



www.weatoday.org

September 2017 Issue

The Washoe Education Association Newsletter

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MARK YOUR CALENDAR

- Sept. 4th:** Labor Day
WEA Office Closed
- Sept. 6th:** Rep Council
4:30 - WEA Office
- Sept. 9th:** WEA Wild Island Picnic
- Oct. 2nd:** Fall Intersession Begins -
WEA will remain open
- Oct. 11th:** Rep Council
4:30 - WEA Office
- Oct. 22nd:** Run for Education
- Oct. 27th:** Nevada Day (Observed)
- Nov. 1st:** Rep Council -
4:30 - WEA Office
- Nov. 11th:** Veterans' Day
- Nov. 13th-17th:** American
Education Week
- Nov. 22nd-26th:** Thanksgiving
Break
WEA Office Closed

Dear Colleagues

Tom Stauss / WEA Executive Director

Dear WEA Members:

I'm very excited to be your new Executive Director.

Having previously worked in WCSD for many years, and being the parent of six (6) children (all graduates of WCSD schools), I know first-hand the positive impact and influence you have on the students and families of our community.



I accepted this position because I wanted to be a part of a professional organization that focuses on supporting our students by supporting our teachers. I believe excellent classroom conditions equal excellent learning conditions. When we work to improve classroom conditions, including increased pay and benefits, more professional respect and recognition, increased time for teachers to focus on the art of teaching and less time on non-essential tasks, educators thrive, students excel, and graduation rates increase.

Too often I hear that WEA membership is focused primarily on advocacy and liability insurance; however, we know that the WEA offers so much more than that. We are a professional organization. We offer professional development opportunities. We offer access to expert educational resources. We offer association leadership opportunities. We offer a greater voice for our members in our classrooms, in our schools, and at the district and state levels. The WEA and its members are the educational leaders in our community.

This school year, our leader, WEA President Natha Anderson, and members of our Board of Directors, UniServ Director Chuck Fletcher, and I, will be visiting schools to sit and listen to your issues, concerns, and interests, so that we can better understand how we can support you better. We will also be visiting with our teachers who work in specialty subject areas. As of this publication, we have already held seven (7) such visits. Please let us know if you'd like us to come to your school, or meet with your group -- we'd love to hear from you.

If there was one thing I would "Ask", it would be that each of us share with our friends and colleagues why we belong to the WEA. Why we personally belong, and how our membership has and does make us better educators. Misconceptions exist regarding who we are as an association, and it is up to each of us, individually, to inform folks regarding who we are, what we stand for, and that we are an integral part of this community focused on educating students.

I so look forward to working with each of you in the coming months and years. Together, we can make a difference!
Thank you.

School Supply Reimbursement Program

Natha Anderson / WEA President

With the beginning of the school year, everyone is trying to get their rooms ready to go and pick up the necessary classroom supplies for our kids. A national survey sponsored by Scholastic in the summer of 2016 found teachers spend, on average, \$530 of their own money (from Education Weekly, “New Survey Details How Teachers Use Their Own Money to Fill in Equity Gaps” 16 Nov 2016). In 2015, SB 133 passed to reimburse teachers for a portion of this money. It was renewed in the 2017 session, although still not fully funded for every eligible teacher to receive the \$250.00 (for example, if all eligible teachers were to participate in WCSD, the projected maximum would be \$102.00).

There is no question there are a few flaws in the program. WEA and

WCSD, however, wanted to get information to teachers earlier in the year to help more teachers apply for the reimbursement.

A few quick facts about School Supplies Reimbursement Program from the WCSD:

- Receipts – either original OR copies – from July 1, 2017 until January 31, 2018 can be used;
- WEA recommends you put the receipts in an envelope so you are not scrambling in January looking for the receipts from July, August, September, etc.;
- Refunded on the actual price of the item – tax is NOT refunded;
- For the purposes of this program, a “supply” would be anything that is considered to be needed by teachers for them to carry out their instructional day (which means a principal and/or their designee can

determine if something is, in fact, part of the of their instruction work. It is a school by school decision);

- NOT ALLOWED: cleaning supplies, candy, costs for fees and services; and

- As defined by the law (SB133 from the 2015 Legislative Session): “Teacher” means a licensed employee of a school district who devotes the majority of his or her working time to the rendering of direct educational service to pupils, except that term does not include a substitute teacher, consulting teachers, counselors, psychologists or deans.

