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Mark Your Calendar

April 4th

Nominations Due for the
WEA Awards Banquet

Nominations Due for WEA
Scholarships

April 11th - 13th

NSEA Delegate Assembly
Peppermill Hotel

April 23rd

Membership Committee Meeting
WEA Office 4:30

May 7th

Rep Council Meeting

Letters of Intent

Your letters of employment intent for next year will be out May 1st. You have until the 10th to sign them. This is a legal document that insures your job for next year. You need to read it over and keep a copy for yourself.

Initiative Challenges

Ken Buhrmann / WEA President

Many members are curious about the status of the SAVE OUR SCHOOLS initiative. This is a story that has many chapters already written and may have many more chapters to go. Below is the current saga of SAVE OUR SCHOOLS With Additional Funding.

The Nevada Resort Association (NRA) and the Sands Corporation has once again challenged the NSEA refilled initiative. The basis of the challenge is "single subject" and NSEA's view and description of "effect." At this time NSEA is anticipating a favorable ruling by the court by the first of April. When the ruling is announced, be assured that NSEA will notify all locals and members that the initiative has cleared the challenges.

NSEA's position on these challenges is as follows:

- It is the same delaying tactic that gaming has used in the past.
- Gaming does not feel that the lack of education funding is their problem.
- Gaming does not want this initiative to come before the voters of the state because they know that they will lose and the petition will pass.
- It is a sad fact that the casinos

do not view themselves as a part of the community.

With that in mind, we need to be ready to start gathering signatures as soon as the court rules in our favor. As soon as this happens, your local association will be provided with the petition so all members can sign. A plan has been developed by WEA and will be put into motion as soon as we receive the "go-ahead" from NSEA.

Once this is put into motion, we may have a very short time line to gather 58,000+ signatures statewide! Ideally, every one of our members needs to be involved, sign the petitions, and take it out and have relatives, friends, and their neighbors sign it as well. If you think we need to improve our schools and invest in our children's future, then we all need to get out and get those petition signatures.

Finally, one last thought. We all must keep in mind that this is needed money for Nevada education and Nevada's future. Most importantly this is about the children and students of Nevada schools. We all need to be on board and work hard to see this through to a successful conclusion – the passage of SAVE OR SCHOOLS With Additional Funding.

For More Information Go To www.nsea-nv.org

Who You Gonna' Call

Virginia Doran / Executive Director

Recently we have experienced an increased number of members who have NOT called the office in cases of investigative hearings, etc. Most of these cases will not result in serious discipline; however, everyone should understand their rights when faced with this situation.

Possible scenarios that occur include the following:

Testing violations: If there is a suspected violation, a statement will be requested from the persons involved in order to assist with the investigation. A member has every right to have someone in our office review the statement prior to submission. Once a meeting is established at the school for district personnel to review the particulars of the violation, our members are entitled to representation. This is critical as possible discipline may occur in testing violations. The discipline may vary from a counseling memo to suspension or dismissal.

Investigative Due Process Meetings: These meetings have seen an increased incidence in

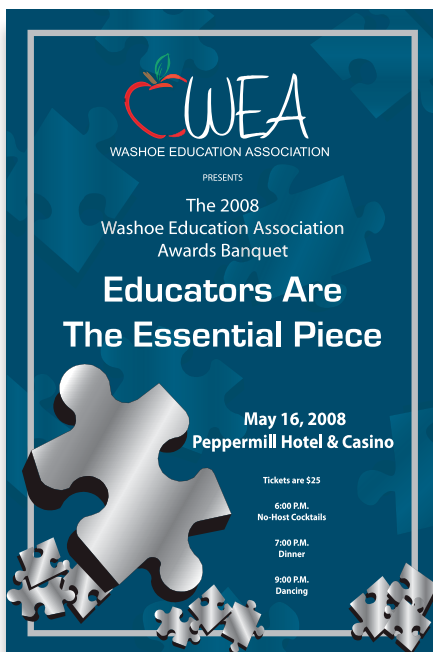
recent months. The letter delivered to members informing them of these meetings can be shocking. The district is obligated to inform the employee of potential state statutes and violations that may lead to discipline – up to and including dismissal. There is no assumption of guilt and this letter is only to request a meeting and advise the employee of their right to representation. It is crucial that the member call the office immediately. We have been very successful in arranging meetings to adjust to everyone's schedule. There should be NO reason that a member shouldn't take these letters seriously and arrange for representation. In some cases there are several meetings that may occur after the initial due process meeting. For members, we will be there every step of the way.

