

The Nevada State
Education Association . . .
133 Years of Advocating
for Nevada's Students
and Educators
1888-2021



2020 - 2021 HANDBOOK

1890 DONALD STREET, RENO, NEVADA 89502

PHONE: (775) 828-9282 FAX: (775) 828-6748

WWW.WEATODAY.ORG

WWW.FACEBOOK.COM/WASHOEDUCATIONASSOCIATION

www.nsea-nv.org

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702-733-7330

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Brian Rippet, Jr., President
Dawn Miller, Vice President
Brian Wallace, Secretary/Treasurer
Brian Flick, NEA Director

WEA members serving on the NSEA Board

Natha Anderson

Andrea DeMichieli

Phil Kaiser

Robert Munson



2020-2021 WEA MEMBER HANDBOOK

Name: _____

Street Address: _____

City: _____ State: _____ ZIP: _____

Home Phone: _____ Cell Phone: _____

School: _____

School Address: _____

School Phone: _____

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a different opinion


WASHOE EDUCATION ASSOCIATION

YOUR RIGHT TO REPRESENTATION

Weingarten Rights

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my WEA representative be present at this meeting. Without representation present, I choose not to answer any questions.”

1. Do not resign or abandon your position.
2. Document the incident in writing.
3. Keep any records that relate to the incident.
4. Representation is strongly advised.
5. Timeliness is important; don't delay
6. Use your contract as a guide.
7. Follow orders unless there is a potential for personal injury. You can grieve the order later.
8. Contact the WEA at 828-9282 or your Building Representative.

WEA OFFICERS



Natha Anderson
President

WEA Office
393-2965
Home: 343-9139



Fran McGregor
Vice President

Depoali Middle School
852-6700
Home: 355-8922



Phil Kaiser
Secretary/President-Elect

McQueen High School
746-5880
Home: 848-1743



Robert Munson
Treasurer

Wooster High School
333-5100
Home: 843-6222

WEA OFFICE STAFF



Thomas Stauss
Executive Director
393-2966



Earl Spriggs
Office Manager
393-2967

WEA DIRECTORS



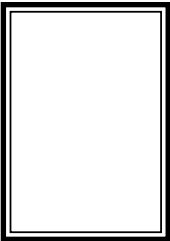
Dawn Miller
Elementary School Director

Greenbrae Elementary
School
353-5530
Home: 741-0487



Dallas Hulsey
Middle School Director

Marce Herz Middle
School
852-6700
Home: 702-994-0853



To Be Elected
High School Director



Mary Owens
Special Services Director

Edison Way
861-4451
Home: 842-0285



Andrea DeMichieli
At-Large Director
Hug High School
333-5300
Home: 771-8158



Akasha Iaulualo
At-Large Director

Cold Springs Middle
School
677-5433
Home: 997-6100

WEA HEADQUARTERS ELAINE LANCASTER BUILDING 1890 DONALD STREET, SUITE A – 828-9282

Second Floor

Nevada State Education Association

Brian Rippet, President
Lisa Guzman, Assistant Executive
Director
Summer Kay, UniServ Director

828-NSEA

Brian Lee, Executive Director
Dawn Levan, Program Assistant
Lisa Romero, UniServ Director

Endorsed Companies – First Floor

American Fidelity, Suite B

Angela Kyle, State Manager
Justin McLaughlin, Account Representative
Laurie Atkinson, Branch Secretary

829-1313

Chapman Financial Group, Suite C

Sandra Chapman, Certified Financial Planner
Erika Borman, Registered Representative

828-5050

WHO TO CONTACT

Natha Anderson: President 393-2965

NCAnderson@washoeschools.net

Discussions with WCSD
Political/Legislature
School site visits
Community Relations
Communication with NSEA/NEA
Items related to WEA Board of Directors, Building Reps & Committees

Tom Stauss: Executive Director 393-2966

Tom.stauss@washoeschools.net

Discussions with WCSD
Contract questions
Complaints and Grievances
Weingarten Rights
School site visits
Communication with NSEA/NEA
Items related to WEA Board of Directors, Building Reps & Committees

