



Washoe Education Association Monthly Newsletter

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MARK YOUR CALENDAR

**December 4**

*Nominations open for the NSEA Board of Directors and close on the 12th*

**December 23 - January 10**

*Winter Break (WEA Office will be open January 6-10)*

**January 15**

*Nominations open for NSEA Delegate Assembly and close on the 23rd*

**January 16, 23 & 30**

*Retirement Seminars, WEA Office at 4:15 p.m.*

**January 20**

*MLK Holiday - Schools closed*

**February 5**

*Rep Council*

**February 17**

*Nominations open for NEA Representative Assembly and close on the 15th*

**March 5**

*Rep Council*

## November 12th Was a Sad, Sad Day

*Dana Galvin / WEA President*

This was written by WEA Secretary, Robert Munson. I couldn't have said it better myself...

The State Legislature was asked to pass a bill (AB46) that would give Washoe County a stable source of funding for capital improvements and maintenance. This has been an issue for years. Former Superintendent, Paul Dugan, worked on it years ago. We are the only county in the state without a separate revenue for these repairs and improvements. The Legislature passed the bill with a 2/3 majority, but knew the Governor would veto it, so they changed it and included a provision that would instead allow the County Commission to raise these taxes. So the Legislature passed the bill, the Governor signed it and then it was sent to the County Commission.

The County Commission from the very start made comments that demonstrated they weren't interested in having taxes tied to them. The taxes were supported publicly by the Realtors Association, the Chamber, the carpenters union, the sheet metal union, the Builder's Association, as well as numerous business organizations who were on a committee looking at this need for a couple of years. The opponents argued that it was unconstitutional because they believe that all taxes should be put on ballots, period. Support for the taxes appeared to be at least 2 to 1 from local polls, calls, postcards, and even the Commission's own online comment and voting board which showed even higher support among constituents.

However, the Commission let it fail without a vote on Nov. 12th after over three hours of testimony. They all agreed (except one) that the need exists, but didn't feel they could raise taxes. Commissioner Kitty Jung addressed the many claims of money mismanagement by the district in which no specific claims were made and stated it was obvious this was clearly hearsay and unsubstantiated by people who don't have a clue what they are talking about. Ms. Jung also addressed the unfounded claims that this is unconstitutional as well. She made two motions—one with both taxes and with just one tax. Both motions failed to get a second. She sat there wiping her tears because she knew it was the right thing to do. It is a sad reality that we say education is important, but refuse to put our resources behind the statement.

*Dana Galvin*  
President

## WEA “Runs” for Education

Over 120 WEA members and their families participated in the Run for Education, November 3rd at Scheels. The WEA Board of Directors was on duty from 6 A.M. until the Fun Run started at 9:30. The Educators And Community Together Committee, co-chaired by Dawn Miller and Robert Munson, did all the entry form work and made sure each of WEA’s participants had a great t-shirt-we were very recognizable!!! The committee is planning several other events for our members.



## Contract Enforcement

*Elaine Lancaster / Executive Director*

There are two new Articles in our recently negotiated contract that will depend on your help in achieving the intended results.

Article 19.8 states that every reasonable effort will be made to schedule some time during the contract work week wherein elementary special ed teachers can work on IEP planning etc. Every reasonable effort is a legal term that we can hold the district to and expect the language to be followed. Each principal is required to submit a report detailing the spec. ed teacher’s daily work schedule to their area superintendent. A memorandum of understanding was signed with the district, that training will be conducted with administrators to assist in site based scheduling to achieve this goal. The only way we will know if this is happening is through your feedback.

Article 18.8 addresses mandatory meetings-when teachers are required to attend an IEP meeting, every reasonable effort will be made to limit the time a teacher is required to work beyond the end of the teacher’s work day. To that end, a memorandum of understanding was signed which will train administrators, LEA’s, Special Ed Case managers, and other student support services personnel regarding how to conduct an effective and efficient IEP meeting. Again, the only way we will know if this is happening is through your feedback.

This is the first time that the district has been willing to acknowledge and put into our contract, language concerning the time these issues take during and after the contract day. We hope that you will assist us in enforcing these changes.

## Who Needs a Coupon?

With the NEA Click and Save program, WEA members are able to get discounts from more than 100 companies. The products include travel deals (up to 25% discount on Hertz Rental Cars), shoes & clothes (limited times for 20% discounts at Macy’s), even electronics (limited time offer for free shipping from Best Buys). Most of these offers are for limited times, so you want to register and get the weekly/monthly updates. It is like getting a Black Friday deal every day.

