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2018-2019 School Year,

Washoe Education Association Newsletter

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MARK YOUR CALENDAR

**August 4<sup>th</sup>**

PD Class (WEA Offices)

**August 6<sup>th</sup>**

First Day for Students (Traditional)

**August 18<sup>th</sup>**

PD Class (WEA Offices)

**August 22<sup>nd</sup>**

Early Leadership Fellows Social

**September 3<sup>rd</sup>**

Labor Day (WEA Closed)

**September 5<sup>th</sup>**

WEA REP Council

4:30pm, WEA Offices

**September 8<sup>th</sup>**

WEA Wild Island Picnic

**September 15<sup>th</sup>**

PD Class (WEA Offices)

**September 22<sup>nd</sup>**

PD Class (WEA Offices)

**October 1<sup>st</sup> - 5<sup>th</sup>**

Fall Break (WEA Open)

**October 10<sup>th</sup>**

WEA REP Council

4:30pm, WEA Offices

**October 21<sup>st</sup>**

Run for Education

# Red Wave for Education: Time to Unite

*Natha Anderson / WEA President*

With the onslaught of campaign commercials around the November election our votes and voices matter. We need to VOTE our jobs and our profession. Who will increase education funding at the national and state level? Who will sponsor legislation which will further the vision of a great public school for every child? Entering the 2018-2019 school year educators continue to be faced with budget cuts, insurance issues, larger class size and a barrage of requirements around our professional time. So much so, we are taking time away from our families and our own well-being. As educators, we were aware we will not be working a traditional 40 hour a week job when we enter our profession, but the pressure seems to be heightened over the last few years demanding 60-75 (or more) hours a week to be effective educators. This could be for a variety of reasons – many directly related to state and national policies, laws and politics. This is one of the reasons why WEA, NSEA and NEA gets so involved in campaigns and politics.

During the discussions with candidates and politicians, we bring up many items of concern to educate about our profession and our association. A prime example, many of these policy makers speak often of teachers but rarely of the other educators who are part of the WEA Bargaining Unit. They forget WEA represents counselors, school nurses, school librarians, Speech Language Pathologists, O.Ts and P.Ts as well as teachers in Washoe County. Policy makers are concerned about the number of students in the classroom, but often times do not consider the number of students on a counselors case load (in some schools over 700) or the number of schools a school nurse must travel between in addition to the supervisory role they are often times directed to provide, or the role of a librarian (it is more than just picking out a book) or the sheer volume of documentation our SLPs have to record in addition to working with the student. It takes a village, and educators of many titles, to provide for a great public education for every child.

We were reminded of the importance of this village during the Red Wave for Education in Virginia, Kentucky, Oklahoma, Arizona, Colorado, and North Carolina.

(continued on page 4)



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.

# Educator Ethics Panel

*Susan Kaiser / WEA Board Member*

The Educator Ethics Panel is currently reviewing the Model Code of Educator Ethics (MCEE), and will likely recommend adoption to the Nevada State Department of Education. The ethics code consists of five principles that guide interactions including educator-to-educator, educator-to-student, educator-to-administrator, etc. As we do our professional work, in the classroom, on the bus route, in the school office, etc., the code will facilitate conversations about how we treat each other, and hopefully avoid potential ethics violations.

The code describes the responsibilities to our profession, to our students, and to the community. Educators have access to private information about students and must handle it with care. For example, the cafeteria worker knows who is on Free or Reduced Lunch, and must not reveal that. The nurse knows the medication a student needs, and must not reveal that. Teachers have access to test scores which must be kept confidential. When students travel for sports or field trips, the use of phone and text contacts must be limited to appropriate interactions.