Police investigation: Often times allegations may occur that will deal with criminal investigators. There may, in fact, be times that the parent or guardian wishes the investigation to be conducted as a criminal investigation, meaning it will then be conducted by campus police. Once the officer has

completed interviewing the alleged victim and witnesses, he/she will contact the educator to set up an appointment for the interview. The officer will inform the educator that he/she is entitled to representation. It is extremely important that NO report be written or interview take place without representation. This is your right!

Weingarten Rights: Whenever an administrator needs to speak with an employee he/she may request a meeting. We urge administrators to inform employees what the meeting is about. If the employee feels that there may be potential discipline, he/she is entitled to representation. In this particular case, it is generally a rule of thumb that the building rep would be a competent person to attend the meeting. Their primary responsibility is to take notes and to make sure the employee is treated with respect and intimidation is NOT used in this process. It is a good idea to file the notes of the meeting (the administrator is NOT entitled to a copy).

NEXT MONTH - Actual Cases (no names and schools)



AWARDS BANQUET...May 16th

Peppermill Hotel Casino

6:00 No-host cocktails, 7:00 Dinner and Award Presentations

Now is the time to make plans to attend the Annual Awards Banquet. This event is the highlight of events for educators in Washoe County. It is the culmination of year-long planning to honor our dedicated and distinguished educators as well as our retirees.

In addition, we honor those who have contributed to the Improvement of Education outside of the school district on an individual and group basis.

The evening only costs \$25 per person. It is an evening filled with celebration, a great dinner and dancing afterwards. If you have never been to a WEA Awards Banquet, you deserve the treat! If you have attended an Awards Banquet in the past, you realize what a phenomenal evening this can be.

Please see your building rep for further details. All orders will be due by May 7th.

Counselor's Connection -

Help Identify "Children in Transition"

Mary Hausauer/School Counselor

"Some high school students in Washoe County are spending their nights sleeping on park benches. There are many families squeezing their children into tiny hotel rooms or moving in with other families when they can't pay their rent," said Gloria Bratiosis, the school district's coordinator for the Children in Transition program. "The goal of our program is to eliminate the barriers these students face so they can be successful in school."

"Any student who lacks a fixed residence whether they are living in shelters, motels, parks, or

campers would qualify as a "child in transition" and be eligible for our services. This would also include runaways or kids who are "couch surfing" at different friends' homes," she added. "We have an advocate at every school-usually a school counselor who helps these students get the assistance they need. It is so important to get them identified. That's why the teacher who sees the child every day plays such a vital role." Assistance comes in the form of backpacks, school supplies, clothing, food, gas, and other support to help families during a difficult time.

In 1995, the program helped about 300 students in Washoe County. As of January, 2008, 1130 kids have been identified this school year as "children in transition" and are getting assistance. "The increase is due to a couple of factors. Schools are doing a better job identifying these students. A worsening economy is also a reason," Bratiosis said.

The program has been able to have an impact as a result of the McKinny Law which includes a provision for grant money as well as system support. Students identified as 'in transition' don't have to have their immunizations to enroll. Schools assist in getting these records after the student is attending. They have the right to remain in the zoned school they began the school year in, and they will be bused to that school if they move somewhere else in the district whenever feasible. The support also helps with funding athletic and extracurricular expenses as well as helping these kids with academic assessments and socialization. They often receive small group counseling or are "buddied up" with another student.

Bratiosis cites the following signs and symptoms to help identify children in transition:

The student is constantly hungry and/or hoards food. He or she has no backpack, and consistently does not have homework completed. The student has dirty clothing or not the appropriate clothing for the weather. He or she has one or more of the following: chronic colds, head lice, needs eyeglasses and/or major dental work. Bratiosis suggests asking students who are frequently sleeping in class where they slept the night before. "Just contact your school's advocate if you believe a child might need support from our program," Bratiosis said.

Contract Corner...

Evaluations - April 1st

Elaine Lancaster/UniServ Director

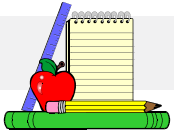
By now you should all have received your 2007-08 evaluation. You should have met with your administrator to go over his/her observations and remarks. Just as a reminder, if you were on a major there needed to be at least two formal 30 minute observations, and one formal observation for a minor. Signing your evaluation does not necessarily indicate agreement, rather, that it was given to you within the timelines prescribed. You have the right to respond to the evaluation even if it was satisfactory, even if you did not check comments to follow. There may have been items or observations that your administrator neglected to include in the narrative sections, which you are entitled to attach to the evaluation. The evaluation policy allows the cycle for the 2008-09 to begin as early this spring. Please contact us with any questions or concerns.

Supreme Court Rules on PEBP

The Supreme Court has ruled on the PEBP (Public Employee Benefits Program) suit. The court reversed the decision of the District Court stating that local government retirees who were previously covered by the health trusts are entitled to the subsidy. While this case did not directly impact current Washoe retirees or employees retiring this year, there was never a guarantee that the Supreme Court wouldn't extend the case to include everyone. Not only will this case still not impact Washoe employees, the District Court's case has been overturned and our members in Clark County will also not be adversely impacted.