To register: go to NEA Click & Save/NEA Member Benefits ([www.neamb.com/shopping.../nea-click-and-save-retail-discounts.htm](http://www.neamb.com/shopping.../nea-click-and-save-retail-discounts.htm)). You could be asked for your NEA member number - this is found on the front cover of the NEA Today monthly magaz-

ine. Then you are ready to shop! You will receive emails on offers on a weekly/monthly basis.

In addition to the national discounts found on the NEA Click & Save website, WEA members are also able to get discounts locally (for example – Honey Treat Yogurt offers a \$1.00 off a small, medium or giant sized frozen yogurt or High Sierra Cycling with the 10% of all non-sale items). The WEA membership committee is working to get more local business to offer discounts (a complete listing of all the discounts can be found in the WEA Calendar).

The membership committee does more than just look for discounts and benefits for our members.

We have been active in trying to figure out different community involvement events, as well as ways to invite more educators to become a member.



## Contract Corner: PAR (Peer Assistance Review), Part 2

*Chuck Fletcher / Uniserve Director (111413)*

In September, Contract Corner introduced the PAR program in general and gave a few specifics on the how it would work, who it would affect, and its purpose.

In October, five people connected with the WCSD PAR program, traveled to Maryland to visit with participants in a PAR program that has been in effect for more than 10 years. Those who actually walked us through many aspects of the program were with the education association there. They explained that it was at the association's initiative that the PAR program was established in the district.

One of the strengths of the PAR program there was that the Consulting Teachers (CTs) worked with every new (to the profession) teacher in his/her first year, and post-probationary teachers who had a "minimally effective" or "ineffective" evaluation. The president of the association said that after 12 years, about 66% of the teachers in the District had gone through PAR. As a result, everyone there knew it was about the support for the teacher. After talking with the association people, administrative people, CTs, and teachers, we felt that we should make some adjustments to the plan that we (WCSD) had going forward.

**Probationary Teachers:** Since WCSD already has CTs working with first year probationary teachers, connecting that with PAR

program. The proposal right now is that, as of 2014-15, the involvement of probationary teachers in PAR will be different because the CT who is assigned to the probationary teacher will confer with the PAR Panel, which will also have input to the support for the teacher. At the end of the first probationary year, the evaluator, the CT, and the PAR panel will have input as to whether the 1st year teacher should continue for a second year in PAR, begin the evaluation cycle for a probationary teacher, or should be recommended for non-renewal.

**PAR Panel:** WCSD was first thinking of a small PAR Panel which would include teachers who would be interchangeable based on grade level, subject, etc. The result of the conversations in Maryland was that we are proposing that the PAR Panel consist of 5 teachers and 5 administrators. The teachers will serve for 3 years, and we will find a way to stagger the terms so that there is always someone with PAR experience on the panel. While the PAR Panel will review all of the cases of those in PAR, there is no need for every teacher to appear before the panel, but that opportunity will be available when necessary.

There was training on Nov. 19 for those who will be on the PAR Panel from someone who is familiar with this work and helped to establish other PAR Panels. The PAR Panel will first meet in December to begin their work.

### Landsberry Family Receives NEA Benefit Insurance

Following the tragedy at Columbine, the NEA Member Benefits Trust set-up a fund for teacher's families killed in the line of duty. The NEA has sent \$150,000 to Sharon Landsberry and her family. The WEA will be working with the SMS faculty and community to establish a scholarship in Michael's memory. WEA has also donated money to the Community Fund and the Military Support Alliance.



### Retirement Seminars

The second round of retirement seminars will be held the last 3 Thursdays in January 16th, 23rd, 30th. PERS, Social Security, ESIP/Health Plans and financial planning will all be covered. There will be a poster in your faculty room in December outlining the sessions. Please call Jennifer Guerra, our office manager to make reservations-828-3026.

## Twelve Health & Safety Tips for the Holidays

Margi and Sharon / Your School Nurse Reps

### 1. Wash hands often.

To keep yourself from spreading germs and getting sick, wash your hands with soap and clean running water for at least 20 seconds.

### 2. Bundle up to stay dry and warm.

Wear appropriate outdoor clothing: layers of light, warm clothing; mittens; hats; scarves; and waterproof boots.

### 3. Manage stress.

Don't overcommit yourself and prevent holiday anxiety and pressure. Get enough sleep.

### 4. Don't drink and drive or let others drink and drive.

Whenever anyone drives drunk, they put everyone on the road in danger.

### 5. Be smoke-free.

Avoid smoking and secondhand smoke. There is NO safe amount of tobacco or secondhand smoke. Breathing even a little second hand smoke can be dangerous.