The Code of Ethics is not meant to be punitive, but instructive. The next step will be to suggest training programs for educators currently working, as well as aspiring educators currently in training. I welcome your input and suggestions on training methods to bring to the next committee meeting in September. You can read the Model Code of Educator Ethics online at [https://www.nasdtec.net/page/MCEE\\_Doc](https://www.nasdtec.net/page/MCEE_Doc)

## Contract Corner: Value of Membership

*Chuck Fletcher / UniServ Director*

### Membership becomes more valuable when it is needed.

Can you imagine a situation at school where a student is so upset that s/he becomes violent, disruptive, and threatens student and teacher safety? Or maybe a student made a claim that the teacher yelled or had “contact” with him/her? Educators today are vulnerable to any one of a number of charges that can be leveled by angry students or disgruntled parents. In each of these situations - and there are others - the likelihood is that an investigation will be undertaken. The WCSD Police will conduct an interview with the teacher.

The WCSD Police are, in every way, police. They do investigations into incidents with students: and their findings are sent to the District Attorney for Washoe County. Yes, that District Attorney.

Then the DA decides if there is anything “criminal” to prosecute.

The first thing a WEA member should do is call 828-9282 and speak with Chuck Fletcher or Tom Stauss. We would recommend that there is a lawyer in that interview with the WCSD Police just as if the interview were with Reno or Sparks police – **and your membership will pay for it.** We have criminal attorneys who have signed on to be with members in these interviews and, after a little paperwork, your membership will pay the lawyer directly. **How much is that worth?**

On Investigations that are not “criminal” but rather “administrative,” a call to WEA and Tom or Chuck will explain the “Investigatory/Due Process” meeting, provide insight into the issues and the possible outcomes, and discuss what options are available after the District decision about discipline.

### Membership becomes more valuable when it is rewarded.

Each year members receive an NEA Member Benefits card delivered along with the Perspectives newsletter published by NSEA that can be used for discounts on a wide variety of items including travel, insurance, professional services, electronics, apparel, and many more. Some members save enough through this benefit to **equal the cost of membership dues.** Remember this comes with the *Perspectives Newsletter*.

WEA is also contacting more and more businesses who provide discounts to WEA members in WCSD. Normally showing your school identification card provides the benefit. These will be listed in the WEA Calendar Handbook and distributed to building representatives and on the WEA website

# Looking Back Looking Forward

*Tom Stauss/ Executive Director*

As we prepare for a new school year, we wanted to briefly mention some events from the 2017-2018 school year, as well as what's ahead for the 2018-2019 school year.

## 2017-2018

### *Membership Growth*

For the 2017-2018 school year, 283 educators joined the WEA. This is significant membership growth. These new WEA members will enjoy the benefits that come from being a member of the NEA/NSEA/WEA, and will also increase the WEA's voice in improving working conditions for all educators, be it in negotiations or during the 2019 Nevada Legislature.

### *SLOs*

In working with the WCSD and administration, significant improvements were made to the SLOs process.

### *Site Visits*

We enjoyed visiting approximately 50 schools this past year. These visits were helpful in that we were able to answer member questions, meet with and provide information to educators who are not members of the WEA, and gather valuable information to assist us in further supporting our WEA members.

### *WEA Events*

We held a number of successful events, including the Wild Island Picnic, Run for Education, Moms on the Run, Senior Recognition Night, National Board Certification Reception, a Rally for Public Education, and the Awards Banquet.

### *Professional Development*

The WEA coordinated numerous professional development opportunities for our WEA members, which provided valuable training on timely educational issues.

### *Communication*

We increased our social media presence on Facebook and on our website. Please Like and Follow us at [www.facebook.com/WashoeEducationAssociation](http://www.facebook.com/WashoeEducationAssociation), and visit our website at [www.weatoday.org](http://www.weatoday.org).

### *Advocacy*

We worked to improve the working conditions for hundreds of educators, including a special emphasis on educators working in specialty areas such as SPED, Speech Language, Nursing, etc.

## 2018-2019

### *Negotiations*

With the WEA Contract expiring on June 30, 2019, we will begin negotiations for a new contract. These negotiations will include discussions

on many issues focused on improving the working conditions of our educators, as well as increasing the pay for our educators via the salary schedule.

