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2018-2019 School Year,

Washoe Education Association Newsletter

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MARK YOUR CALENDAR

November 12th

Veterans Day Observance (WEA Office Closed)

November 21st - 22nd

Thanksgiving Break (WEA Office Closed)

December 5th

Building Rep Council (WEA Office)

December 24th - January 11th

Winter Break (WEA Office Closed December 24th to January 4th)

January 16th

Building Rep Council (WEA Office)

January 21st

Martin Luther King Jr. Day (WEA Office Closed)

The WEA website (WEAToday.org) is a great place to keep up on new events as well as our local business discounts

Rally: Step Up To Say We Care

Natha Anderson / WEA President

Look around any educators' desk to see the paperwork related to requirements attached to legislation. SLOs as 40% of our Evaluations: from the Legislature (Nevada Revised Statute 391); attendance expectations and documentation of chronic absenteeism - the Nevada Dept. of Education for federal legislation (Every Student Succeeds Act), are just two timely examples of politics coming into our worksites daily. Beyond the day-to-day work, the Nevada Legislature sets the per-pupil funding through the DSA as well as what we can and cannot bargain for through NRS 288.

When we are in our classrooms or offices with our kids, we are not thinking of the members of the Assembly or Senate – we are thinking of how Javier is not answering in class but one-to-one has the information down, or how Kacey is not turning in homework or the discipline issues taking over our classroom environment. Yet, all situations go back to legislation...how can we have the time to have a one-to-one conversation with Javier when we have 34 students in 5th grade class due to budget? How can we figure out Kacey is not turning in homework when we are spending an hour to look through attendance paperwork to check for make-up work from three weeks ago? The enormous impact the Legislature has on our day-to-day work is difficult to even comprehend. Yet we must remind these elected officials: their decisions impact our careers, our craft and OUR KIDS.

On Presidents Day (February 18, 2019) WEA will be joining Nevada State Education Association (NSEA) for a **rally** at the Legislature in Carson City. We want to have a large crowd to remind the Legislators the need for more funding so our class sizes/ratios are manageable, for better benefits, for raises (side note – it is outrageous and embarrassing the state has not paid for Cost of Living Raises since 2009 for Educators) and for better working-learning conditions.

Learning from other states and locals who have gone through the “Red for Ed” collective actions, it is very clear we must have a long term plan in place. At our December Building Rep meeting (happening December 5) we will be going over Legislative Items (including funding) and what this will look like in the long term as the **rally** on Presidents Day is only one part of a long term plan.

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5.



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.

WEA Membership Growth

Tom Stauss / WEA Executive Director

This year we have seen significant WEA membership growth. Since July 1, 2018, 193 educators have joined the WEA! We wanted to thank each of you for your efforts in this regard, and we also wanted to give a special shout out to our incredible Building Representatives, who have been particularly engaged in new member outreach.

This is an especially important time to be a member of the WEA, since we are closing in on the 2019 NV Legislative Session, and since we are beginning conversations with WCSD about a new contract, all of which affects pay, benefits, and working conditions. It goes without saying that the more united we are as educators (and stronger in membership!), the more influence we will have in the legislature and at the bargaining table.

Please join with us as we reach out to our colleagues who are not members of the WEA, and have conversations with them about the benefits of membership, particularly the benefits of having one united voice -- a voice that is almost 2,500 members strong.

Together, we can make a difference!

Thank you for all you do for the students of WCSD.

Fran McGregor / WEA Vice-President

WEA appreciates our building representatives and will be holding three social mixers in the Reno-Sparks area throughout the year in appreciation for all the work they do.

Our monthly Rep. Council meetings are important, but they are jam-packed and don't always allow time for longer, meaningful conversations. It is our hope that these socials will be a time when members can visit with WEA Board members about concerns they may have.

WEA has chosen businesses who are friendly to WEA and who have offered discounts to WEA members. The first social was **October 22nd at We Olive**. The second social will be on **Thursday, January 24 at Boulevard Pizza in Sparks**, and the third social is scheduled for **Wednesday, April 17 at Imbib Brewery in Reno**. All events will run from 4:30-7:00 PM.

Building reps will receive five points for attending. Reps. may attend more than one social, but will receive points for the first attendance only. Reps are

WEA Social

encouraged to bring other members from their school, and also non-members who might be interested in learning more about WEA. Reps will be asked to RSVP to Earl Spriggs in the WEA office by a designated date as to how many people from their school will be attending.

WEA will provide appetizers at all sites, and members will be responsible for any purchased beverage. Door prizes will be given. These evenings promise to be an opportunity for increased communication as well as an entertaining evening.

