or bi-monthly faculty meetings and were limited to 15 minutes beyond the contract day. Many principals supplement these meetings with email notices or other ways of communication rather than disrespecting teachers time beyond the contract. Lesson plans, grading papers, and other responsibilities take this time all by themselves.

Other necessary meetings require teacher’s time: MTSS meetings (requiring counselor, psychiatrist, administration, and teachers), IEP (State and Federally mandated and parents need to attend), testing training and planning, Open House of course, grade level or department meetings, etc. Principals have tried to rely on a sentence in 18.2 in regard to meetings, but WEA does NOT think that a general faculty meeting is “special.”

### Duty Free Lunch

*ALL teachers* “shall have a **duty free lunch period** of not less than thirty (30) minutes without interruption except when emergencies and/or scheduled special events make it necessary to alter an employee’s assignment.” (Article 18.4)

### Prep Time

At the secondary level, teachers are scheduled for a Prep period. In the elementary, there is a 7 hour day in recognition of there being no scheduled prep time, but elementary teachers, “when a special subject area teacher is in charge of an elementary school teacher’s class, the regular teacher may leave the classroom and use that time as a preparation period.” (19.3)

For **Special Education/Classroom Resource teachers**, Article 19.8 says “Every reasonable effort will be made to schedule at least 90 minutes during the contract work week wherein elementary school (K-6) special education classroom /

resource teachers can work on IEP planning and implementation...”

Secondary Teachers are often asked (or “directed”) to cover an absent teacher’s classroom. For this, compensatory time is paid, and those hours can either be paid at the rate of \$30 an hour or can be used to have compensatory time off. Article 18.6 says that *teachers* “**who agree to substitute** during their preparation periods at the request of the school administration shall earn compensatory time off or pay.” The “building administrator responsible for this program shall maintain an alphabetical listing by periods of teachers participating in this program. The program should rotate equitably through this alphabetical list.” (18.6.1) Not being *asked* to volunteer to substitute on your prep time, but are being told to do so? The building representative may wish to speak with the principal and share the contract language, or WEA can do this as well.

Having a problem at your school site? Share the contract language with the principal. Maybe your building rep would meet with the principal, and if that’s not possible, call WEA and Tom Stauss or Chuck Fletcher to set up a meeting with the principal and/or the Area Superintendent.

# WEA Membership Committee

*Fran McGregor / WEA Vice-President*

The main goal of the WEA Membership Committee is to maintain and increase WEA's membership.

For both current and prospective members, this means educating them about the many benefits of membership. And there are many benefits to be a WEA/NSEA/NEA member. WEA represents our members in contract negotiations, working for the best working conditions for our them. When a member has a grievance at a work site, WEA is there for representation. Whenever a member has a contract question, WEA is ready to provide the correct information. WEA advocates for its members during the Legislative sessions. WEA is constantly looking to improve our communication with our members. One example is the recent Town Hall meeting to discuss Student Learning Objectives. We want to hear our members' concerns.

WEA also wants to show our members how much we appreciate their membership. The Wild Waters Annual WEA Picnic is a huge hit with everyone concerned. Our Membership Committee has held a WEA Book Exchange for the last two years. The committee is also

looking at other social gatherings in the future for our membership.

The WEA Board has decided that membership is such an important issue that not only the membership committee can oversee this. As a result, the entire WEA Board has taken on this charge. This is evident in many ways. Our WEA President and Executive Director are visiting school sites to visit with both members and non-members. WEA has a huge presence at the New Teacher Hire Breakfast in August and plans to be at new teacher matriculations throughout the year. The Board has also approved a new Social Justice committee. At its first meeting, we saw members we hadn't seen at any gathering before. Our Professional Development Committee continues to look for innovative ways for members to improve in the profession. WEA wants to give our members a voice.

WEA is constantly looking for ways to increase member engagement. Our association is only as strong as our membership. The membership committee asks for your input, but most importantly, for your involvement. Please consider joining the membership committee.

Just a reminder:

The WEA office will be closed Dec 25th - Jan 5th. We will be open beginning the week of January 8th.

We will also be in the office until 4:30 Dec 22nd for last minute movie tickets and ski tickets.

From your WEA team,  
our best wishes for a wonderful winter break!



