



Washoe Education Association Newsletter

IN THIS ISSUE....

- Dear Members ... pg. 2
- Recognitions and Accomplishments ... pg. 2, 3
- Site Visits ... pg. 3
- Make Public Education a Priority ... pg. 4
- Working with Others ... pg. 4
- Future Leaders ... pg. 5
- PD Committee ... pg. 5

MARK YOUR CALENDAR

March 26<sup>th</sup> to April 8<sup>th</sup>

Spring Break. WEA Office closed March 26th to 30th

April 11<sup>th</sup>

Rep Council 4:30pm in the WEA Office

April 13<sup>th</sup>

Award Nominations Close

May 2<sup>nd</sup>

Rep Council 4:30pm in the WEA Office

May 16<sup>th</sup>

WEA Outstanding Graduates Recognition Day

May 22<sup>nd</sup>

Last Day to Register to Vote

May 23<sup>rd</sup>

NBCT Reception

May 26<sup>th</sup> to June 8<sup>th</sup>

Early Primary Voting

May 28<sup>th</sup>

Memorial Day. WEA Office Closed

June 1<sup>st</sup>

WEA Awards Banquet

June 12<sup>th</sup>

Primary Election

Adults Need A Break As Well

Natha Anderson / WEA President

During our school visits I'm often asked – what do I miss the most? I miss the people the most. I miss my students with the daily routines and the humor/joy/sadness/excitement which is part of growing up.

I also miss my peers – the people I talked with in the hall as we caught up during passing time, the inside jokes which come from spending time at the copier or the laminator, the conversations in the mail room. These small investments in time allow us to get to know each other and makes a difference. Recently I had a chance to visit my “school home” of NVHS and I was reminded about these very items. For example, there was a group of us who would hold competitions once a month during our “duty free” half hour lunch. Who won was not the point, it was taking time to have lunch and catch up.

Spending this time together comes through in small but significant ways. During our school visits (as of February 15, 36 schools), Tom and I have remarked how it is pretty clear when the faculty knows each other. The positive environment is supportive and encouraging. Many times, people stay at a school site because of these friendships.

We have so much going on, this half hour lunch is the only time to catch up (or even get close to catching up) on our professional responsibilities. With our careers it is so easy to shut the door, not connect with others and feel alone. We always have students who need help or the papers which need to be graded or phone calls or copies or creating the perfect lesson or a myriad of other responsibilities. Taking that half hour break is not selfish – it is something we have in the contract because adults need a mental break as well. Having lunch with your peers every day, once a week (or even once a month) is something you have the right to do...with all of our duties don't forget about the responsibility of taking care of OURSELVES.



The WEA Facebook page (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.

# Dear WEA Members

In this edition of WEA Today, we wanted to provide some updates on the progress that has been made in a number of areas, as well as focus on some of the great work being done by you, our WEA members. While it's not possible to mention all of the efforts being made by our 2,469 members, we wanted to provide some examples representing the outstanding work of our WEA members, as well as thank each of you for all you do to make the WEA successful.

We are all aware that the success of the WEA rests with each of us engaging and being involved in WEA activities and initiatives, be it attending a WCSD Board Meeting to testify on the budget, lobbying the Nevada Legislature on education issues, participating on a WEA committee, inviting colleagues to join the WEA, responding to a survey, working as a Building Representative, etc. Increased member engagement equals increased influence, and gives the WEA a greater voice in improving working conditions for all educators.

Thank you for being a member of the WEA!

Natha and Tom and Chuck

## Recognitions and Accomplishments

**Building Representatives:** Our Building Representatives are the front-line representatives at our schools, and along with attending monthly WEA meetings, providing on-going communication to our members, and advocating for the rights of members, they are a vital link to a strong WEA. We thank them all.

**Early Leadership Institute (ELI):** We thank WEA Board of Directors Fran McGregor and Andrea DeMichieli for their tremendous work in this area (see article on pg.5, Future Leaders).

