



Washoe Education Association Newsletter

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MARK YOUR CALENDAR

- February 5th**
Building Rep Council
- February 6th, 13th, 20th**
Pre-Retirement Seminars
- February 17th**
President's Day (WEA Closed)
- March 4th**
Building Rep Council
- March 13th**
End of Grading Period
- March 16th - March 27th**
Spring Break (WEA Closed 16-20)
- April 1st**
Building Rep Council
- April 20th**
Evaluations Due

We Cannot Afford to Lose Federal Funding – ALL KIDS COUNT.

Natha Anderson/ WEA President

Nevada continues to be at the bottom of the education funding levels, but this is more than a state issue – it is also a federal issue. Federal Funding appears to get tied up in the partisan politics as opposed to addressing the issue (a prime example could be IDEA funding – when it passed in 1979 it was “promised” to cover 40%. Today the federal government only seems to cover between 12-16% of the costs connected to the program). Another area (which we have some control over and is not related to the political infighting) is the Census. We have to make sure everyone is counted, especially our under five years old and our children in transition.

The numbers reported are used by the Federal Budget office to project funds over the next ten years needed for the budgets including Title One, Head Start, Free and Reduced Lunch, Career Tech Programs and so many other programs which directly relate to our students success. During the 2010 Census, about 10% of our under 5 year olds were not counted due to parents or guardians (which could include grandparents) confusion (research from Count All Kids). This has serious consequences for our funding when you consider the majority of Washoe Title 1 schools are elementary.

Due to the national political scene there are many who are scared to take the census. To clarify: Your data is SAFE! Personal Census data is kept confidential for 72 years and can ONLY be used for statistical purposes (any current or former Census employee that releases individual data can go to prison for up to 5 years and pay a fine of up to \$250,000); the Census form does NOT have a citizenship question. All residents must be counted.

The timeline of the census – all households will receive a postcard with the information of how to be counted the first few weeks of March. A second postcard will be sent as a reminder. People will be asked to log into a site to be counted by April 30. May-July there will be either an in-person or phone call follow up with Non-Response.

So what can we do? Be informed. Talk about it with each other, our friends, family, parents, even students. Some websites for resources include: census.nv.gov ; <http://census.gov/>; <https://censuscounts.org>; <https://www.census.gov/schools/>

Nevada received \$6.1 Billion (or \$2,086 per person) in Fiscal Year 2016 due to the Census. We cannot afford to lose even a portion of this funding.



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.

Update on New WEA/WCSD Contract

Tom Stauss/ WEA Executive Director

We wanted to provide you with a quick update on implementation of the new contract. The following is an overview:

New Contract: WCSD will be printing the new contract soon. We will be sending out several hard-copies of the new contract to our Building Representatives, as well as notifying all WEA members once the new contract is posted and can be referenced on the WEA's web site. To reduce costs, we will not be printing hard-copies to all members.

Salaries (Article 35): The 3% salary increase was included in the December 20, 2019 paychecks, and the retroactive portion of the 3% salary increase was included in the January 22, 2020, paychecks.

Potential 1% Increase (Article 35): We will know in November, 2020, if the up to 1% increase in the salary schedule will be

implemented. The increase could range from .25%, .50%, .75%, to 1.0%, and would be retroactive to July 1, 2020. We attended our first meeting with WCSD's Business Department representatives on December 16, 2019 to review WCSD's financial statements. The next meeting will be on February 24, 2020. We will begin to get a clearer indication if the increase will occur, around May, 2020, which is when WCSD's 3rd quarter financial report will be available.

Substitute Pay for Elementary School Teachers (Article 18.7.1): We are working with WCSD on developing clear guidelines and procedures for the payment of eligible elementary school teachers, based on the new language and based on when a substitute teacher is requested but not available. The goal is to have these guidelines/procedures available for our teachers by July, 2020.

90-Minute Prep Period for Elementary School (ES) SPED Teachers (Article 19.8): We are working with WCSD on developing a survey to send out to a number of ES SPED teachers to determine how often these teachers are or are not being provided the recommended 90-minutes of prep period time each week. Once the survey data is received and compiled, we will be working with WCSD in analyzing the data to determine if additional supports can be provided to our ES SPED teachers.

Overage Process MOU (Article 31.1): We are working with WCSD on reviewing the overage process, with a focus on improving the efficiency and fairness of the process. The WEA will be soliciting members of the WEA to assist in the process, and changes agreed to by WCSD and the WEA will be implemented in the April, 2021 overage process.