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WEA Today is published four 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

## Discount Tickets

**CINEMARK THEATERS: \$8**

**COCONUT BOWL ATTRACTIONS PASS: \$5**

**FOR SKI TICKET INFORMATION PLEASE VISIT OUR WEBSITE AT [WWW.WEATODAY.ORG](http://WWW.WEATODAY.ORG)**

**TICKETS ARE AVAILABLE AT THE WEA OFFICE DURING NORMAL BUSINESS HOURS**

## WEA Bargaining Milestones

**Your Voice to the District** – As the bargaining agent for certified educators, WEA has negotiated with the District to improve working conditions and salaries. Some of WEA’s victories from the past are listed below. Also, WEA knows how to begin resolving issues: Speak to the people who can make a difference. This is what we do most often, and with a high degree of success.

**Sick Leave Bank (SLB)** – The SLB is a voluntary benefit open to all Certified staff in WCSD. WEA negotiated this benefit in the early 1990s. By donating a day when necessary, one can access up to 75 days/year and 190 life-time use from the bank if suffering a catastrophic illness or injury. (Article 20.2)

**Raise for National Board Certification (including Counselors)**– The State will add 5% to your salary for achieving national certification, but WEA negotiated an additional 3% benefit (for a total of 8%) for WCSD employees. WEA also negotiated the use of 3 days of paid leave while preparing for National Board Certification. (Art. 24.4.1)

**Stipend for Spanish** – Though limited to 100 positions in the District, if you can pass a Level I Spanish Certification Test from TMCC, you can apply for one of these positions and earn an extra \$500 per year (Art. 24.2.12).

**Dues Deduction** – WEA had to negotiate to have deductions taken from your salary so that you didn’t have to write separate checks for everything. Insurance, investments, dues, etc. are examples. (Article 6)

**Personal Property at School** – “Employees’ personal property shall be covered in event of loss due to fire, lightning, explosion, windstorm, hail, smoke, vandalism, theft or water damage.” You

do have to declare your items and there is a cap of \$500. (Art. 16.2)

**Grievance Procedure** – The Grievance Procedure, possibly including arbitration of the issue, is available when issues around “contract” items are involved. There are articles in the negotiated agreement (“contract”) saying there will be “no reprisals” for individuals participating in the grievance procedure. (Article 12.1 – 5)

**Article 18.6 - Hourly pay at \$30 an hour** – Compensatory time (subbing for an absent colleague, collected yearly; some professional development, etc.) teaching during a prep period, are all examples of required work beyond the school day.

**Article 20 – Leaves** – This section outlines many leaves, some of which are standard and others not. WEA has negotiated, among others, Adoption Leave and leave for preparing for national board certification that sit alongside sick leave, bereavement leave, military leave, personal leave, and many others.

**Assignment Notification** – WEA negotiated your right to know what grades/subjects you will be teaching the following year, by the close of school in June. (Article 26.1)

**Prep Time and the Length of the School Day** – As employees are asked to do more and more, and the District institutes new programs that take more time, the amount of Prep Time we have and the duration of the school day, have been suggested to be changed. We have been able to protect what we had, including the 7-hour day for Elementary Schools, and the way the “breaks” (fall/winter/spring) are scheduled. (Articles 18 & 19)

**Special Education Prep Time** – It isn’t all inclusive, but through negotiations, WEA was able to get 90 minutes a week of prep time for

Special Education Resource people at a time when, due to emphasis on services, many had little or no prep time during the week. (Article 19.8)

**Early Separation Incentive Plan (ESIP)** – With 20 years of continuous service in WCSD, and being at least age 50, one may be eligible for the incentive, subject to a cap, of no more than 30% of the salary at TG Step 20. (Article 24.14)

**Duty Free Lunch** – Article 18.4: “Employees shall have a duty-free lunch period of not less than thirty (30) minutes without interruption except when emergencies and / or scheduled special events make it necessary to alter an employee’s assignment.”

**Desk and Chair and lockable space** – Article 16.5 was negotiated to make sure all teachers, so far as possible, have a lockable space for personal items, and a place for materials and supplies in the classroom. A faculty lounge and work space is also a part of the negotiated agreement.

**Committee Representation at Schools** – Article 16.3 establishes a Facilities Committee to review existing facilities and plan for future facilities. A Duty Committee (18.3) can be selected from the staff or can be done in conjunction with the full staff.

**Voice on the Insurance Committee** – WEA members on the Insurance Committee, along with members of the WESP and Pro-Techs, avoided a 4.5% increase in insurance rates this year, not to mention increases in co-pays and deductibles.