WCSD’s Grant Dept. will be sending out information to school secretaries and principals in the next few weeks. WEA will have a bit more information at the October Building Rep. meeting.

Nurse’s Notes: Vaccination Tips

Alison Simcox / School Nurse

You’re not a kid anymore, so you don’t have to worry about shots, right? Wrong. Vaccines are recommended for adults based on many factors-- your age, health conditions you have and prior vaccinations you may have received—just to name a few.

Influenza vaccine: This is recommended annually to help protect you from the flu. Flu season generally runs from October to May, and you should get vaccinated as soon as the vaccine becomes available.

Tdap vaccine: This is a combination shot that protects against three life-threatening bacterial diseases: Tetanus (affects the brain and nervous system), diphtheria (causes difficulty

breathing, heart and nerve damage), and pertussis (whooping cough). You might have received these vaccinations as a young child, but over the years your immunity may have waned.

Shingles vaccine: This vaccine helps protect against shingles. Shingles is a viral infection that causes a painful, itchy rash of fluid filled blisters. It is caused by the varicella-zoster virus—the same virus that causes chickenpox. Anyone who’s had chickenpox may develop shingles.

Pneumococcal vaccine: Pneumococcal vaccine helps prevent pneumococcal disease which can cause severe infections of the lungs (pneumonia), bloodstream (bacteremia) and lining of the brain and spinal cord (meningitis).

Meningococcal vaccine: This vaccine is recommended for adults who may be at increased risk for meningococcal disease. For example, if you have had a damaged spleen, or your spleen has been removed; or, if you have a chronic condition such as diabetes, liver disease, or heart/lung disease. Meningococcal disease is a serious bacterial infection leading to swelling the tissue surrounding the brain and spinal cord, and it may also cause a serious infection of the bloodstream.

Talk to your health care provider about your specific individual needs based on your health history. Your healthcare professional will be able to tell you exactly which vaccines will be most beneficial to you.

WEA Working for You Over the

Over the 2017 summer, members of WEA joined 8,000 fellow NEA members from across the nation at the NEA Representative Assembly in Boston. The four day convention included discussions around federal education policy and social justice issues.



Follow us on Facebook (@WashoeEducationAssociation), Instagram (@WashoeEducationAssociation) and check out our website (WEAToday.org) for more up-to-date information. The WEAToday is updated monthly on our website, however, we publish it for distribution four times a year.

Together We Make a Difference

Natha Anderson / WEA President

WEA is blessed with an amazing Board of Directors. Our nine member Board of Directors are working with students on a daily basis then donating their time and energy to supporting our organization after the school day. Their willingness to ask the tough questions, to stand up for others' rights, and enthusiasm in strengthening our craft of education inspires our work setting the tone of our organization. Some of the work we do as a Board starts first in the committees. We are always looking for members to be a part of an association committee. By filling out the Interest Card and marking the committees which you might be interested in, we are able to reinforce our collected voice and our activities to match the needs/interests of members. Please fill out the member information form and consider joining one (or more) of our committees. There is an in-depth description of each committee on the WEAToday website. Together We Make a Difference in empowering the members of WEA.

I wanted to take this opportunity to highlight a few of our Directors (more information can be found on our web page WEAToday.org).



Sue Bennett: Music teacher at Alyce Taylor ES; graduate of Indiana University of PA; plays in two local bands (Whisky Before Breakfast and 3-17) as well as the Luongo Ukulele Experience.

Why I chose to be active: The WEA was there for me when I needed them, and now I want to help others who might also be in need of assistance, and to help our association grow. The WEA/NSEA/NEA family is not just there when a member is facing difficulties. Our union is always fighting for our students and public education at the local, state and national levels.



Andrea DeMichieli: Counselor at Depoali Middle School; graduate of University of Nevada, Reno; University of Phoenix and Sierra Nevada College.

Why I chose to be active: It was a chance to be an advocate for our profession. After attending a variety of NEA and NSEA trainings, I was able to realize the importance of leadership in the association and leadership in our profession.