Earl Spriggs: Office Manager 393-2967

Earl.Spriggs@washoeschools.net

Membership Information
Discounts/Tickets
Scheduling of the Office

Human Resource Technicians for Schools/Sites 348-0321

www.washoeschools.net/Page/3757

Washoe Education Support Professionals 398-1320

wesp@washoeschools.net washoesp@gmail.com

Washoe Retired Education Association 771-5753

Melissa Sewell, President longlegs@sbcglobal.net

WEA YEAR AT A GLANCE

WEA Building Representative Kickoff	August 3, 2020
First day for Students (Traditional)	August 10, 2020
WEA Building Representative Meetings	September 2, October 14, November 4, December 9, January 6, February 3, March 3, April 7, May 5
WEA Board of Directors Meetings	August 18, September 1, October 13, October 27, November 2, November 17, December 1, December 15, January 5, January 19, February 1, February 16, March 2, April 6, April 20, May 4, May 18, June 1
Wild Island Picnic	September 12, 2020
Fall Break (Traditional)	October 5-9, 2020
Run for Education	October 18, 2020
Election Day	November 3, 2020
Winter Break (Traditional)	December 21, 2020 - January 1, 2021
WEA Awards Nominations Due	March 3, 2021
National Board Certification Reception	March 10, 2021
Spring Break (Traditional)	March 15 - 26, 2021
Evaluations Due	April 19, 2021
Moms on the Run	May 9, 2021
Letters of Intent	May 10, 2021
WEA Awards Banquet	May 7, 2021 (Tentative)
Senior Recognition Day	May 19, 2021 (Tentative)
Last Day for Students (Traditional)	June 4, 2021

WHAT HAS WEA DONE FOR US?

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 (improvements for the 2019-2021 contract 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 – 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 (this rate was recently increased to \$40 an hour for prep period subbing at the secondary level), are all examples of required work beyond the school day. All other hourly pay is \$30 an hour.

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.

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.”

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)

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 ProTechs serve on this committee and advocate for the interests of our educators.

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

OVERVIEW OF RECENT NEGOTIATED CONTRACT FOR 2019-2021

Salaries: 3% increase to the salary schedule effective July, 2019. Potential 1% increase to the salary schedule for the 2020-2021 school year.

Health Insurance Premiums: No increase to employee health insurance premiums for the 2019-2021 school years.

Step Increases and Column Movement: Employees will receive their eligible step and column movement for the 2019-2021 school years.

Increase in Hourly Pay from \$30 to \$40: Hourly pay will increase from \$30 an hour to \$40 an hour for secondary prep period subbing, and educators will be eligible to be paid twice a year rather than only once a year for time earned. All other hourly pay is \$30 an hour.

Elementary School Teacher Pay For Substituting: Elementary teachers assigned to substitute for another teacher will be paid for the cost of the substitute base pay, rather than the current practice of those funds being placed in the school fund for the elementary school teacher's classroom.

Memorandum of Understandings: WCSD and the WEA will review the overage process and prep period time for elementary school SPED teachers, with on improvements.

WEA COMMITTEES

Awards Committee and Scholarship Committee:

Selects educators and other "friends of education" who have rendered outstanding contributions to education. Those selected are honored at the annual WEA Awards Banquet. Additionally, the committee solicits, reviews and selects student applicants for the WEA scholarships given to children of our own members graduating from high school which is awarded at the annual Recognition Day.

EACT (Educators and Community Together) Committee:

Works to promote good relations between the public and the school community. This committee sponsors Senior Recognition Day and member participation in local community events such as the Run for Education.

Elections & Bylaws Committee:

Reviews Bylaws and establishes rules for conducting all elections, subject to the approval of Rep Council. Supervises all elections and makes recommendations for Bylaw changes.

ELI Committee:

The ELI Program is for educators who would like to learn of leadership opportunities in the Association.

Governmental Relations / TIP Committees:

The WEA carries on an active political action program through its Government Relations and Together in Politics (TIP) Committees. If educators are not involved in the political process, our schools suffer.