**Complaint Procedure** - This procedure can be used for items that are not covered by the “contract.” (Article 12.8)

Washoe Education Association warmly welcomes our newest members:

<b>Fielding Hambright</b> AACT	<b>Kyle Hill</b> Galena	<b>Rachel Ayala</b> Nursing
<b>Marisabel Rivera Pollarolo</b> AACT	<b>Elise Curtis</b> Gomes	<b>Katherine Zysk</b> O'Brien
<b>Henry Aguilar</b> Alice Smith	<b>Mona Melton</b> Gomm	<b>Katherine Overton</b> Palmer
<b>Yvette Boulware</b> Alice Smith	<b>Shelby Franklin</b> Greenbrae	<b>Jamie Albright</b> Pine
<b>Jessica Jensen</b> Alice Smith	<b>Kristin Jones</b> Greenbrae	<b>Malary Engstrom</b> Reed
<b>Kaitlin Weeks</b> Alice Smith	<b>Rachel Hall</b> Greenbrae	<b>Tara Madden</b> Reed
<b>Angela Sawyer</b> Allen	<b>Gianna Rae Enriquez</b> Greenbrae	<b>Dean Pereos</b> Reed
<b>Valerie Lemon</b> Allen	<b>Kristin Clark</b> Hall	<b>Shawna Baker</b> Risley
<b>Linda Bradshaw</b> Beasley	<b>Jessica Lindsey</b> Hall	<b>Raymond Hayes</b> Risley
<b>Gema Deleon</b> Beck	<b>Brenda Da Silveira</b> Hug	<b>Amy Stover</b> Sepulveda
<b>Abigail Vanbuskirk</b> Cannan	<b>Briana Parish</b> Hug	<b>Kathleen Foley</b> Spanish Springs H.S.
<b>Megan Mentzer</b> Cold Springs	<b>Rose Revilleza</b> Hug	<b>Andria Hanski</b> Spanish Springs H.S.
<b>Eric Guzman</b> Damonte Ranch	<b>Mollie Simi</b> Hug	<b>James Wile</b> Spanish Springs H.S.
<b>Stephen Havel</b> Damonte Ranch	<b>Tara Stewart</b> Hug	<b>Tawnya Beck</b> Sparks H.S.
<b>Charlie Johnston</b> Damonte Ranch	<b>Nell Lacey</b> Incline E.S.	<b>Sheryl Bennett</b> Sparks H.S.
<b>Justin Littrell</b> Damonte Ranch	<b>Tom Canino</b> Incline H.S.	<b>Shawnette Andries</b> Student Health Services
<b>Ronaldo Rivero</b> Damonte Ranch	<b>Aaron Parsons</b> Incline H.S.	<b>Stephanie Crawford</b> Sun Valley
<b>Andrew Snyder</b> Damonte Ranch	<b>Jourdan Rowbottom</b> Innovations	<b>Denise Lester</b> Swope
<b>David Morrell</b> Depoali	<b>Rachel Fisher</b> Juniper	<b>Tammie Nissen</b> Swope
<b>Rachael Decker</b> Desert Heights	<b>Renee Gates</b> Juniper	<b>Kristine Wilbrecht</b> Swope
<b>Flor Perez</b> Desert Heights	<b>Laura Murphy</b> Juniper	<b>Ruth Williams</b> Swope
<b>Amanda Jones</b> Diedrichsen	<b>Elana Varshawsky</b> Lincoln Park	<b>Deborah Kruse</b> Taylor
<b>Schuyler Harrison</b> Dilworth	<b>Lisa Flores</b> Mathews	<b>Amanda Mastertson</b> Taylor
<b>Belinda Hernandez</b> Dilworth	<b>Chelsea Gordon</b> Mathews	<b>Kelly Rotter</b> TOSA
<b>Samuel Reynolds</b> Dilworth	<b>Luciana Hansen</b> Mathews	<b>Mandi Van Dellen</b> TOSA
<b>Janine Gamerg</b> Donner Springs	<b>Ginean Fitch</b> Maxwell	<b>Jesse Briggs</b> Turning Point
<b>Wohamar Anni</b> Duncan	<b>Ryan Smith</b> McQueen	<b>Bridgette Tierney</b> Turning Point
<b>Jessica Koltz</b> Duncan	<b>Michelle McCauley</b> Natchez	<b>Jaime Harpster</b> Vaughn
<b>Gustavo Moreno</b> Duncan	<b>Megan Perez</b> Natchez	<b>Alan Lyons</b> Verdi
<b>Bonnie Pillaro</b> Edison Way	<b>Joseph Simmons Jr</b> North Valleys	<b>Nicholas Stack</b> Washoe Inspire