Phil Kaiser: Government teacher at McQueen High School; graduate of Johns Hopkins University; George Washington University; National Board Certified teacher.

Why I chose to be active: Because education policy is too often made by people who are not educators, and the result is that policies and resources have been misdirected. Educators need to lead the discussion, so that policies are more likely to benefit students. WEA is a trusted voice for great public schools for all kids, and I am proud to be part of it.

Your Partner. Your Advocate. Your Association.

How can we best support you?

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FIRST NAME		MIDDLE NAME	
<input type="text"/>		<input type="text"/>	
LAST NAME		DOB (MM/DD/YYYY)	
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WORK SITE			
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EMPLOYER			
<input type="text"/>		<input type="checkbox"/> Get NEA Mobile Alerts	
CELL PHONE		Msg & data rates may apply. 4 msgs/month.SMS terms at nea.org/terms .	
<input type="text"/>			
PERSONAL EMAIL			
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HOME ADDRESS			
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CITY		STATE	ZIP CODE
<input type="checkbox"/> Classroom Teacher			
<input type="checkbox"/> Special/Dev. Ed			
<input type="checkbox"/> Counselor			
<input type="checkbox"/> Librarian			
<input type="checkbox"/> Administrator			
<input type="checkbox"/> Speech/Hearing			
<input type="checkbox"/> Psychologist			
<input type="checkbox"/> Reading Spec.			
<input type="checkbox"/> Coach			
<input type="checkbox"/> Occ. Therapist			
<input type="checkbox"/> Curriculum Spec.			
<input type="checkbox"/> Other			

- 1) How long have you been an educator:
- ☐ First Year ☐ 10–15 years
- ☐ 1–5 years ☐ 15–20 years
- ☐ 6–10 years ☐ 20+ years
- 2) I am:
- ☐ Already a member
- ☐ Joining the Association today
- ☐ I would like more information about membership
- 3) What areas of support would be most useful to help you and your students succeed?
- ☐ Student Behavior
- ☐ Classroom Management
- ☐ Access to mentors and/or coaches
- ☐ Working with Parents
- ☐ Working with Administrators
- ☐ Professional Development Programs or Trainings
- 4) Which of the following issues are most important to you?
- ☐ School Funding Issues
- ☐ Conditions in the Workplace
- ☐ Social and Racial Justice
- ☐ Parental and Community Engagement
- ☐ Education Policy (testing, student loans, etc.)

- 5) Which of the following issues would be most interesting to you?
- ☐ Degrees Not Debt — *reducing your student loan payments, pursuing loan forgiveness*
- ☐ Political Advocacy — *opportunities to advocate for laws and policies that ensure all of our students get the opportunities they deserve*
- ☐ Social and Economic Justice — *opportunities to improve the conditions our students and members face inside and outside of the classroom*
- ☐ Ed Policy — *opportunities to impact education policy at the local, state and national level and build stronger school environments for students*
- 6) On which of the following WEA Committees would you be interested in serving?
- ☐ Government Relations ☐ Membership
- ☐ Minority Affairs ☐ Elections, Bylaws, & Policy
- ☐ Special Education ☐ Communications
- ☐ Educators & Community Together
- ☐ Professional Development
- 7) T-Shirt Size
- S M L XL XXL XXXL



Official Use ONLY:	<input type="text"/>
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Worksite ID	

October 2018

Dear WEA Members:

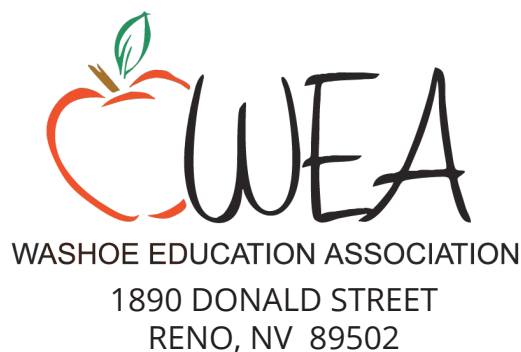
The WEA would like to learn more about your interests and concerns – and more importantly, how the WEA can best support you as an educator.