Member Spotlight

SPONSORED BY THE WEA MEMBERSHIP COMMITTEE

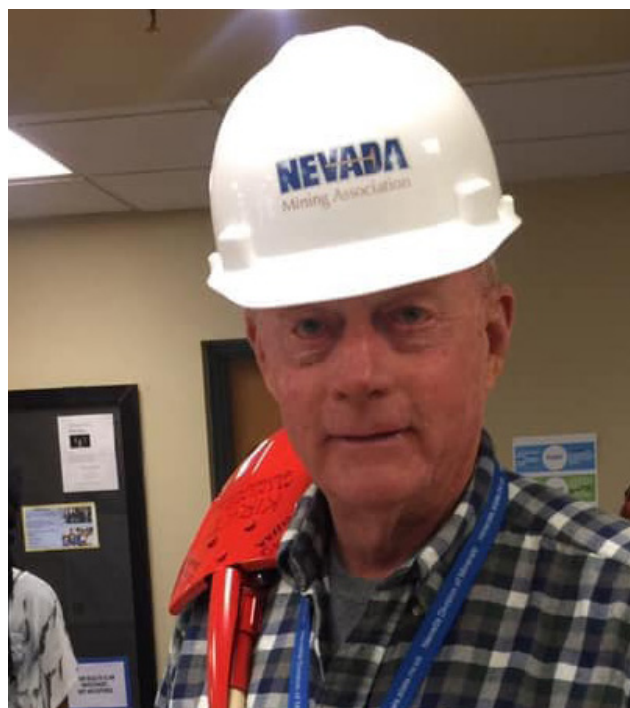
Jeff Kirst
Innovations High School Teacher
Active with the WEA for over 7 years.

Talent: Author

In 2006, WEA member Jeff Kirst had his book "Screwballs, Curves and Knuckleheads" published by Sierra Features, Inc. The book not only celebrates those who decide to coach a youth sporting event, it also is a highlight of Jeff's humor.

Do you know of a WEA member who has some amazing talents outside of the classroom? Or, do you yourself possess some incredible ability in some area? If so, WEA would love to share these stories of the accomplishments of our talented members.

To access the Member Spotlight form, simply go to the WEA Website or contact your building rep.



Zoom In Not Out

Chris Daly & Alex Marks / NSEA

During the 80th Session, SB543, amending Nevada's education funding formula, was introduced late in the Legislative Session, received only one public hearing, and was passed into law over the objections of Nevada educators and numerous other education stakeholders. As a result, the law is riddled with issues, which, if left unresolved before implementation, will only create new winners and losers, rather than improving education for every student.

The bill created an eleven (11) member commission charged with helping implement and making recommendations to the Legislature on Nevada's new school funding plan. The Commission has held several meetings and NSEA has been present and vocal at each one.

From the very beginning, NSEA was clear Nevada's school funding formula needed to be updated to reflect the changing needs of Nevada students. NSEA opposed SB543 during the 80th Session (and currently during the interim) due to serious policy concerns including:

Issue 1: No New/Additional Revenue. Given the chronic underfunding of public education in Nevada, no new funding plan will

work without new and additional revenue.

Issue 2: The Freeze & Squeeze of Most School District Budgets. The bill does not contain a true hold harmless; beginning in 2021, most school district budgets will be frozen without consideration for growth or cost of doing business.

Issue 3: Zoom and Victory Schools Will be Compromised. Under the new funding plan, current Zoom and Victory Schools, two successful equity models, will not be able to maintain their current level of services for students to continue their success. With reduced funding, the current model will be watered down and compromised.

Issue 4: A Multi-Million-Dollar Charter School Giveaway. While freezing funding for most school districts, the windfall for unaccountable charter schools of approximately \$28 million is movement of precious resources away from traditional public schools.

Issue 5: Anti-Union End Fund Balance Provision. Under the new funding plan, 16.6% of a school district's budget will be walled off from collective bargaining (approximately \$740 million Statewide in FY21) This is a gross departure from current practice, and policy of the previous legislative session.

Issue 6: Exclusion of a Current Educator on the Commission. The Commission has significant powers and responsibilities, yet, it is missing an important voice, as no current educator serves on the Commission. Those most impacted by the deliberations and recommendations of the Commission are excluded.

MOVING FORWARD

While NSEA opposes 543 each meeting we attend is an opportunity to advocate for the fixes that are needed for this law to have any chance of success for our kids, our educators, and our state. NSEA has been focused on the various issues mentioned above and have approached each in distinct ways. As part of a broad based coalition, NSEA has also engaged with partners to discuss new sources of revenue so the new formula can have a chance to succeed.

NSEA's campaign of #FIX543, which includes #ZoomInNotOut, is getting stronger, educating the Commission and community during each meeting as to the flaws of this bill. As we head toward the next election and 81st Session, this campaign will guide NSEA as we work to pass and implement a new funding formula that benefits all of Nevada's kids.