Membership Committee:

Works throughout the year with the help of Building Reps and other interested educators to promote WEA membership through a variety of events. The committee also works on securing additional discounts for members with local businesses.

Negotiations Committee:

The Executive Director chairs the Negotiations Committee that bargains our master contract with WCSD.

Professional Development Committee:

Coordinates with the NSEA and WCSD in offering educational Professional Development opportunities for WEA membership through classes and/or conferences which include credit for recertification.

Special Education Committee:

Works with WCSD officials around the issues facing Special Education. Will continue as a caucus during the 2019-2020 school year to discussion further.

WCSD Insurance Committee:

Represents educators on the joint WCSD/WEA committee, which oversees the insurance program administered by Risk Management. Insurance benefits are determined through the committee and through the negotiations process. The best guide to your benefits is in your benefit booklet issued at the beginning of each new insurance year (January 1st). Employees may only change programs during open enrollment once a year. Please call 348-0235 if you have any questions or would like additional information.

WEA MEMBER SERVICES & OTHER USEFUL INFORMATION

LEGAL SERVICES

In addition to educator rights protection, you are entitled to one hour (or two half-hours) per year of consultation with a practicing attorney at no cost to you on non-employment-related legal problems. After your free consultation period concludes, the firm will continue to provide you with legal service at a discounted rate. Wea members may consult with the attorney on any non-employment related matter except for:

- Matters relating to complaints against wea, its affiliates, or another educator.
- Any problem or controversy of any nature, which creates a conflict of interest With an existing client of the law firm.
- Any matter for which the teacher is represented by another attorney.

For a full list of the attorneys who participate in the program, and for all the details on eligible persons and situations, please visit www.Nsea-nv.Org and click on "member center" and then "legal services." On the left hand menu, you will see an option for "attorney referral program." Remember that to participate in the attorney referral program, you must be a member of wea, the matter must be non-employment related, and you must bring all pertinent documents with you to the meeting. In some cases, meeting times are available at the WEA office as part of the legal visit program - call 393-2967

RETIREMENT

All public employees in Nevada are in a common retirement system. The various groups in the system cooperate to achieve maximum legislative strength. Because questions concerning retirement relate to personal cases, it is best to call PERS directly at 687-4200. The WEA also offers retirement seminars twice annually to help guide members through the process of retirement. The seminars are listed in the Calendar portion of this handbook.

LICENSURE

Standards of licensure are established by the Professional Standards Commission. A majority of the members of this Board are practicing educators. Because questions concerning your particular license will be unique to your individual situation, it is best to direct your questions to the State Department of Education in Carson City at

WEA ELECTIONS

This year we will be holding three elections: NSEA Board of Directors in December and NEA Representative Assembly delegates in February. If no candidate receives a 50% plus 1 vote majority of the votes cast, a run-off election will be held. If only one candidate is nominated, the election will be declared in favor of that candidate.

WEA NATIONAL BOARD LOANS

WEA members pursuing National Board certification are eligible to take out an up-to-\$2,500 interest-free loan to aid with registration fees. Contact the WEA Office for details.

WEA SCHOLARSHIPS

The WEA awards three scholarships to the children of WEA members and one scholarship to a student of Hispanic descent, as well as scholarships for WEA members who are furthering their education either at an accredited institution or through professional development. These scholarships are presented at the annual Recognition Day event. Application forms are available for download at www.weatoday.org. You may also call the WEA Office at 828-9282 and request a form be sent to you. Please have your son or daughter apply only for the scholarships for which he or she is eligible

WEA AWARDS

Each year the following awards are given at the WEA Awards Banquet. The criteria for each award are listed below to help you decide if educators on your faculty are eligible and what is involved in nominating them for an award. All nominees for these awards, except for the Improvement to Education Award, *must be WEA members*. The WEA office has the published list of past recipients; please call and check if your nominee has already received the award before submitting paperwork. *Please be aware that submission of a nomination does not guarantee that your candidate will receive an award.* Contact the WEA Office for nomination forms, or download them at www.weatoday.org.