To assist us in capturing this information so that we can better support you, we are sending you an interest card (reverse side) to complete and return to the WEA. You'll see that the interest card asks about your professional interests, including classroom conditions, parental and community engagement, and education policy, as well as your interest in serving on a WEA Committee. We also want to know what support tools you'd like us to provide – whether it's student debt workshops, professional development trainings, or opportunities to tackle social and economic justice issues in our classrooms and communities.

If you would like to participate, just complete the interest card, fold and tape/staple it, and either place it in the school mail or place it in the school mail in a separate envelope. Completing and returning an interest card will assist us in providing better support to you! We will also send you a free WEA "Battle Born" t-shirt.

Thank you, and thank you for everything you do for the students of our community.

Natha Anderson, President, WEA
Tom Stauss, Executive Director, WEA



Contract Corner:

“I’m glad I asked for help”

Chuck Fletcher / UniServ Director

WEA receives many questions regarding evaluations, especially AFTER the evaluations come out, but the time to address the issues is BEFORE the evaluation. Likewise, after an observation, *if the “feedback” from the observation(s) indicates that the “Effective” standard isn’t being met, ask your evaluator how or what needs to be done to move it to “Effective.”* “Help” is available, but it is necessary to be a member of WEA BEFORE the evaluation happens or when there is a Focused Assistance Plan (FAP). We can often “help” shed some light on the situation.

If you are in PAR, are on a FAP, have not had a pre- or post-observation conference, or are not getting those notes in MyPGS, call WEA: Tom Stauss (Executive Director, 828-3025) or Chuck Fletcher (828-3022).

Questions about SLOs? Here is a link to the most current information: <https://www.washoeschools.net/cms/lib/NV01912265/Centricity/Domain/228/2017-2018%20WCSD%20SLO%20Expectations%20for%20Certified%20Teachers.docx>

Also this year, one will no longer be “minimally effective” but rather “developing” – just a change in terminology.

Sick Leave Bank

If a WCSD certified employee wishes to join the Sick Leave Bank (SLB), this must happen within “the first five (5) weeks of school” or this year by Friday, September 8. The building reps will have those forms, or we can send one by email if you contact cfletcher@washoeschools.net Likewise, if one no longer wishes to participate in the SLB, s/he must send that request to Chuck Fletcher, again by Friday, September 8. Days previously donated cannot be refunded.

Members will be assessed one day this year, but that day won’t be deducted from sick leave until January or February, 2018. We have previously stated that we will assess a day each year until we have a balance at the end of the year equal to twice the usage of the previous year. We are estimating that given current usage, it will be two more years until we achieve that goal.

Beginning of the year checklist (not in order of importance)

- Declare the “personal property” in your room with the Principal’s office to cover it against loss (see Article 16.2.1 to 16.2.8 in the Negotiated Agreement or “contract”).
- Update your name, address, phone information - if that has changed - with the District and WEA!
- Take a look at all your “social media.” If there is anything you wouldn’t want a parent or student to see or read, consider taking it down.
- Remember that by Board Policy 4160, an employee is required to report to their administrator any charge, arrest or conviction of a crime 1) involving a minor, 2) any felony, 3) any misdemeanor, except for minor traffic citations, but to include DUI.
- Hablas espanol? If you can pass a Level I Spanish Language Certification Test offered through TMCC, you could receive a \$500 stipend (see Article 24.2.12 for more information).
- Consider doing national board certification. Achieving the National Board for Professional Teaching Standards (NBPTS) Certification earns an 8% raise for the 10-year life of the certificate. The counseling certification is the National Certified School Counselor (NCSC). There are also no-interest loans available from WEA to help. Call Earl Spriggs (828-3026) for information. (Article 24.4)

- Check your progress towards the renewal of your teaching license. Enough credits yet? How many years are remaining?

Retirement Seminars

Pre-Retirement Program for WEA members only

October 12th: ESIP & Health Insurance

October 19th: PERS - *Planning Ahead*

November 2nd: Social Security & Financial Planning *with Sandy Champan. CFP*

All meetings are conducted at the WEA Office.

They begin at 4:15 and should conclude by 6:00.

Refreshments will be served.