Take the Pledge

One of NSEA's and WEA's Partners is Fund Our Future. If you agree with the following statements – please take the pledge by visiting: <http://www.fundourfuturenv.com/pledge.html>

- make K-12 the top funding priority for Nevada?
- support efforts to identify revenue resources
- move Nevada (to a minimum) up to the national average in per pupil funding by 2030

I value our students and their right to a quality education, and I pledge to be a part of this change!

WEA Collaboration With U of NEA at UNR

Fran McGregor / WEA Vice-President

The Washoe Education Association is continuing its collaboration with the student association at UNR, the U of NEA. WEA began working with the UNR group last year. Last March, former ELI fellows, Debbie Deach and Julianne Prettyman, organized a panel of WCSD educators to speak with the university's future educators. Much of the conversation dealt with concerns many of the students had regarding student teaching. The evening proved to be so successful that the WEA Membership Committee has continued the collabora-

tion this year.

On November 20, WEA, working with the WCSD, organized a panel of educators and substitutes to speak about substitute teaching in Washoe County. The WCSD addressed how to go about applying to substitute in Washoe County and educators and current substitutes spoke about the challenges of subbing and offered tips on how to be a successful substitute. Since Washoe County is experiencing a critical shortage of substitute teachers, this was a very timely topic.

Currently, WEA, WCSD and the U of NEA are working together for a second event during Bill Raggio Week at the UNR School

of Education, March 9-13. Current plans are to address hiring procedures in the WCSD. Many of the students will eventually be applying for a position here in Washoe County and WEA wants to assist them in being as prepared as possible for that step. Even if these new educators end up applying elsewhere, they will know that local associations are always there to assist them, even from the very beginning of their careers.

WEA looks forward to continuing the growing relationship with the U of NEA and to future endeavors to benefit both associations.

Thank You!

Thank you to WEA Insurance Members Dawn Miller, Robert Munson, Kathy Howard and Sheryl Bennett for representing us during the monthly meetings (including the summer months). Kathy & Sheryl will be leaving the Insurance Committee this year; Salena LaRue Hatch and Rachel Drake have been appointed to fill in their positions.

Early Leadership Institute

Fran McGregor / WEA Vice-President

The Washoe Education Association is pleased to be implementing its third year of the Early Leadership Institute. ELI is an NEA program designed to encourage participation of early educators and thereby identify potential association leaders. The ELI program in Washoe has been very successful. Past ELI participants have gone on to become building representatives, WEA committee members, RA/DA delegates, as well as WEA Board members.

Another sign of the ELI program's success is the fact that this year's ELI participants are being coached by former ELI fellows,

Debbie Deach and Julianne Prettyman. Current ELI fellows are Elana Varshawsky and Isela Viscarra, both from Lincoln Park, Karl Reinhold from O'Brien MS, Jennifer Leja from Cold Springs MS, Fauna Pettit from North Valleys HS, and Reena Spansail from Wooster HS.

Debbie and Julianne will be coaching the ELI fellows through a six-month journey where they will interview association leaders as well as other early educators. Using that feedback, fellows will identify an issue they believe is critical to early educators and focus on a LEAP plan to address that issue. The fellows will then present their Leadership Engagement & Action Plan (LEAP) to the WEA Board of Directors who

will decide whether to implement the ELI plan. Previous LEAP plans focused on improving the WEA New Teacher Breakfast and collaboration with the student association at UNR. WEA is eagerly looking forward to what this year's ELI fellows will put forth as their LEAP.

WEA recognizes the importance of identifying our future association leaders and is pleased to continue to encourage the ELI program in other areas of the state. Last year, WEA coached ELI participants in both Mineral and Humboldt counties and will again be working with early educators in Humboldt county. The ELI program assures that the future of our association, both local and statewide, is strong.

WEA High-Fives

SPONSORED BY THE WEA MEMBERSHIP COMMITTEE

JULIANNE PRETTYMAN

Lincoln Park Elementary School
2nd Grade Teacher

Julianne is one of the new ELI (Early Leaders Institute) facilitators. She is also the home visit coordinator at Lincoln Park. She offers assistance to anyone who needs it. Thanks for all you do!

DEBBIE DEACH

Lincoln Park Elementary School
2nd Grade Teacher

Debbie is also one of the new ELI (Early Leadership Institute) facilitators. She is a lead teacher for one of our student teachers. She is a dedicated teacher on staff.

DARCY CLARK

Spanish Springs High School
Strategies Teacher

Darcy has worked super hard to start up the first strategies program at her school. She has positive relationships with her students and their parents and tries hard to get her students the supplies they need. She is still in the ARL Program and she will graduate with a Masters degree in autism this coming May.

KATHERINE LOPEZ

Palmer Elementary School
Speech Pathologist

Katherine is always helpful and listens. She is willing to assist with an IEP and she is a great asset to our school. She is flexible and resilient. We love her!