### *Legislative Efforts*

As in previous years, we will have a strong lobbying presence and voice in Carson City for the 2019 Legislative Session, and will be working hard to increase funding for our students and for education, and to improve the working conditions and pay for all educators.

### *Site Visits*

We will continue to visit schools this school year. If you would like us to come visit your school during lunch (we provide Port of Sub sandwiches and chips – very tasty lunch!), please contact the Building Representative at your school. We would love to come visit your school.

### *Professional Development*

We will continue to provide professional development on areas critical to our educators – please look for opportunities posted on our Facebook at [www.facebook.com/WashoeEducationAssociation](http://www.facebook.com/WashoeEducationAssociation) and at our website at [www.weatoday.org](http://www.weatoday.org).

## New School Year To-Do List

Update name change, address, phone, etc. with **WCSd and WEA!** Update school information with your school secretary and your HR Tech (call 348-0231 if you aren't sure). Update with WEA by calling Earl Spriggs at 393-2967 or at [earl.spriggs@washoe-schools.net](mailto:earl.spriggs@washoe-schools.net)

The **personal property** that many teachers have at school can only be covered by District insurance (water damage, theft, vandalism, fire, etc.) if the teacher has declared that property to the Principal. There is a "Declaration Form" available in each office that should be declared each August and reviewed for each second semester. The maximum value is \$500 (Article 16.2).

**Check Your Tech!!** A review of your social media settings is recommended. Would you want your students or their parents to see everything on your site?? Could they?

**Is your car registered in Nevada yet?** State of Nevada gives you only 30 days to register. AND you can register to **vote** at the DMV.

# Red Wave for Education (cont.)

Public educators of all titles, families and students petitioned and lobbied legislators to do something about the conditions students and educators are faced with daily.

As Lily Eskelson Garcia (NEA President) wrote in op.ed piece for Education Weekly (<https://www.edweek.org/ew/articles/2018/07/09/stop-writing-that-obituary-for-teachers-unions.html>): “The hundreds of thousands of educators who took to the streets this spring in support of their students and public schools—and the

millions of NEA members—are not going anywhere. We intend to continue our fight for the public schools, which are the foundation of our students’ lives and our country’s future. And we will continue to rise up and speak out in our community and at the polls in support of our bold and optimistic vision of a future America where everyone has a voice at work, a seat at the table, and every student attends a public school that helps them reach their fullest potential.”

Showing solidarity with Red Wave for Education movement can be as small as wearing red on Wednesday or showing up to a rally. It can also be as large as going to Carson in the spring to testify. We must work together to show our strength. If you are interested in being involved with our future discussion around legislation, social justice issues, etc., please either send in the committee interest form to WEA or email Earl Spriggs at WEA ([earl.spriggs@washoeschools.net](mailto:earl.spriggs@washoeschools.net)).

## Member Run Organization

WEA is a member run organization – we are educators first. You can see this with our Board of Directors as they are all in the classrooms or work sites, devoting a large amount of their “free” time to strengthen our collected voice. Many members of the board started out first as committee members. It is one of the most important areas for our association, as the strength of our association is tied to the strength of our members’ voices and willingness to volunteer. If you are interested in serving on a committee, you can either email Earl Spriggs at [earl.spriggs@washoeschools.net](mailto:earl.spriggs@washoeschools.net) with the information or tear out the sheet and return to WEA through School mail.

The WEA committees or caucus meet about every month to discuss or plan events for our members and the community. Meetings are usually from 4:30-6 and are at the WEA office. Dates will vary. If you are a building rep you can volunteer for a committee as part of the point structure to earn back your local dues; if not a building rep you are able to earn movie tickets. A caucus does not always have a clear charge – it is an opportunity for people with common items to discuss ideas and possibly propose items while a committee will have a purpose/event they are planning.