Get Involved! It Pays!

Become a Building Rep: Building Reps have an opportunity to earn points for the work they do to keep members informed. If they earn 100 points during the year, they receive a rebate of their local association dues: \$195.60!

For more information about becoming a Building Rep, running for WEA Office, or joining one of the WEA Committees, please call Natha Anderson, WEA President, at 393-2965.

CONTRACT FAQs

Q: My schedule doesn't allow me to eat lunch. What can I do?

A: All 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.” (Article 18.4) This should be on your schedule for the day. If you don't have a schedule from the principal, you can speak with the principal about what time you can expect to take your lunch or call Tom Stauss or Arthur Huron at WEA.

Q: What are my work hours? Do I have to stay for faculty meetings that go beyond that?

A: WCSD contract hours are 7.5 in Secondary and 7 hours in elementary. Articles 18.1 and 18.2 define the hours. Elementary Teachers “shall report to school not 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 before and after school hours listed above were never intended to occur on a regular basis, and therefore should not. They were designed to accommodate monthly or bimonthly faculty meetings and were limited to 15 minutes beyond the contract day. Many principals supplement these meetings with e-mail notices or other ways of communicating 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, psychologist, 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.

Q: Why aren't the prep periods in Elementary as regular as those in my High School? Also, do I have to give up my prep period to cover for another teacher?

A: 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 within the student day, but “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 to cover an absent teacher's classroom. For this, compensatory time is earned, and those hours can either be paid at the rate of \$40 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) If you are not being *asked* to volunteer to substitute on your prep time, but are being told to do so, you should work with your principal, or contact your building representative, Tom Stauss or Arthur Huron.

Q. What is the difference between “Personal Leave” and “Personal Business Leave?”

A. Articles 21.6 (Personal Business Leave) and 21.8 (Personal Leave) both require “reasonable prior notification to the principal/supervisor.” Neither can reasonably be denied because it is “personal.” However, in the case of requesting personal leave, there is a cap of 15% of the school's staff that may be out on the same day, and Personal Leave “shall not be granted during the first and last weeks of school unless approved by the principal/supervisor.”

According to the “contract,” there are two (2) days of personal leave granted yearly, one with pay, and one deducted from sick leave; there are three (3) days of personal business leave granted yearly, two (2) deducted from sick leave, and one (1) where the cost of the substitute is deducted from salary.

Many schools lump all of this together as “personal leave” letting the employee use the first day with no “action,” then the next three are deducted from accumulated sick leave, and the last is with the cost of the substitute deducted – and we haven't received complaints about this method.

AUGUST 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
2	3 Building Rep Kickoff	4 First day for Teachers	5
9	10 First Day for Students	11	12
16	17 Kindergarten First Day	18 WEA Board Meeting	19
23	24	25	26
30	31		

THURSDAY	FRIDAY	SATURDAY	NOTES
July 30 New Teacher Breakfast	July 31	1	
6	7	8	
13	14	15	
20	21	22	
27	28 Wild Island Picnic Numbers due	29	

SEPTEMBER 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
		1 WEA Board Meeting	2 WEA Building Rep Council
6	7 Labor Day	8	9
13	14	15	16
20	21	22	23 NEA Board of Directors
27	28	29	30

THURSDAY	FRIDAY	SATURDAY	NOTES
3	4	5	
10	11	12 Wild Island Picnic	
17 NSEA Board of Directors Meeting WEA Board Retreat	18 WEA Board Retreat	19 WEA Board Retreat	
24 NEA Board of Directors	25 NEA Board of Directors	26 NEA Board of Directors	

OCTOBER 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
4	5 Fall Break	6 Fall Break	7 Fall Break
11	12	13 WEA Board Meeting	14 WEA Building Rep Council
18 Run for Education	19	20	21
25	26	27 WEA Board Meeting	28

THURSDAY	FRIDAY	SATURDAY	NOTES
1	2	3	
8 Fall Break	9 Fall Break	10	
15 Pre-Retirement Seminar	16 End of Grading Period	17 NSEA Board of Directors Meeting Early Voting Begins	
22 Pre-Retirement Seminar	23	24	
29	30 Nevada Day Observed	31	