MARTHA TAYLOR

Clayton Middle School
English Language Art

Ms. Taylor is amazing. Every Monday morning we come to Clayton to a selection of delectable delicacies for all staff members. She gives up her lunch to do detention and I believe she even teaches on her prep. She arrives first thing in the morning. Sometimes even before the custodian around 5 to 5:30 am. She is a leadership teacher and gives up countless hours over contract time to set up Assemblies and dances among other duties! Thank you Ms. Taylor! We love and appreciate you!

If you have a fellow WEA member you would like to nominate for a "High-Five" please go to weatoday.org for the nomination form. WEA's Membership Committee is working on recognizing and supporting more of our unsung hero members!

How to Make Your Money go Further with NEA, NSEA and WEA Discounts and Benefits

Arthur Huron / UniServ Director

The following are a few ways to save money by using your discount programs available to you via your membership.

Log on to neamb.com, to connect to all the benefits the NEA offers. You will need your membership number and you can find that information by calling 1-800-

637-4636. These benefits include money smart deals, home and auto deals, travel deals, health and security deals, retirement deals, and many, many more.

The NEA's Click and Save program will give you discounts to various retailers like Best Buy, Lowe's, Kohl's, Macy's, restaurants, cell phone services, air travel, books, automotive, hotels, movie tickets and

much more. Log on to neamb.com/clickandsave. If you have questions, please call 1-800-637-4636.

The WEA has also made available a number of local discounts and benefits! These include movie tickets, Wild Island, restaurants, fitness centers, etc. Just go to weatoday.org and click Member Benefits and start saving money!

Welcome, New Members!

Lindsey Baker Risley	Karissa Helton Dilworth	Rhonda Mosley Natchez
Jennifer Banks Spanish Springs HS	Miranda Hendrickson Picollo	Kirstie Naughton Galena
Sky Baumbach Sun Valley	Bailey Hill Innovations	Marcie Neubecker Silver Lake
Edlin Bonilla Stead	Caitlin Hospodar Westergard	Christina Novelli Maxwell
Sean Bryant Shaw	Jessica House Mendive	Jennifer Orolfo Mendive
Janelle Burke Silver Lake	Michelle Hutchings Swope	Nichole Paschal Desert Heights
Heather Caiati Child Find	Ryan Icanberry Pine	Jessica Payne Sparks HS
Heather Cameron Traner	Malake Itani Wooster	Tiffani Puliti Depoali
Nicole Commons Gomm	Ami Jansen Kate Smith	Durdana Qureshi Mitchell
Ciera Conley Allen	Rahul Joshi Shaw	Keith Rand Mathews
Jessica Dasilva AACT	Andria King Palmer	Laryanne Rehne Booth
Katie Dilibero Sparks HS	Cameron Klein Spanish Springs HS	Loni Romo Spanish Springs HS
Trevor Dix Galena	Terry Klundt Natchez	Gina Rosa Smithridge
Diane Domiteaux Shaw	Leilani Konyshv Vaughn	Jennifer Rubinstein Moss
Niki Donohoe Spanish Springs HS	Austin Lensch Reed	Lauren Sabatino Melton
Raquel Dupont Mathews	Sydney Lever Sepulveda	Kimberly Samson Mathews
Calen Evans Lemelson	Angela Lewis Van Gorder	Jillian Sass Beasley
Amanda Fortuna Mathews	Dawn Lupan Palmer	Bret Scoggin Sparks HS
Sophia Franz Beasley	Christina Malone Allen	Quinlan Skinner Shaw
Romelia Frediani Mathews	Stephanie Manning Dunn	Tyler Slaughter Shaw
Julie Fritz Pleasant Valley	Mery Mares Hug	Maia Slaughter Gomm
Alexander Gauvain Risley	Amanda McLain Poulakidas	Tyler Sobota Kate Smith
Bailey Greene Kate Smith	Patrick Mead Reno	Erika Sosa Wooster
Amy Guevara Lopez Vaughn	Mary Meier Verdi	Makayla Terelak Sepulveda
Erin Hastings Alice Smith	Reva Mitchell Rindy Sparks MS	Jennifer Turner Traner
Annelise Hatjakes McQueen	Laura Moore Smithridge	Jill Vanek Taylor
Brandon Haverstock Sparks MS	Aaron Moore Reno	Alejandra Vazquez Sun Valley
Mary Heckendorf Cold Springs	Melissa Morales Smithridge	Amarjeet Virk Desert Skies

Farah Vitale Taylor
Ruth Von Rotz Westergard
Natalie Way Loder
Anita Weber Sparks HS
Jaime Whisler Edison Way
Melanie Wiggins Desert Heights
Riley Wing Smithridge
Christopher Wintch Galena
Ian Wood Billinghurst
Jarett Wright Risley



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Frances McGregor	Vice-President
Thomas Stauss	Executive Director
Arthur Huron	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.