Legislature Votes to Reduce Class Size!

Phil Kaiser / WEA Secretary

Wouldn't that be nice?! How about, "Educators Get a Raise!" Or maybe this headline: "New State Superintendent Throws Out Troubled Attendance Policy!" The only way these headlines might become reality is through political action:

- (1) Voting for supporters of public education,
- (2) Actively talking to neighbors, nannies, and naysayers about the obstacles we face and the candidates who can help us overcome them,
- (3) Donate to "Together-In-Politics" (TIP), our way to contribute to candidates' campaigns who share our point of view about public education.

WEA has almost 2,500 members, but only a few contribute to TIP, or show up for a rally, or even attend a meeting. If we want to change education policy, we need to commit ourselves to act.

Let's set a goal of 500 members donating \$5.00 a month to TIP. That's 17 cents a day. Let's call it "Change for Change!"

How much would you give for a legislature filled with public education lawmakers? Would you give 17 cents a day? Let's make change.

The TIP contribution form can be found on the WEA website or on page #3. You can send completed forms through

Choosing Priorities

Susan Kaiser / WEA Middle School Director

I have worked at this profession for 24 years. I can see that it is in a nose dive.

- We have Betsy DeVos as Secretary of Education
- The Janus decision which turns every other association into a right-to-work-for-less state like Nevada
- And now the Arizona Supreme Court is denying inclusion of a ballot question to fund education in that state. This plane – our profession- is on a crash course!

But – YOU, me, WE can do something about it!

The airlines have trained us as passengers to prioritize placing the oxygen mask on the adult before assisting the children we accompany on a flight. This is counter to our training as educators which teaches us to focus on students. To place our energy in preparing lessons, reporting progress, helping them through struggles at home and modeling how to be a successful adult. The reality is we work long hours at each of our education jobs and we are never finished. We simply run out of time.

We have effectively put the oxygen mask only on our students while we as adults in our profession are gasping for air.

New mandates continue – now, we must monitor student's attendance and their make-up work, the arduous testing schedules have resumed, our case-loads and class sizes are bursting. As educators it is time to prioritize our energy and reallocate more time to our profession. As leaders in WEA – as members of our union - we must all make these larger issues our priority: donate to TIP (Together in Politics), give your time to serve on a committee or caucus, engage members at your site to register and VOTE, post education friendly candidates information on Facebook and in your yards. Taking these steps is how the long-term needs of our students and our profession will be met. All these actions and more will be required to change the trajectory of this plane.

Together YOU, me, we can help education take flight in Nevada!



Yes! I want to make an important investment in my future by contributing to the WEA Together In Politics Fund.

I will contribute \$ _____ per month to the WEA TIP Fund.

I will increase my current monthly contribution by \$ _____ per month.

I will make a one-time contribution of \$ _____. Check (made out to WEA TIP) or cash is enclosed.

Name: _____

Address: _____

City: _____ Zip: _____

Signature

Date

Contract Corner: Hours, Prep Time and Compensatory Time

Chuck Fletcher / UniServ Director

WCSD contract hours are 7.5 hours in secondary and 7 hours in elementary. WEA has heard from many elementary teachers this fall concerning the contract hours not being followed through faculty meetings after school – as much as 1 hour after the contract day.

Articles 18.1 and 18.2 define the hours. Elementary teachers “shall report to school no 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 exceptions listed above (before and after school hours) were never intended to occur on a regular basis, and therefore should not. They were designed to accommodate monthly or semi-monthly faculty meetings and were limited to 15 minutes beyond the contract day. Many principals supplement these meetings with email notices or other ways of communication 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, psychiatrist, administration, and teachers), IEPs (State and Federally mandated and parents need to attend), testing training and planning, Open

House (one), grade level or department meetings, etc. Principals have tried to rely on a sentence in 18.2 in regard to meetings, but WEA does NOT think that a general faculty meeting is “special.”

A memo from Office of Student Leadership was sent out October 12 to principals (can be found on the WEAToday website under “Resources” and then OSL/WEA document). The expectation from the District is that WEA members will communicate with Administrators if there is an issue and then call WEA to help resolve if necessary. We are always available to help with any issue.

Duty Free Lunch

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)

Prep Time

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, but elementary teachers, “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 (or “directed”) to cover an absent teacher’s classroom. For this, compensatory time is paid, and those hours can either be paid at the rate of \$30 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) Not being asked to volunteer to substitute on your prep time, but are being told to do so by the principal? The building representative may wish to speak with the principal and share the contract language, or WEA can do this as well. Either way, a principal’s directive must be followed.