A description of each Committee/Caucus can be found in the 2018-2019 Calendar Handbook.

Name \_\_\_\_\_  
School \_\_\_\_\_ non-school email \_\_\_\_\_

I'm interested in (please mark all that apply):

- Awards Committee and Scholarship Committee: Plans the annual WEA Awards Banquet.
- EACT (Educators and Community Together) Committee: Works to promote good relations between the public and the school community.
- Elections & Bylaws Committee: Reviews Bylaws and supervises all elections
- Governmental Relations / TIP Committees: The WEA carries on an active political action program through its Government Relations and Together in Politics (TIP) Committees.
- Membership Committee: Works through the year with the help of Building Reps and other interested educators to promote WEA membership through a variety of events.
- Professional Development Committee: Coordinates with the NSEA and WCSD in offering educational P.D.opportunities
- Social Media Committee: Works with the Board of Directors on increasing WEA's social media presence.
- Social Justice Caucus: A new caucus to discuss social justice issues
- Special Education Caucus: A caucus to discuss issues facing Special Education

Idea for caucus which you believe should be started: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Employee Assistance Program (EAP)

*Tom Stauss / Executive Director*

EAP is a confidential, licensed counseling service that is available to you and your immediate family members that are insured through WCSD Health Insurance Plan. This program is offered by WCSD to you and your immediate insured family members and provides up to three (3) counseling sessions per issue per year at no cost to you.

The District's EAP services are provided through a program called GuidanceResources®. GuidanceResources has counselors on staff who can provide you with assistance for just about any issue, including: Marriage/Family; Substance Abuse; Emotional/Stress; Work-Life; Physical Wellness; and Program Consultation.

The GuidanceResources® program is available to you 24 hours a day, 7 days a week. You may speak to

a counselor in person or via the telephone. There are two (2) ways to access your GuidanceResources benefits:

1. Call 855.401.9273. You'll be connected with a counseling professional who will listen to your concerns and guide you to the appropriate services you require; or

2. Visit Guidance Resources online at [www.guidanceresources.com](http://www.guidanceresources.com) and enter your company ID: WCS-DEAP.

# Retirement Seminars

**October 11**

ESIP & Health Insurance

**October 18**

PERS - Planning Ahead

**November 1**

Social Security & Financial Planning with Sandra Chapman

All seminars start at 4:15pm and will take place at the  
WEA Elaine Lancaster Building at 1890 Donald St. Reno, NV 89502.

Contact Earl Spriggs at 393-2967 or [earl.spriggs@washoeschools.net](mailto:earl.spriggs@washoeschools.net) to RSVP.

# 2018 Run for Education

WEA has been a proud supporter of the Run for Education since it started. Members and immediate family are sponsored by the WEA. Check our website ([www.weatoday.org](http://www.weatoday.org)) or talk to your Building Rep for more information.