NOVEMBER 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
1	2 WEA Board Meeting	3 Professional Development Day Election Day	4 WEA Building Rep Council
8	9	10	11 Veteran's Day
15	16	17 WEA Board Meeting	18
22	23	24	25 Thanksgiving Break
29	30		

THURSDAY	FRIDAY	SATURDAY	NOTES
5 Pre-Retirement Seminar	6	7	
12	13	14	
19	20	21	
26 Thanksgiving Break	27 Thanksgiving Break	28	

DECEMBER 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
		1 WEA Board Meeting	2
6	7	8	9 WEA Building Rep Council (Social)
13	14	15 WEA Board Meeting	16
20	21 Winter Break	22 Winter Break	23 Winter Break
27	28 Winter Break	29 Winter Break	30 Winter Break

THURSDAY	FRIDAY	SATURDAY	NOTES
3	4	5	
10 NSEA Board of Directors Meeting	11	12	
17 End of Grading Period	18 Teacher Work Day	19	
24 Winter Break	25 Winter Break	26	
31 Winter Break			

JANUARY 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
3	4	5 WEA Board Meeting	6 WEA Building Rep Council
10	11	12	13
17	18 MLK Jr. Day	19 WEA Board Meeting	20
24	25	26	27
31			

THURSDAY	FRIDAY	SATURDAY	NOTES
	1 Winter Break	2	
7	8	9 Legislative Advocacy Training	
14	15	16	
21	22	23	
28	29	30 NSEA Board of Directors Meeting	

FEBRUARY 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
	1 WEA Board Meeting Beginning of Nevada Legislative Session	2	3 WEA Building Rep Council Representative Assembly Nominations Open
7	8	9	10 NEA Board of Directors
14	15 President's Day Rally for Public Educa- tion	16 WEA Board Meeting	17
21	22	23	24
28			

THURSDAY	FRIDAY	SATURDAY	NOTES
4	5	6	
11 NEA Board of Directors Pre-Retirement Seminar	12 NEA Board of Directors	13 NEA Board of Directors	
18 Pre-Retirement Seminar	19	20	
25 Pre-Retirement Seminar	26	27	

MARCH 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
	1	2 WEA Board Meeting	3 WEA Building Rep Council
7	8	9	10 NBC Reception
14	15 Spring Break	16 Spring Break	17 Spring Break
21	22 Spring Break	23 Spring Break	24 Spring Break
28	29	30	31

THURSDAY	FRIDAY	SATURDAY	NOTES
4 NSEA Board of Directors Meeting	5	6	
11	12 End of Grading Period	13	
18 Spring Break	19 Spring Break	20	
25 Spring Break	26 Spring Break	27	

APRIL 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
4	5	6 WEA Board Meeting	7 WEA Building Rep Council WEA Board of Directors Nominations Open
11	12	13	14
18	19 Evaluations Due	20 WEA Board Meeting	21
25	26	27	28 NEA Board of Directors

THURSDAY	FRIDAY	SATURDAY	NOTES
1	2	3	
8	9 NSEA Board of Directors Meeting	10	
15	16	17	
22	23	24	
29 NEA Board of Directors	30 NEA Board of Directors		

MAY 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
2	3	4 WEA Board Meeting	5 WEA Building Rep Council
9 Moms on the Run	10	11	12
16	17	18 WEA Board Meeting	19 Senior Recognition Day
23	24	25	26
30	31 Memorial Day		

THURSDAY	FRIDAY	SATURDAY	NOTES
		1 NEA Board of Directors	
6	7 WEA Awards Banquet NEA Board Meeting	8	
13	14	15	
20	21	22	
27	28	29	

JUNE 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
		1 WEA Board Meeting	2
6	7 Last Day of Nevada Legislative Session	8	9
13	14	15	16
20	21	22	23
27	28	29	30