### 6. Fasten seat belts while driving or riding in a motor vehicle.

Always buckle your child in the car using a child safety seat, booster seat, or seat belt according to his/her height, weight, and age. Use a seat belt on every trip, no matter how short the trip.

### 7. Get exams and screenings.

Ask what exams you need and when to get them.

Update your personal and family history.

### 8. Get your vaccinations.

They can help prevent diseases and save lives.

### 9. Monitor the children.

Keep potentially dangerous toys, food, drinks, household items, and other objects out of kids' reach. Dress warmly for outdoor activities. Develop and reinforce rules about acceptable and safe behaviors including electronic media.

### 10. Practice fire safety.

Most residential fires occur during the winter months, so be careful to never leave fireplaces, space heaters, stoves, or candles unattended. Have an emergency plan and practice it regularly.

### 11. Prepare food safely.

Remember these simple steps: wash hands and surfaces often, avoid cross-contamination, cook foods to proper temperatures, and refrigerate promptly.

### 12. Eat healthy, and get moving.

Eat fruits and vegetables. Limit your portion sizes and foods high in fat, salt and sugar. Be active for at least 2½ hours a week and help kids and teens be active for at least 1 hour a day.

To hear these tips and more in a song, visit:

The 12 Ways to Health Holiday Song ([12ways.htm](http://www.cdc.gov/family/holiday/index.htm?s_cid=ecard_233740A)) at

[http://www.cdc.gov/family/holiday/index.htm?s\\_cid=ecard\\_233740A](http://www.cdc.gov/family/holiday/index.htm?s_cid=ecard_233740A)

**HAPPY HOLIDAY WISHES TO YOU AND YOUR FAMILIES**



Just a reminder:

The WEA office will be closed Dec 23-Jan 3rd.

We will be open beginning the week of January 6th.

We will also be in the office until 4:30 Dec 20th for last minute movie tickets and ski tickets.

From your WEA team,  
our best wishes for  
wonderful winter break!



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WEA Today is published three 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.

## The Road to Recovery and Crisis Management Emergency Response

*Katherine Loudon / Coordinator & Counseling, Safe & Drug Free Schools / SHARE*

Courageous Sparks Middle School teachers, staff and students returned to school. Whole communities of schools mourn together with Sparks Middle School at the loss of a trusted colleague, Michael Landsberry and the loss of a student, Jose Reyes. The rippling effects of the crisis include injuries sustained in the hearts of the Washoe community. A community that will move forward but will forever be changed. The goal of recovery is a return to learning. The long process involves caring, supportive and consistent attention to needs. Sparks Middle School and the schools in its vertical will

be part of long term planning and communication.

Recovery is not a new concept for Washoe schools. Sadly, deaths, fires, floods and flus have happened here in our community. Each crisis has an impact on our schools. Emergency management, whether in response to school violence or a natural disaster, requires careful preparation that begins with collaboration.

Principals are working with school police and four phases of emergency management from FEMA and the U.S Department of Education. Ask your principal about your school's safety training.

### **Prevention and Mitigation**

- Use the environment to help prevent crime or crisis as best you can. Consider controlled access, lighting, blind spots, supervision and keeping facilities clean and well maintained.
- Continue to conduct facilities and school climate/safety assessments.
- Make repairs to damaged structures on campus.
- Consider implementing Social and Emotional Learning SEL and other wellness programs to promote a safe social environment.
- Update the school communications plans and procedures.

### **Preparedness**

- Develop community partnerships so school administrators know the people they will work with during a crisis situation.
- Conduct drills with School Police and Counseling (meetings, tabletops, full-scale exercises).
- Engage parents during the planning process. Let them know what to expect during an emergency, where their children can be picked up, and where to find information.
- Develop alternate communications procedures in case the primary system is not working.
- Establish policy for locating teachers and staff in the case of events that occur after-hours.
- Establish off-site storage for important data.

### **Response**

- Have both district-level and school-level plans accessible.
- Assess the situation and choose appropriate action quickly.
- Notify public safety, emergency responders, and the school crisis response team at appropriate times.
- Be prepared to evacuate or lock down the school if necessary.
- Expect to be surprised.
- Allow for flexibility as the situation develops.
- Keep emergency "go-kits" stocked with supplies, student rosters, and parent contact information. Meet with teachers and administrators to set these up.
- After every crisis, conduct an after-action debriefing to discuss what happened, responses, and what improvements could be made.

(Continued on the next page...)