**Sunday October 21st, 2018**  
**Scheels at Legends in Sparks**



# Welcome, New Members!

<b>Marc Miller</b> AACT	<b>Michael Iratcabal</b> Galena	<b>Sandra Beekman</b> Reno	<b>Sara Stewart-Lediard</b> Traner
<b>Julia Rogers</b> AACT	<b>Brian Wyatt</b> Galena	<b>Taylor Ernst</b> Reno	<b>Matthew Hinkle</b> Vaughn
<b>Joshua Brackett</b> Alice Smith	<b>Richard Block</b> Greenbrae	<b>Aaron Shoolroy</b> Reno	<b>Raina Kolstrup</b> Warner
<b>Elizabeth Yount</b> Alice Smith	<b>Karen Lynn</b> Greenbrae	<b>David Ronan</b> Reno	<b>Tiare Pincolini</b> Warner
<b>Kimberly Moore</b> Beasley	<b>Joni Martindale</b> Hall	<b>Heather Deriso</b> Risley	<b>Tomiko Ihara</b> Washoe Inspire
<b>Alicia Douglas Lenz</b> Cold Springs	<b>Kayla Doyle</b> Huffaker	<b>Christin Hair-O'Keefe</b> Risley	<b>Chrishana Hayes</b> Westergard
<b>Meghan Hockenberry</b> Cold Springs	<b>Renee Martin</b> Hug	<b>Michaela Logan</b> Risley	<b>Susan Haenni</b> Whitehead
<b>James Martineau</b> Cold Springs	<b>Elena Willoghby</b> Hug	<b>Alyssa Munson</b> Risley	<b>Griffin Peralta</b> Wooster
<b>Charles Quiriconi</b> Cold Springs	<b>Julia Henderson</b> Loder	<b>Samantha Ham</b> Shaw	<b>Reena Spansail</b> Wooster
<b>Stacy Quiriconi</b> Cold Springs	<b>Emily Stearns-Zeltzer</b> Loder	<b>Catherine Oulette</b> Silver Lake	<b>James Young</b> Wooster
<b>Andrea Ramirez</b> Cold Springs	<b>Mary Benson</b> McQueen	<b>Tabatha Wade-Perez</b> Silver Lake	
<b>Francine Norton</b> Damonte Ranch	<b>Lisa Barthel-Rosa</b> Melton	<b>Jessica Baker</b> Spanish Springs ES	
<b>Christiana Blahnik</b> Damonte Ranch	<b>Shannon Johnson</b> Mendive	<b>Diane Ferguson</b> Spanish Springs ES	
<b>Kelly Rubero</b> Depoali	<b>Angela Noland</b> Mitchell	<b>Lara Dreelan</b> Spanish Springs HS	
<b>Jamie Thomsen</b> Depoali	<b>Gillian Carunchio</b> Moss	<b>Dana Hamilton</b> Spanish Springs HS	
<b>Michael Keith</b> Desert Heights	<b>Sharon Hickox</b> Music	<b>William Harper Jr.</b> Spanish Springs HS	
<b>Denise Aguilar</b> Diedrichsen	<b>Shirley Horner</b> Palmer	<b>Angela Thompson</b> Spanish Springs HS	
<b>Kevin Arnold</b> Dilworth	<b>Derek Hughes</b> Palmer	<b>Katie McDowell</b> Sparks HS	
<b>Tara Meyer</b> Donner Springs	<b>Tara Wise</b> Palmer	<b>Ryan Finnegan</b> Sparks MS	
<b>Melissa Kirkwood</b> Double Diamond	<b>Ann Lowery</b> Picollo	<b>Penka Wilcox</b> Sparks MS	
<b>Nicholas Thomas</b> Double Diamond	<b>Summer Bean</b> Pleasant Valley	<b>Lauren Hanigan</b> Stead	
<b>Jasmine Sotoodeh</b> Dunn	<b>Kelly Bruskotter</b> Pleasant Valley	<b>Stephanie Harnes</b> Sun Valley	
<b>Jennifer Matilainen</b> Elmcrest	<b>Brandon Mills</b> Reed	<b>Angel Nguyen</b> Sun Valley	
<b>David Anderson</b> Galena	<b>Brady Ovard</b> Reed	<b>Carolyn Stoddard</b> Swope	



WASHOE EDUCATION ASSOCIATION  
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 Frances McGregor      Vice-President  
 Thomas Stauss      Executive Director  
 Chuck Fletcher      UniServ Director  
 Earl Spriggs      Office Manager



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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 are accepted.

## WEA Discount Tickets

WEA has discount day passes to Wild Island Water Park for \$22 each.

We don't have child prices or season passes.

Tickets can be purchased by visiting the WEA office between 8:30 to 4:30

We also have Coconut Bowl Tickets (for bowling, high ballcity, mini golf, and laser maze) for \$5 each.

Cinemark movie passes are \$8 each.

Cash or check only