**Health Services:** Mari Hartmann, School Nurse, (who recently moved into administration) has done an excellent job of leading as we have worked with WCSD administration in making improvements in the working conditions for our nurses.

**Nevada Department of Education:** WEA has some very strong voices on a variety of DOE state-wide committees. Thank you Fran McGregor and Stacy Drum (Commission of Professional Standards), Michelle Sanchez-Boyce and Mary Owens (Teachers and Leaders Council) and Susan Kaiser (Educator Ethics Advisory Group) for the countless hours and strong views

you bring forward on behalf of educators across the state. Dawn Miller serves on the NV Board of Education representing School Boards and is many times a voice for educators as well.

**Professional Development Committee:** We thank WEA Board of Directors Susan Kaiser and Andrea DeMichieli for their work in providing trainings for WEA members (see article pg. 5).

**Peer Assistance Review Panel (PAR):** The Peer Assistance and Review Panel provides support/assistance to teachers who have been evaluated as "less than effective" through the Consulting Teachers (CTs) and school administrators. There are 5 teachers on the PAR panel that meets 3 times a year. Thank you Mary Lamont, Liz Carter, Linda Hunt, Annie Polak, and Shawna Baker.

**National Board Certified Teachers (NBCT) Program:** We thank Barbara Barker, Stacy Drum, and Nicolette Smith for overseeing the process of NBCT certification for our educators and providing such a successful program. This year we are excited to announce that there were 28 WEA Members out of 44 total graduates as well as 3 WEA Member re-certifications.

Congratulations to *NBCT graduates:*

Nicole Atkinson, A'Laina Ault, Elizabeth Cadigan, Melissa Conrad, Heidi Fishel, Margaret Folkers, Nancy Franden, Daniel Gallaher, Rachael Gates, Amanda Grotting, Raeann Hill, Shyle Irigoin, Brandy Kindred, Susan Lindsay-Munoz, Ryan Linton, Leigh Metcalfe, Caryn Neidhold, Debbie Nicolle, Amy Sanders, Barbara Snelgrove, Amanda Stafford, Mary Striejewski, Erica Stukey Allstadt, Joanna Trimble, Suzanne Walsh, Tami Ward, Ashley West, Donna Wood, and those receiving *NBCT re-certification:* Michon Lokke, Michael McMurray, Jodee Prudente.

**Staff Interaction Policy Committee:** Recently the WCSD proposed a policy (School Board Policy 4550) on the use of social media (internet, texting, etc.) by educators, and with the involvement and feedback of WEA members Jeff Kirst, Bobee Clark, Shannon Quinn, Jason Tatomer, and Kenny Baker, significant improvements were incorporated into the draft policy, which make the policy more compatible with the needs of our educators.

**Special Education Committee:** The SPED Committee has been

# Recognitions and Accomplishments

working hard on behalf of our SPED teachers, including the recent SPED survey that was emailed to SPED teachers. Great work Mary Owens (WEA Board of Directors), Kylie Brown, Neal Bullis, Jessie Campbell, Virginia Coffee, Cindy Mullaney, Rachel Gates, Crystal Jackson, Nicolle Moffat, Patty Mount, Kerrian Neu, Katherine Overton, Amanda Rodriguez, Patrick Rossi, Christine Schene, Jennifer Woodman, and Genese Zepmeisel.

**Speech Language Pathologists' (SLP) Committee:** Michele Sanchez-Boyce and Katherine Overton have done a tremendous job representing our SPLs in working with WCSD to make improvements in the working conditions of our SLPs.

**2017 Run for Education:** 610 educators and their families participated in last October's Education Alliance Run for Education! The Education Alliance recently announced that 55 elementary

schools will EACH receive \$2,000 for their P.E. and wellness programs from proceeds from the 2017 Run and grants. Great job WEA members!

**SLOs:** WCSD heard the concerns around the SLOs brought up by WEA and has created a subcommittee to recommend changes for the process (we have many members on this working group so the concerns were definitely heard).

Look for more information to come forward in mid-to-late Spring about proposed changes.