THURSDAY	FRIDAY	SATURDAY	NOTES
3	4 Last Day of School	5	
10	11	12	
17	18	19	
24	25	26	

JULY 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
4 NEA Representative Assembly 4th of July	5 NEA Representative Assembly	6	7
11	12	13	14
18	19	20	21
25	26	27	28

THURSDAY	FRIDAY	SATURDAY	NOTES
1	2 NEA Representative Assembly	3 NEA Representative Assembly	
8	9	10	
15	16	17	
22	23	24	
29	30	31	

AUGUST 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
1	2 Building Rep Kickoff	3 First Day for Teachers	4
8	9 First Day for Students	10	11
15	16 Kindergarten First Day	17	18 WEA Board Meeting
22	23	24	25
29	30	31	

THURSDAY	FRIDAY	SATURDAY	NOTES
5	6	7	
12	13	14	
19	20	21	
26	27	28	

DISCOUNTS FOR WEA MEMBERS

These local Washoe County vendors have offered to provide the following discounts to WEA members. Just show them your Calendar Handbook or WCSD ID. We are constantly working to get more discount providers. The WEA website (www.weatoday.org) is the perfect place to stay up to date on our current discounts.

ACCOUNTING

MICHAEL J. DOBROWSKI, CPA

6580 S. McCarran Boulevard, Suite D-2, Reno, NV 89509

(775) 329-0841 or renocpa@nvbell.net

Provides bill paying services, personal budgeting, bookkeeping and tax return preparation by Certified Public Accountants.

10% Discount offered to members for tax return preparation and bill paying setup.

DINING, DRINKS AND FOOD

BOULEVARD PIZZA

1076 North Rock Blvd. Sparks, NV 89431

(775)359-2124

15% Off all food orders

BUTCHER BOY MEAT MARKET

530 West Plumb Lane Suite C Reno, NV 89509

(775) 825-6328

Retail meats, specialty food, groceries.

10% Discount on all goods purchased

CLAIM JUMPER

4905 So. Virginia St., Reno, NV 89502

(775) 829-0200

25% Off everything but happy hour.

Show your membership card.

DONUT BISTRO

1550 Pyramid Way Sparks, NV 89431

(775) 355-4848

465 S. Meadows Parkway Reno, NV 89521

(775) 853-4009

Donuts, pastries, coffee

\$2.00 Off per dozen

DOUGHBOY DONUTS

57 Damonte Ranch Parkway #101 Reno, NV 89521

(775) 853-6844

5115 Mae Anne Ave. Suite B Reno, NV 89523

(775) 787-8586

Donuts, pastries, coffee

10% Discount

IMBIB CUSTOM BREWS

785 East 2nd Street Reno, NV 89502

(775) 470-5996

15% Discount

SPEEDY BURRITOS

1420 South Wells Ave. Reno, NV 89502

(775) 324-1339

10% Discount

HOME & RETAIL

ABSOLUTE MUSIC

THE BAND & ORCHESTRA SPECIALTY STORE

8175 South Virginia Street, Reno, NV 89511 (in the pink Scolari's center just north of In-N-Out Burger)

(775) 852-2637 / (775) 230-8873 or www.AbsoluteMusicOnline.com

Visit Absolute Music and present your membership card at checkout to receive a 15% discount on your purchase.

AHHH! MASSAGE

3080 Vista Boulevard Suite 114 Sparks, NV 89436

(775) 351-2121

\$60/hour message for drop in or if a monthly client \$10 discount (only \$44.95 instead of \$54.95)

AMY'S FLOWERS & GIFTS

1349 Baring Boulevard Sparks, NV 89434

(775) 356-7755

15% Discount on all local purchases

BREAK THROUGH RENO

294 East Moana Lane Suite 13 Reno, NV 89502

(775)393-9882

20% Off all escape room services

CELTIC PEST INSPECTIONS & CONTROL SERVICES

2890 Vassar Street Suite 6-A Reno, NV 89509

(775) 348-7445

Pest control services. Pest/wood-destroying insect inspections. Pest treatments (termites, carpenter ants, fungus treatments, vapor barriers)

\$35 Discount on all first time pest treatments and inspections

DICKSON REALTY: CHERYL VALCARCE-GHILIERI

1030 Caughlin Crossing Reno, NV 89519

(775) 219-6798

“Home for Teachers” Seminars to explain grants and loans.