This is a very positive outcome for our members who are currently in PEBP and for those planning to retire this year and go into PEBP.

More information is posted on the PEBP website at www.pebp.state.nv.us



THE EDUCATORS TOOLBOX

By: Laurie Johns

Bring on those ideas! This is the second installment of the teacher's tool box. The goal is to bring to you useful, helpful, information you can use as well as good ideas you wish to share with other teachers. www.teacher.scholastic.com

This site offers so many different things for teachers. This month some cool things to look for include: 100 ways students can help save their environment by going green; tips to help students understand the election process; poetry writing workshops; and kids can observe clouds, forecast weather conditions, and meet weather experts while learning the science behind extreme weather. This is just to name a few things available on that site: www.authorsinschools.com

This site will help you in your

search to find authors, illustrators and entertainers who travel to schools. It provides biographies, testimonials and fees charged. You can search by name, location or genre. This is a good resource to use if you are looking to have authors come into the classroom.

Parent Facilitator, Marye Anne Read, from Smithridge Elementary School, found this site: www.janbrett.com

This is author Jan Brett's website. It not only has information, but games, activities etc. related to her books along with contests. If you like and use her books, this is a site to use.

Barbara Farber-Brooks, 3rd grade teacher from Esther Bennett Elementary School, found these sites: www.writingfix.com

She accesses this site often. It's

written by the Northern Nevada Writing Project and offers many things for teachers and students. It's a fun way to help build writing skills and abilities. It can be used in the computer lab or in the classroom along with many books a teacher already has. It will answer personal questions to enhance student writing techniques from all grade levels: www.wordles.com

Barbara enjoys this one too. It has word fun, word puzzles and word play. It's a place to just have fun with words. There are free cryptograms, creating your own, and looking up crossword puzzle words. You can use the site to build your own puzzles out of spelling words, vocabulary words, and basically any content area you desire. This is good for all grade levels.

Thank you so much to Marye Anne Read and Barbara Farber-Brooks for contributing those great sites!

Teachers! Each month I will be continuing to collect more of your great ideas and resources. If you have any specific sites, materials or ideas that are wonderful and would be useful / helpful to others, please forward them on to me: Laurie Johns at - twoschues2000@yahoo.com. Include as much information as you can along with your name and school site so you can be credited for providing the information! Please be sure to put "Teacher tool box" in the subject area.

to be members and pay their full "fair share," they are not allowed to vote in Association elections. I also learned that some states don't even have collective bargaining!!! After attending this conference, I had two more reasons to be thankful I'm a member of WEA and live in Nevada.

Truth or Consequences

Deb Garrett

On behalf of the Membership Committee, we want to thank YOU for your dedication, participation, and support of your Association. We also applaud you for encouraging educators to join or become involved in the WEA.

It is our goal to arm our members with the truth. There are many misconceptions about unions and associations. We want to arm you with the truth so that you can feel confident in dispelling those misconceptions.

One such deception is that educators are forced to join NEA. The truth is simple: No one can be forced to join; membership in the NEA is completely voluntary. When a union becomes the exclusive bargaining representative for a group of employees, it is required by law that non-members also receive the

benefits of the Association's efforts through negotiations. In some states (not ours), employers and employees are allowed to negotiate agency shop provisions in their contracts. These agreements ensure that all employees in a bargaining unit help pay for the benefits they receive. This means employees who don't join the Association must still pay an "agency fee" that covers the costs of activities related to collective bargaining as well as contract administration and enforcement.

When I was at a National Education Association conference this past November, I was surprised to learn how many states do require educators to pay their "fair share." In these states, educators are required to pay a large percentage of the regular dues cost because they receive the benefits of collective bargaining and association representation. However, if educators choose not

Nurse's Notes

Sharon G Freier / RN, BSN

From National School Nurse Association News

New Research Shows Car Crash Deaths Increase Starting At Age 12

Child passengers, ages 12-16, are more likely to die in a car crash than younger children, according to a study released in the Archives of Pediatric and Adolescent Medicine. This risk increases with each teenage year. Conducted as part of an ongoing research collaboration between The Children's Hospital of Philadelphia (CHOP) and State Farm Insurance Companies(R), the study offers evidence-based guidelines for parents and policymakers to help protect this vulnerable age group. For more information on this study and to find additional tips, parents can visit <http://www.chop.edu/youngdrivers> to download a "Teaching Your Teen to Be a Smart Passenger" tip sheet and for video associated with this research.