Having a problem with this? Share the contract language with the principal. Maybe your building rep would meet with the principal, and if that’s not possible, call WEA and Tom Stauss or Chuck Fletcher will meet with the principal and the Area Superintendent if needed.

WEA: Working for you!



John -
The day I realized how long my recovery was going to take brought fear and dread. Watching my wife cry broken by the weight she had to carry broke my spirit and my heart. To hear that you suggested the sick bank encouraged me to heal and return to a normal life and teaching again. Thank you for reminding us of the Sick bank and all your work with the WEA.
Thanks,
Kevin Edwards

WEA -
Thank you for your help and work with the Sick bank. After my brain injury my doctor said that my recovery would take about one year. I saw the future as a dark hole without me being able to return my career. Fear consumed me and my family. When John Mueller suggested the sick bank the storm parted. Because of the WEA, John Mueller and the sick bank I was able to have the time I needed to heal. I am hopeful today as I prepare to start teaching again. Thank you for the time.
Kevin Edwards
Incline Middle School Teacher

Rally: Step Up To Say We Care

(continued from page 1)

We'll be asking for one representative from each school (can be in addition to the Building Rep, not necessarily the Building Rep) to be present as "the point person". This will be a longer meeting, probably going from 5:00p.m. -7:00 or 7:30p.m. If you are interested in being the point person for your school – please talk with your building rep or email me through Outlook (ncanderson@washoeschools.net).

As Linda Darling-Hammond (Stanford University Education Professor) said, "We need the union of professionals to step up and say we care how our profession will be treated." Please plan on standing with NSEA, WEA and

Health Benefits - How to Save Money

With the recent issues regarding health insurance costs in WCSD, we requested that Risk Management prepare a document with some suggestions on how members can reduce the costs of health care.

The below is what we received from Risk Management. It can also be downloaded from the WEA website under Resources - Helpful Documents

HOW TO MAKE THE MOST OF MY HEALTH BENEFITS

1. PREVENTATIVE CARE:

Preventative Care is paid at 100%, no co-payments are collected, regardless of what plan you are enrolled in. Preventative Exams include:

Mammograms Colonoscopy Pap Smears
Well Baby Care Annual Physical Exams

2. DOCTORS ON DEMAND:

Connect with a doctor right from your phone, tablet or computer on demand or by appointment - 365 days a year, 24/7. Through live video, hand-picked doctors review symptoms and medications, perform an exam, and may recommend treatment, including prescriptions and lab work. These board-certified doctors can treat a wide variety of health conditions, including:

Colds & Allergies Migraines UTI's
Eczema & Acne Prescription Refills
Heartburn & Indigestion Pink Eye & More

3. GRAND ROUNDS:

Grand Rounds, FREE TO ALL WCSD INSURED MEMBERS, is available to members when you need:

AN EXPERT: You can receive a second opinion or a personalized care plan from a world-leading expert without leaving home.

ANSWERS: Grand Rounds will tell you everything you need to know about a new diagnosis or existing condition.

SUPPORT: Grand Rounds will help you decide if surgery is right for you.

4. HOW TO SAVE MONEY BY USING THE PRESCRIPTION DELIVERY SERVICE:

Prescription Delivery Service offers free delivery of medications to a convenient place - home, work, or doctor's office. This service is recommended if you take a medication on an ongoing basis. You will receive a 90 day supply (3 months) for only two months co-pay. That is like receiving one month for free! Here is how to register:

Online: For 24/7 access to your benefit and prescription information, register at www.WelldyneRx.com.

By Mail: Complete the Prescription Delivery Service Registration Form and mail to WelldyneRx. Please contact the Risk Management Department for this form.

5. HOW TO SHOP AROUND FOR THE CHEAPEST PRESCRIPTION:

No matter which plan you are on, the EPO, PPO or QHDHP, it is always a good idea to shop around when receiving a prescription. When you are on the EPO or PPO plan, you only have a co-pay, but the portion that is paid by the District (your health insurance), can depend on where you choose to have your prescription filled. By checking and having your prescription filled at the lowest cost pharmacy, it will save you money if you are on the QHDHP, but it will also save the District money, no matter which plan you are covered on. Here is how you can check prescription costs:

GOODRX: Download the APP and begin saving money for you and the plan!

6. DENTAL:

The District pays for each Active employee, a comprehensive dental plan. You have the following benefits with this plan:

Three (3) Free Teeth Cleaning appointments per year.