WEA Members that purchase a home receive 15% of agent’s commission for closing costs and repairs at COE. Teacher’s to receive 5% for supplies (applied towards closing costs and repairs for legal compliance)

HIGH SIERRA CYCLING

1141 Steamboat Parkway Suite. 920, Reno, NV 89511

(775) 852-8850

Bicycle retail and repair. 10% off all non-sale items.

HOMES FOR HEROES/REMAX PROFESSIONALS

- ANITA SPENCER

Homes for Heroes/ReMax Professionals - Anita Spencer

KAIA FIT SIERRA

820 South Virginia Street Reno, NV 89502

4854 Sparks Boulevard Suite 102 Sparks, NV 89436

6160 Mae Anne Avenue #1 Reno, NV 89523

(775) 375-5242

Introductory first month rate. 15% off memberships

MARINA PADDLEFIT

325 Harbour Cove Drive Sparks, NV 89434

(775) 203-6751

2 hour rentals \$25, 1 hour rental \$15 reservations required. 20% off small group

TRX, Balance and Circuit Training Classes. 20% off Indo Board 8 class Pack. 20%

Stand Up Paddle Board Yoga Classes

MICHAEL & SON’S

FINE JEWELRY & NATIVE AMERICAN ART

2001 E. 2nd St. Reno, NV 89502

(775) 786-5110 or e-mail info@michaelandsons.com

Visit Michael and Son’s and choose your merchandise. Present your membership card at checkout to receive a 10% discount on your purchase.

NATIONAL AUTOMOBILE MUSEUM

(THE HARRAH COLLECTION)

10 South Lake Street Reno, NV 89501

(775) 333-9300

Adults (normally \$12) \$8, Seniors (normally \$10) \$6, and youth 6-18 years. (normally \$6) \$3

PUZZLE ROOM RENO

135 North Sierra Street Suite B Reno, NV 89501

(775) 525-5576

20% Off all escape room services

RENO SUMMIT JAZZERCISE

8550 West 4th Street Reno, NV 89523

2910 Mill Street Suite C-1 Reno, NV 89502

(775) 857-8957

Waived joining fee and a start-up gift

WEA DISCOUNT TICKET SALES

WEA also helps you save money by providing discount ticket sales for certain local attractions:

Cinemark Theaters Movie Passes \$9.00. At the WEA Office

Wild Island Water Park Day Passes \$23.00. At the WEA Office

Wild Island Coconut Bowl Activity Pass - Mini Golf, High Ballocity,

Laser Tag, Indoor Go Karts \$20.00/3 uses. At the WEA Office

Six Flags/Discovery Kingdom Vallejo Tickets (through the WEA website)

Area Ski Resorts (Check the WEA website for details during ski season)

Call the WEA office at 828-9282 or check our website at www.weatoday.org for current pricing information.

NSEA MEMBERSHIP CARD SAVINGS

Remember, you can access many discounts with your NSEA membership card: just visit www.nsea-nv.org and click on the “Members Only” link in the upper right hand corner. Activate your account using your membership card number, and start using discounts and earning reward points on everything from clothing to rental cars.

NEA MEMBER BENEFITS

Your NEA membership also contains many cost-saving programs. Visit NEAMB.com to discover the options. You will need your membership number to log into the site. Call or e-mail Earl Spriggs at 775-393-2967 or earl.spriggs@washoeschools.net if you need to know your membership number.

You have a lot on your plate



 Horace Mann

Let us take something off your “to do” list — like paying your auto premium.

With Horace Mann’s auto insurance, you get a discount if you pay your premiums through your school’s auto payroll option.

You may also be eligible for:

- Educator discount
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- Benefits customized for educators — like coverage when transporting students, no deductible for vandalism losses on or near school property, additional road service coverage and more.



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