**AB483 Post-Probationary Retention Incentive for Identified High Turnover Schools and Teachers in Identified Hard-to-Fill Subjects:**

In November 2017, there were a number of educators who did not receive the correct incentive for this program. An appeal meeting was scheduled by the WCSD in early January 2018, and we were pleased that 108 educators were granted the \$1500 incentive.

**Membership Growth:** 206 new

members have joined the WEA since the beginning of the 2017-2018 school year. We welcome all new WEA Members, and thank those who have assisted these educators in becoming members of the WEA (New Members on pg. 6).

**Salvation Army Angel Tree Gifts:** Approximately 100 donated gifts were delivered to the Salvation Army over winter break!

**Sock Drive:** The 1st Annual WEA Sock Drive was a great success! We are in the process of sorting over 2000 pairs of socks that we will be donating to the Eddy House (a drop in center for homeless youth) and the Reno Gospel Mission. Pine Middle School's Community Service class took this on as a special project and donated over 500 pairs of socks. The E-ACT Committee (Educators and Community Together), Dawn Miller, Cindy Mullaney, and Robert Munson, would like to thank everyone for their help!

## Site Visits (Sit and Listen)

Valuable feedback has been gathered regarding the issues and concerns of our educators, via the 36 Site Visits that have been held since August, 2017. We thank all those who have facilitated these visits:

**Pine** - Susan Kaiser, Athena Klock, Scot Krause

**AACT** - Jasper Isenberg

**Gomm** - Regan Hartzell

**Reed** - Laura Balsley, Keegan Boiser, Kerra Curley, Leigh Metcalfe

**Piccolo** - Mari Hartmann

**National Board Certification Cohort**

**Speech Language Pathologists** - Michele Sanchez-Boyce, Katherine Overton

**Dilworth-STEM** - Lea Bell

**Gomes** - Marie Bingham, Kristie Parker

**Greenbrae** - Leticia Lopez

**Whitehead** - Cindy Mullaney

**Anderson** - Mark Rincon, Ashley West

**Cold Springs** - Christopher Ewald, Akasha Iaulualo

**North Valleys HS** - Jeffrey Bellows

**Risley** - Shawna Baker

**Smithridge** - Peia Edgerly

**Nurses** - Mari Hartmann

**Billinghurst** - John Armbruster

**Sepulveda** - Amal Jaser-Thornburg

**Mathews** - Cheryl Doetch, Nicolle Moffatt

**Music** - Kay Judson

**Stead** - Jennifer Douglas Trunnels, Janine Luciani

**Counselors** - Andrea DeMichieli

**ROTC**

**Galena** - Joel Munc

**Mt. Rose** - Elyse Sambrano

**Sun Valley** - LouAnn McCarthy

**Double Diamond** - James Clark

**Juniper** - Quentin Shoulders

**Turning Point** - David Papke

**Moss** - Sherron Jones, Marcy Pimpl

**Sparks HS** - Kathryn Howard, Rick Savage

**Taylor** - Sue Bennett, Danielle Donica, Karen Hintz, Joe Lowery

**Spanish Springs HS** - Kathleen Foley, Suzy Valle

**Veterans** - Sara Short

## WEA Award Nominations

The nomination period for our Annual Awards is now open. Nominations for Association Leadership, Distinguished Performance, Dedicated Service, Improvement to Education, Service to WEA, and our new award for Devoted Service will be accepted through April 13th at 4:30pm. You can find the nomination form on the WEA Website under “Events”.

[WWW.WEATODAY.ORG](http://WWW.WEATODAY.ORG)

## “Make Public Education A Top Priority.”

*Natha Anderson / WEA President*

During the Nevada State Education Association (NSEA) January Board of Directors meeting, the Directors unanimously endorsed special education teacher, education union president, and accomplished legislator Christina “Chris G” Giunchigliani to become Nevada’s Governor.