RSVP: 828-3026
earl.spriggs@washoeschools.net

Talking About Trouble: When students need reassurance about what is in the news

Katherine Loudon / Director of Counseling Equity and Diversity

Almost every day, through social media, television, radio and newspapers, our students are exposed to difficult, confusing or scary news. There are local and national violent acts, global conflicts, and political controversies which can threaten children's sense of safety and leave them feeling overwhelmed.

Our task, as adults and educators, is to respond to these harsh realities with honesty, compassion and sensibility. We simply can't ignore, remain silent about, or shun uncomfortable conversation topics. We teach and guide our children through current challenges to prepare them for times when they are not with us. Here are some tips for how to discuss hatred, social unrest, and crises with your students:

1. Take the developmental age of the student into account. Using age-appropriate language, ask them what they know, or have heard, and LISTEN. Sometimes we read into what they think and know because of our own interpretations. Listening is a good way to assess the situation so that you can address specific concerns.

2. Tell them how they are protected. Children need assurances of their safety in schools. What is consistent in an inconsistent world? Point to times in history where people overcame challenges and adversity.

3. Teach them to lean on each other, and how to connect. Show them they have the power to comfort others, and reinforce when they treat others with empathy and respect.

Emphasize that children may not be able to control other people's

actions, but they can control their own behavior. When I was a counselor, I told students, "The one person you take with you everywhere you go is yourself, and you have the power to control how you treat other people." Many famous photos show children connecting with each other in spite of any differences they may have, and reinforce our understanding that hatred is taught. As much as we can be struck by the capacity of human beings to hate, we can also find solace in their capacity to love. Children can support and love each other with a striking authenticity.

4. Give them ideas of ways to take action using speech and service to community. Agency is essential. Feeling powerless, helpless, trapped, or alone can leave a lasting legacy of trauma. In Bessel van Der Kolk's trauma psychology text *The Body Keeps the Score*, there is a case of a child who witnessed the collapse of the twin towers and ran away with his parents. He experienced no traumatic illness which was explained primarily by his ability to have agency in the situation (by running away and carrying himself to safety), and to use his imagination to envision the possibility of a solution: a black dot at the bottom of a picture he drew 24 hours after the incident showed a trampoline to save the people jumping from the buildings. Help children to feel powerful, and to use their imagination to envision solutions.

5. Support their ability to self-soothe and provide comfort. Children may find comfort in stuffed animals, blankets, pets, books, music and games. Adolescents may also benefit from exercise, conversations, art, breathing, etc. Spend time together engaging you and them in physical activity, laughter and play.

6. If you don't know the answer, be honest. It's okay to answer questions like: "Why do people hate other people?" with, "I don't know." This can be an opportunity to learn with your students. Ask the class to have conversations, use a dictionary, watch an educational video, read an age-appropriate book, etc. to learn about this. Engage in learning together as a class.

7. Look for helpers. Many of us grew up with Mr. Rogers who always seemed to have a wise approach to relating to children. He passed on his mother's advice to: "Look for the helpers. If you look for the helpers...you'll know there is hope." There are always helpers in disasters, and you will see them if you look hard enough. Tell children to focus on the helpers and work on how they can help too.

8. Pay attention to your reactions and monitor yourself. Model thoughtful, genuine, purposeful care-giving, and enforce safety. What is the tone, pace, and level of your voice? What are your genuine emotions? How can you present them as an adult in conversation with a child? Engage more directly in your own self-care and keep calm, so you can address their concerns. Students study your face and voice every day.

Social and Emotional Learning happening in schools now, Bullying prevention materials <http://bully-freezone.nv.gov/>

"NO Place for Hate" from the Anti-Defamation League <https://www.adl.org/education-and-resources>

For help in your classroom or with individual students or families, seek out your school counselor, school social worker or safe school professional.

Talking About Trouble: Continued

For more information please see resources below:

<https://www.nasponline.org/resources-and-publications/resources/school-safety-and-crisis>

http://www.pbs.org/parents/talkingwithkids/news/talking_4.html

www.tolerance.org

<http://www.apa.org/helpcenter/kids-discrimination.aspx>

<https://www.common sense media.org/lists/sites-that-help-kids-do-good>

Welcome, New Members!