\$2,000 Calendar Year Maximum for all dental services.

7. GAP COVERAGE - WHAT IS IT AND HOW CAN I SAVE MONEY:

The Gap Plan (not available to those on the QHDHP) is a supplemental insurance plan through American Fidelity Assurance Company, which is designed to help cover certain out-of-pocket expenses. If you incur a medical expense, you file a claim with American Fidelity by completing a claim form on-line, or mailing in a claim form, attaching a copy of your EOB (explanation of benefits). American Fidelity will do the rest. You can file your claim at any time and go back as many years as needed as long as you can provide the required EOB. Here are some of the out-of-pocket expenses you can claim:

OUT-PATIENT BENEFIT - this benefit is payable for actual out-patient expenses you incur up to a maximum benefit of \$200 for services in a hospital emergency room, outpatient surgery and diagnostic testing.

DOCTOR BILL BENEFIT - The doctor benefit is payable for doctor visits. This benefit pays \$25.00 per visit, up to 5 visits (\$125.00) per family per calendar year.

8. VISION COVERAGE FOR THE WHOLE FAMILY:

Covers whole family - regardless if they are on your insurance.

Covers Dependents up until age 26.

Eye exam every 12 months - \$10 copay

Lenses/Frames/Contacts every 24 months (2 years)

9. QUALIFIED HIGH DEDUCTIBLE HEALTH PLAN/HEALTH SAVINGS ACCOUNT:

The District has three medical plan options to include EPO, PPO and the QHDHP (Qualified High Deductible Health Plan). The QHDHP has a \$2,700 deductible per year for an individual and \$5,000 deductible per year for family. All medical and prescription expenses would go toward that deductible. Once the deductible is met, claims are paid at 80%. To help offset some of the costs of the deductible the District will contribute \$1,610 into a Health Savings Account (HSA). This contribution is increasing to \$1,805 in 2019. The money in the health savings account is yours to keep even if you should leave or retire from the District. Here are some highlights of the plan:

District contributes into a Health Savings Account \$1,610 in 2018 and \$1,805 in 2019.

Health Savings Account is yours for life, even if you retire or leave the District.

HSA Money is to be used for medical expenses.

You can contribute money into your health savings account on a tax free basis.

The deductible is \$2,700 per year for an individual and \$5,000 for family.

All medical and prescription claims go towards deductible.

Preventative Services, such as mammogram, pap smear, well baby care, etc., are still covered at 100%.

For questions please contact Risk Management
RiskManagement@WashoeSchools.net (775) 348-0343

Early Leadership Institute Fellows

WEA is excited to once again be selected by NEA to be a part of the Early Leadership Institute. ELI is a program that targets early educators with five years or less experience. The goal of ELI is to not only keep these educators in our profession, but to also identify possible association leaders. Last year's ELI program has proven to be successful with ELI participants becoming involved in WEA committees, elected to Delegate and Representative Assemblies, and one, Jasper Isenberg, is now

a member of the WEA Board of Directors.

WEA has also been chosen by NEA to be a "hub" for other Nevada locals who are new to ELI. Andrea DeMichieli and Fran McGregor are the coordinators for not only Washoe, but also for Humboldt and Mineral county locals.

Throughout the six-month long ELI program, Fellows (the early educators) interview association leaders and other early educators. They focus on one is-

sue they believe all early educators face and then design a LEAP (Leadership Engagement Action Plan) to address that issue. At the end of the process, the fellows present their plan to their local Board of Directors with the hope that the Board will vote to implement that plan.

This year's WEA fellows are (L-R in the center of the image) Dallas Hulsey, Zachary Grazul, Julianna Daines, and Julie Wilson-Phan.



What Makes a Difference: Celebration of Graduation Rates for WCSD.

During the WCSD Data Summit, the incredible data around Graduation Rates for our students was celebrated.

In the presentation, Deputy Superintendent Kristen McNeil explained a few of the numerous items which makes a difference in helping our students – pointing to the work of all educators and their dedication to our students. Just a few of the items mentioned:

- *What makes a difference, our teachers using their before school time, their lunch breaks, their after school time and even weekends*
- *to spend time with their students tutoring them, providing support before exams and to acquire needed skills to succeed;*
- *What makes a difference is our counselors working with our students and parents/guardians to check to make sure students are*
 - on track and courses are taken that are required, that students have a unique plan that fits their needs;*
- *What makes a difference are the hundreds of home visits that take place throughout the year in our district with principals,*
 - teachers, counselors and support staff having meaningful conversations with our students and their families on the importance of*
 - school to earn a high school diploma;*
- *Success is not all about grades, we also value the whole experience and the importance of developing the whole student, we want our*
 - students to graduate as purposeful citizens who demonstrate empathy and contribute back to their communities;*

Welcome, New Members!