“I’m honored to earn NSEA’s support because they trust I’ll always make public education a top priority,” said Giunchigliani (pronounced June-Kil-E-Yawn-E). “NSEA has been fighting for our

public schools for over 100 years. It has been my honor to be a part of that history. Working together, we will win this Governor’s race and finally generate the political will to improve Nevada schools, so every student gets a high-quality public education.”

“There has never been a candidate for Governor with such a lifetime commitment to public schools and a quality public education for every Nevada student,” said NSEA President Ruben Murillo, Jr. “As a special education teacher in Clark County, I was recruited into the

union by Chris G when she was the union President in 1988. Chris G was a leading voice for public education then, and she has never stopped her advocacy for public schools and our students. NSEA is 100% committed in making sure Chris Giunchigliani becomes our Education Governor.”

If you would like to get updates or become a member of the Educators for Chris campaign team, please contact Natha Anderson ([nathaanderson@sbcglobal.net](mailto:nathaanderson@sbcglobal.net)) or NSEA President Ruben Murillo ([ruben.murillo@nsea-nv.org](mailto:ruben.murillo@nsea-nv.org)).

## Working With Others to Help Our Members

*Fran McGregor*

WEA values our members and wishes to increase our member benefits. Some of the local businesses which offer discounts to our members can be found in the calendar we hand out at the beginning of every school year and we are in the process of uploading this information to our website as well. We realized there are numerous local businesses which are supportive of public schools and educators so we are currently in the process of reaching out to them to determine if they would like to partner with us in offering incentives for our members.

The Washoe County School District is the largest em-

ployer in the county. We represent a huge purchasing power. WEA has partnered with our brothers and sisters in our district/family associations – WESP (our valuable support professionals) and WREA (our retired members) to join us in this venture. They are helping to secure business partners and also benefitting from those partnerships.

We know many members have family and friends who own/manage a local company, restaurant or store, members can also participate in securing partnerships with participating businesses. The official letter being sent to local businesses will also be sent to building representatives who will then forward that letter to all members.

If members know of a prospective business that might be interested in partnering with WEA/WESP/WREA, please feel free to contact them. WEA Office Manager Earl Spriggs can also send you a copy of the letter to help in the discussion. If successful in obtaining a potential partnership, the member will be awarded \$25 for their efforts.

We are hoping to have a diverse group of businesses to support our broad group of educators – WEA/WESP/WREA. If you have any questions, please contact Earl Spriggs ([earl.spriggs@washoeschools.net](mailto:earl.spriggs@washoeschools.net)) at the WEA office.

# Future Leaders

*Andrea DeMichieli and Fran McGregor*

The Washoe Education Association, recognizing the importance of developing future association leadership, is very excited to have been chosen by the NEA to participate in the Early Leadership Institute (ELI). This is the second year the NEA has implemented ELI which is designed to identify and develop future association leaders. ELI's focus is for educators with five years or fewer teaching experience. WEA has decided to also include in its ELI group educators who have a bit more experience, but who still demonstrate a desire to become more involved in association leadership.

ELI fellows, as the early educators are called, began the journey in early December with a conference in Salt Lake City. They were joined by WEA President Natha Anderson, WEA Ex-

ecutive Director Tom Stauss, and ELI coaches Andrea DeMichieli and Fran McGregor. While in Salt Lake, the group not only began to get to know one another, but also learned about the history of the NEA and the NEA's Overarching Leadership Competencies and became more familiar with the ELI program.

ELI is a six-month long process with monthly meetings and the entire ELI group will also attend the NEA National Leadership Summit in March. During the monthly meeting the Fellows and the Advisory group (those educators with more than five years of teaching experience) will participate in a variety of exercises designed to develop their leadership abilities. After interviewing NSEA/WEA leaders and other early educators, they will identify educational issues and conduct research on policies or practices they deem to

be affecting today's educators. They will then develop a LEAP (Leadership Engagement Action Plan) which is a plan designed to address those specific issues. The LEAP will be presented to stakeholders who could be association or district representatives for feedback. Finally, the group will meet with WEA association leaders with their final action plan to identify the next steps.