## The Road to Recovery and Crisis Management Emergency Response

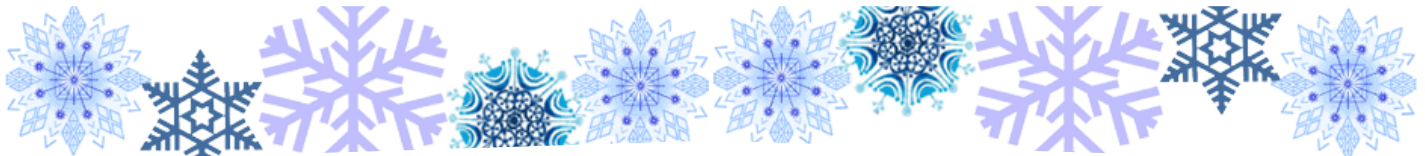
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### Recovery

- Restore educational operations as appropriate considering physical or structural damage; business and fiscal operations; and psychological and emotional needs.
- Establish family liaisons to share information.
- Reach out to first responders.
- Recognize that recovery takes time and people heal at their own pace.
- Use an established plan for securing and managing resources.
- Provide coordinated supports

Think of the emergency management planning as a living component. Update it, share it, and practice it.

Our school district uses many school safety and security best practices. The reality is that our schools are safe , but we are unable to control for all variables.



### Washoe Education Association warmly welcomes its newest members:

**Stacey Francois** at Alice Smith  
**Hannah Gehrman** at Alice Smith  
**Elizabeth Hester** at Alice Smith  
**Lateshia Sheldon** at Alice Smith  
**Joshua Brown** at Allen  
**Kimberly Garman** at Anderson  
**Diondra Reali** at Anderson  
**Nina (Nicole) Keller** at Beck  
**Suzan Lemons** at Beck  
**Bradly Davis** at Bennett  
**Nicole Garci-Aguirre** at Bennett  
**Taunya Dexter** at Brown  
**Delayne Johnson** at Brown  
**Rhoda Boyd** at Cold Springs  
**Kristy Donohue** at Cold Springs  
**Amanda Jones** at Cold Springs  
**Mathew Neel** at Cold Springs  
**Nicole Fisher** at Corbett  
**Brandon Wimbley** at Corbett  
**Michelle Abeloe** at Desert Heights  
**Bethany Henry** at Diedrichsen  
**Candace Mapp** at Dillworth  
**Holly Spohn** at Donner Springs  
**Annalisa Walker** at Drake  
**Heidi Kenne-Burt** at Elmcrest  
**Heather Yunker** at Elmcrest  
**Marie Bingham** at Gomes  
**Jillean Velarde** at Gomes

**Kristen Kreutzian** at Gomm  
**Dubb Mapp** at Greenbrae  
**Jennifer Johanson** at Hug  
**William Martin** at Hug  
**Jamie Perrique** at Hug  
**Amy Horn** at Hunsberger  
**Chelsea Keen** at Hunsberger  
**Eric Rogers** at Hunter Lake  
**Trina Wood** at Juniper  
**Karen Perisho** at Lincoln Park  
**Kai Prescher** at Lincoln Park  
**Corinne Thomson** at Lincoln Park  
**Michelle Nelson** at Mitchell  
**Susan Buehler** at North Valleys  
**William Cook** at North Valleys  
**Anthony Doucethe** at North Valleys  
**Georjan Kavanaugh** at North Valleys  
**Jennifer McEntire** at North Valleys  
**Rodney Rogers** at North Valleys  
**Danielle Verlanic** at North Valleys  
**Lea Gray** at Palmer  
**Kamaria Osayande** at Peavine  
**Diane Lancaster** at Reno  
**Alyssa Wagner** at Risley  
**Jon Vial** at Shaw  
**Erica Mendoza** at Smithridge  
**Nicholas Horning** at Sparks H.S.

**Elene Manor** at Sparks M.S.  
**Gloria (G.G.) Richards** at Sun Valley  
**Julie Camp** at Swope  
**Joan Webber** at Swope  
**Loretta Abbott-Gumabo** at Taylor  
**Julie Loux** at Taylor  
**Jenna Martin** at Traner  
**David Navarette** at Traner  
**Raimy Novacek** at Traner  
**Amanda Rodriguez** at Traner  
**Jennifer Thorpe** at Traner  
**Winona Wilson** at Traner  
**Yolanda Cowell** at Van Gorder  
**Colleen Tjeltveit** at Vaughn  
**Patricia Plowden** at Verdi  
**Sherrie Bonderson** at Washoe Innovations  
**Sarah Hooper** at Washoe Innovations  
**Remo Coghill** at Washoe Inspire  
**Nancy Norland** at Winnemucca  
**Kristin Arrowood** at Wooster  
**Eric Brown** at Wooster  
**Kaitlyn Cooper** at Wooster  
**Dianne Messier** at Wooster  
**Marco Real-Zepeda** at Wooster