Elizabeth Anderson
Patricia Arnold
Carissa Autry
Roselie Avila
Krystle Bailey
Heather Baird
James Barfield
Kerinna Barnes
Paola Basquez Garcia
Benjamin Benson
Amy Berkhausen
Jessica Blasi
Jeffrey Blood
Brigitte Bloom
Christopher Blush
Erin Brown
Tierney Bunnell
Ross Burgos
Paige Campbell
Angela Carter
Janice Chan
Stephanie Chauvel
Darcy Clark
Michelle Cochran
Lauren Conner
Sherry Coops
Martin Cornejo
Maldonado
Elizabeth Coronella
Rachel Coughlan
Wendi Cox
Kayla Craig
Laura Crowder
Ajiah Daley
Jessica Daum
Erin Dawson
Jennifer Depaulis
Dawn Downs
Victoria Dubuque
Tanya Egger
Samantha Eggers
Laura Ellis
Rebecca Engh
Brent Enny
Rhianon Etcheverry
Jennifer Fallon
Stephanie Farias
Eileen Farry
Rachel Foster
Amy Fox
Bryce Ganes
Seanette Garcia
Sara Garfinkle-Hartman
Valarie Gillette
Steve Givani
Susan Givani

Karen Gokey
Jessica Gorin
Derek Gradillas
Kimberly Gray
Courtney Graylow
Thomas Green
Graziella Griffin
Dinaden Gurney
Karissa Gutierrez
Stacy Hale
Michelle Hampton
Dana Hardt
Heather Hartley
Samantha Heck
Nicholas Helmreich
Lisa Hesson
Kristiann Hibbitt
Shannon Hill
Michelle Hufford
Kirk Hulsey
Megan Hummel
Patricia Husnick
Danielle Jackson
Terika Jackson
Shanna Johnson
Emlen Kahoano
Anika Kilkenny
Terin Kirk
Jason Klein-Manchester
Joshua Kolbet
Seth Kovar
Ashley Krebs
Katrina Kretsch
Paula Larson
Terry Larson
Emanuela Leblanc
Brad Lehto
Lindsey Lehto
William Lindsey
Jill London
Megan Mack
Erin Mahr
Arianna Maier
Jessica Mansfield
Melissa Mansfield
Leah Martinez
Daniel Martinez-Marquez
Laura Martinmaas
Christina McClaughrey
Benjamin McDonald
Ana Mead
Carly Mendiola
Steve Milin
Jaime Miramontes
Lanae Moffitt
Mckenna Monick

Anne Moody
Angelica Morales
Courtney Morse
Stephanie Mosqueda
Megan Nelson
Kenny Nez
Alysandra Nugent
Eduardo Ojeda
Christopher Orsborn
Victoria Ostrom
Bradley Palonsky
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Rachel Peterson
Heidi Poindexter
Jandyra Pond
Laura Prater
Carolyn Pratt
Laura Ramelli
Karl Reinhold
Gina Riggi
Emily Roberts
Henry Roberts
Jeanette Robinson
Rachel Robinson
Isabella Rocca
Susie Rodriguez
Veronica Rodriguez
Casey Rogers
Richard Ruppe
Kayla Russell
Samantha Russell
Cailin Ryan-McKeever
Julia Rymar
Michelle Sarfati
Shay Satmary
John "Jack" Scarbrough
Cynthia Schnaare
Carol Shaw
Kelsey Shaw
Kelsy Shelton
Christine Silva
Kayla Silva
Quinn Sims
Bruce Small
Erin Smith
Skye Snyder
Gina Soileau
Michael Sorrentino
Ashley Speight
Taylor Stefan
Beth Stoker
Steve Struzyk
Guadalupe Suarez
Amanda Swafford
Jennifer Szostak
Charles Targett

Zachary Taylor
Kira Temple
Christopher Thomas
Julie Thompson
Clinton Toledo-Milhollin
Natalia Tomasello
Jacquelyn Tonoff
Jeanette Torruella Zordell
Matthew Vallet
Ryan Van Reken
Jonathan Vial
Adriana Wahwasuck
Diana Walsh
Kristine Walton
Andrelyn Warren
Linda Weise
Nicole Wellman
Erik Wilkinson
Morgan Witt
Raymond Wojdyski
Norma Wolf
Elizabeth Zinser

WOW!



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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.