The ELI Fellows are Allura Addington, Sara Coombes, Kerra Curley, Amanda Guffey, Julianne Prettyman, Mark Rincon and Jason Tatomer. The members of the Advisory group are Stacey Clark, Debbie Deach, Debra Harris, Akasha Iaulualo, Jasper Isenberg and Athena Klock. WEA is fortunate to have such an impressive group willing to work together for the future of our association.

## Professional Development Committee

*Andrea DeMichieli and Susan Kaiser*

Our belief is that professional development should assist educators in the execution of their duties as professionals. Acknowledging that time is precious, our goal is to provide meaningful and useful sessions so that teachers build their skill set to more productive, less stressed and happier in your role as an educator of future citizens.

Since the beginning of the school year we have offered a variety of classes focused on numerous items including creating meaningful assessments, financial management and "Real-Life Teacher Hacks: Organization Matters" giving educators tools to become highly effective in managing all things paper. More information on all of these classes can be found on [WEAToday.org](http://WEAToday.org) (committees).

We are excited to announce upcoming spring sessions that are only available to WEA members. More details (and possibly other classes) will be announced through the school site building reps and on the WEA website ([www.weatoday.org](http://www.weatoday.org)).

- WEA member Jodee Prudente will teach "Hot Topics in Special Education" on **Saturday, April 14th**. An overview of special education topics will be covered including collaborating with other stakeholders, basic implementation of behavior intervention plans (including using your school wide PBIS), and developing IEP's with the new Accelify.

- A WORKSHOP taught by Lisa Guzman, NSEA Executive Director in **May (date TBD)**. In this shortened time format, Lisa will assist members with grant-writing skills and prepare them to apply for the NEA Great Public Schools Grant in the fall.

We look forward to providing more professional development opportunities for our members that our taught by our members. If you are interested in joining this committee, please email us. Our next meeting is scheduled for **Tuesday, March 13th at 4:00 PM** at the WEA Elaine Lancaster Building.

## Discount Tickets

The WEA has discount tickets for Squaw Valley/Alpine Meadows, Diamond Peak, Wild Island Coconut Bowl and Cinemark Movie Theaters. Visit [www.weatoday.org](http://www.weatoday.org) for details and prices.

## Welcome New Members

Holly Birch COLD SPRINGS	Dawn Moser VAN GORDER
Lauren Bowden LODER	Brendan Palomo DAMONTE RANCH
John Carothers O'BRIEN	Claudia Rossi HUG
Nicole Esposito NATCHEZ	Nancy Rytter STUDENT HEALTH SERVICES
Natasha Farrel TRANER	Justine Santa Romana MITCHELL
Charles Francis MCQUEEN	Sara Scheel MITCHELL
Heather Fuller SUN VALLEY	Laura Scull DILWORTH
Jessica Funston DOUBLE DIAMOND	Katherine Sharp GALENA
Summer Gallaher VERDI	Lisa Smith DESERT HEIGHTS
Eric Gault SWOPE	Michele Smith HUFFAKER
Sarah Gregovich ALLEN	Theresa Smith SWOPE
Courtney Hansen DILWORTH	Wendy Spencer ANDERSON
Amanda Hosea MITCHELL	Chester Stites HUG
Kaitlyn Kelhetter MOUNT ROSE	Jill Tygard HALL
Jacob Kersey TRANER	Joshua White GREENBRAE
Alicia Little REED	Kathryn Whitmore WINNEMUCCA
Kelly Main NORTH VALLEYS	Matthew Wiegand PINE
Bryn Martin VETERANS	Julie Wilson-Phan DEPOALI
Krista Miller REED	Mary Teri Wolf SPEECH PATHOLOGIST

## Doing Your Taxes?

Full Time members can deduct **\$732.22** and Half Time members can deduct **\$377.50** in membership



WASHOE EDUCATION ASSOCIATION

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Natha Anderson	President
Frances McGregor	Vice-President
Tom Stauss	Executive Director
Chuck Fletcher	UniServ Director
Earl Srpiggs	Office Manager



[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.