NATA Publishes Position Statement on Disordered Eating Among Athletes

A new position statement from the National Athletic Trainers' Association (NATA) provides recommendations to prepare certified athletic trainers, other health care providers, sports management personnel, coaches, and parents for the challenges of understanding and working with athletes who have exhibited patterns of disordered eating, which can lead to a clinical diagnosis of anorexia nervosa or bulimia, and to identify those who may be at risk. The position statement was just published in the Journal of Athletic Training, the association's scientific publication. The statement also coincides with National Athletic

Training Month in March. To review NATA's position statement, "Preventing, Detecting, and Managing Disordered Eating in Athletes," in its entirety, please visit <http://www.nata.org/jat/readers/archives/43.1/i1062-6050-43-1-80.pdf>.

CDC Study Finds 1 in 4 Teenage Girls Has a Sexually Transmitted Disease

A CDC study estimates that one in four (26 percent) young women between the ages of 14 and 19 in the United States - or 3.2 million teenage girls - is infected with at least one of the most common sexually transmitted diseases (human papillomavirus (HPV), chlamydia, herpes simplex virus, and trichomoniasis). The study is the first to examine the combined national prevalence of common STDs among adolescent women in the United States, and provides the clearest picture to date of the overall STD burden in adolescent women. For more information, please visit <http://www.cdc.gov/nchstp/>.

Kick Butts Day April 2, 2008

On April 2, 2008, elementary, middle, and high school students across the country are organizing Kick Butts Day (KBD) events to fight youth tobacco use. Young people will participate in a variety of KBD activities such as surveying tobacco advertising in their communities; urging local officials to support anti-tobacco ordinances; and tossing caps, hats, jackets and other items carrying tobacco brand names into giant dumpsters. In 2007, thousands of kids carried out nearly 2,000 events. The number is expected to increase this year. For information on this national

initiative, please visit the KBD Web site at www.kickbuttsday.org.

World Health Day April 7, 2008

The first World Health Day was established to mark the founding of the World Health Organization (WHO) in 1948. World Health Day has been celebrated on April 7th since 1950. Annual themes highlight priority areas of concern for WHO. The 2008 theme is "Protecting Health From Climate Change". Please visit <http://www.who.int/world-health-day/en/> for more information.

National Public Health Week April 7 - 13, 2008

In 1995, the President proclaimed the first full week of April as National Public Health Week (NPHW). Each year, the public health community, led by the American Public Health Association, focuses on an issue that is important to improving the public's health. The 2008 theme is "Climate Change: Our Health in the Balance". Please visit <http://www.nphw.org/nphw08/default.htm> for more information.

National Crime Victims' Rights Week April 13 - 19, 2008

During the week of April 13-19, 2008, crime victims and survivors and those who serve them will join together across America to promote victims' rights and services, and to educate our communities about the devastating impact of crime on victims, neighborhoods, schools, and our nation as a whole. For more information, please visit <http://ovc.ncjrs.gov/ncvrw2008/welcome.html>.



LOOKING FOR MEMBER NUMBER 2900

The membership committee has established a special celebration for member number 2900. We are within twelve members of achieving that number.

When the 2900th member comes into the office the new member and the person sponsoring him/her will receive a \$290 gas card. **Isn't it time you found that new member?**

Welcome New Members

Mindy Hobbs at Risley
 Kay Ingram at North Valleys
 Marcy Pimpl at Sepulveda
 Rhea Stanley at Smithridge
 Laura Moore at Anderson
 Conda Arteaga at Whitehead

Jenny Overby at Hug
 Earl Prater at Hug
 Stacy Brown at Juniper
 James Cirillo at Galena
 Michelle Hulme at Mitchell
 Lezli Vielle at Galena



The Grand Prize Winner - Talena Pearson from North Valleys High School receives her framed bookmark from Ken Buhrmann, WEA President. Each grade level winner received their bookmark in a frame, as well as a celebration in their classroom with treats and a

\$25 gift certificate from Barnes & Noble. The grand prize winner received a \$50 gift certificate from Barnes & Noble and a classroom celebration!

Full service florist

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20% Off to WEA Members

(Offers not valid for St. Valentine's Day and Mother's Day)



Family Florist

479 East Plumb, Reno Nevada 89502
 Phone: (775) 337-0990, or visit us at www.renofamilyflorist.com

Ski Tickets

Any unused ski tickets need to be returned to the WEA office by May 16th to receive a refund. When you return them, we'll take your name and address and mail you a check.



WASHOE EDUCATION ASSOCIATION

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weatoday.org

WEA Today is published nine 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.

Advertising

Size and rate information is available by contacting the Editor at (775) 828-9282. Acceptance of advertising is at the sole discretion of WEA and staff. We reserve the right to refuse advertising not deemed appropriate for this publication.