Robyn Anderson at Hunter Lake

Mary Antrim at Kate Smith

Erin Beatie at North Valleys

Christina Boland at Loder

Elizabeth Boog at Sparks M.S.

Maya Brandl at Palmer

Emilia Carro at Gomes

Melita Cary at Wooster

Collin Chesney at Hall

Amy Craig at Mitchell

Kent Cramer Jr. at Sparks H.S.

Kaitlyn Cockerill at Pleasant Valley

Zhiran Collins at Wooster

Darrell Crowther at Anderson

Joy Davidson at O'Brien

Alissa Davies at North Valleys

Carly Denning at Sun Valley

David Dineen at Duncan

Molly Duckett at Brown

Yvonne Dunn at Natchez

Connie Erickson at Dilworth

Malakai Eschaton at Mendive

Daniel Ferrari at Cold Springs

Amanda Ferris at Brown

Bradley Fleegle at O'Brien

Paul Fleming at Loder

Jessica Fralick at AACT

Raina Garand at Corbett

Sylvia Grady at Allen

Theresa Hagerty at Lincoln Park

Courtney Hanson at Drake

Perry Healey at Kate Smith

RuthAnn Hiatt at Drake

Kathryn Hodges at Warner

Carloyn Hughes at McQueen

Linda Hutchinson at Shaw

Jennifer Jensen at Corbett

Marissa Jordan at Corbett

Rachel Joslin at Greenbrae

Ileah Kirchoff at Dilworth

Brandi Klein at Lincoln Park

Sharlene Langley at Dilworth

Morgan Langtimm at Hall

Karina Lemus at Cold Springs

Kristina Luckey at Whitehead

Jason Lyons at North Valleys

Matthew Marner at McQueen

Patzy Martinez Perez at Stead

Dane Mcquivey at Loder/Brown

Rachel Meaker at Sparks H.S.

Marissa Nabong at Natchez

David Nicolle at Dunn

Janice Pearson at Depoali

Jared Powell at McQueen

David Preston at AACT

Noelle Rader at Mendive

Cari Reid at Verdi

Sharlene Robertson at Maxwell

Jennifer Rotta-Williams at

Mathews

Jaime Sandoval at McQueen

Heidi Schefcik at North Valleys

Kayleigh Schneider at Sun Valley

Jesse Siess at Galena

Kasey Smith at Booth

Stephanie Snell at Wooster

Kadie Steacy at Hunter Lake

Nicole Suda at Hall

Darcie Thomas at Silver Lake

Stephanie Thompson at Vaughn

Mark Ubando at Lemelson

Michelle Urrutia at AACT

Edgar Vargas at Student Services

Carol Voss at Mitchell

Kimberly Wilson at AACT

We're glad to have you with us.

WEA Discount Ticket Sales

WEA has Coconut Bowl Tickets for sale for \$5 each. These tickets are good for bowling, High Ballocity, miniature golf, and the laser maze.

We also have Cinemark Theaters tickets for sale for \$8 each.

Our ski ticket program will continue this year, be we do not currently have this season's prices. Please continue to check www.weatoday.org or call the ticket hotline at 828-9282 for details.

Tickets can be purchased by cash or check at the WEA office. Our hours are 8:30-4:30 Monday-Friday, except for school holidays.

2017-2018 Dues

The new monthly membership dues for NEA/NSEA/WEA are:

Full-Time: \$63.43

Part-Time: \$32.68

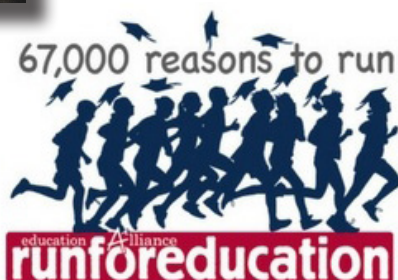
If your contract has changed from part- to full-time, or vice versa, please call the WEA office at 828-3026 to let us know.

2017 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) or talk to your Building Rep for more information.



**SUNDAY
OCTOBER
22, 2017**



1890 Donald Street, Suite A
Reno, Nevada 89502
828-9282 Fax: 828-6748

Natha Anderson	President
Fran McGregor	Vice-President
Tom Stauss	Executive Director
Chuck Fletcher	UniServ Director



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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 ac-