



The Washoe Education Association Newsletter

IN THIS ISSUE

- Contract Negotiations: p. 2
- Nurse's Notes: p. 2
- Counsellor's Connection: p. 3
- Contract Corner: p. 4
- New Members: p. 5

MARK YOUR CALENDAR

- Dec. 3rd-11th: Nominations for NSEA Board of Directors
- Dec. 22nd-Jan. 11th: Winter Break
- Jan. 5th: WEA Office Reopens
- Jan. 14th: Rep Council
4:30 p.m. - WEA Office
- Jan. 14th-22nd: Nominations for NSEA Delegate Assembly
- Jan. 15th, 22nd, 29th:
Retirement Seminars
4:15 p.m. - WEA Office
- Jan. 19th: Martin Luther King, Jr.
Holiday - WEA Office Closed
- Feb. 4th: Rep Council
4:30 p.m. - WEA Office
- Feb. 4th-12th: Nominations for NEA State Delegates to Representative Assembly
- Feb. 16th: Presidents' Day Holiday -
WEA Office Closed
- Mar. 4th: Rep Council
4:30 p.m. - WEA Office

Now What?

Dana Galvin / WEA President

What happens when you have low voter turnout, are outspent 4 to 1, and there's a national mood for change? For the first time in Nevada's history, all state offices are now held by Republicans. There is a narrow Republican majority in the State Senate and there are 26 Republicans in the Assembly, while there are 16 Dems. The new Speaker is Northern Nevada Republican, Ira Hansen. The new Senate Majority Leader is Southern Nevada Republican, Michael Roberson. So, now what?

I have sent invitations to all Northern Nevada Legislators asking them to please join the WEA board in Round Table discussions before the Legislative session begins on Monday, February 2, 2015. For WEA, the **#1** discussion point is **FUNDING, closely followed by PERS and collective bargaining.** We have been told there will be changes to the Nevada Plan, the formula which dictates how much money is given to school districts through the Distributive School Account (DSA). Governor Sandoval has stated there needs to be changes in how we fund education but he's not going to tell us until the State of the State Address which is January 15, 2015.

We are in the process of selecting Legislative Advocates for the upcoming Legislative Session. Advocates will be paired with WEA board members when we visit Carson City during the session. Our plans are that all Advocates and Board members will be in the Legislature a minimum of 4 times during the session. Advocates and Board members will have weekly contact with their Legislator in hopes of building relationships. Advocates and Board Members will be trained prior to the beginning of the session.

IT WILL BE IMPERATIVE THAT MEMBERS TEXT, TWEET, E-MAIL, OR WRITE THEIR LEGISLATORS. CARSON CITY NEEDS TO HEAR FROM THE RANK AND FILE PROFESSIONALS WHO CAN TELL THEIR STORIES TO HOPEFULLY IMPART TO LEGISLATORS THE DIRE SITUATION IN WHICH PUBLIC EDUCATION FINDS ITSELF. WE WILL BE CONTACTING YOU THROUGH YOUR BUILDING REPS.

2015 Contract Negotiations

Elaine Lancaster / Executive Director

WEA will begin negotiations for the 2015-2017 contract years after the first of Feb. The entire contract will be up for review with opportunities to change, remove, or introduce new articles. We will be sending out a survey in February to gather input from all our members. We always have salary and benefits on the table, but in a legislative year, those items many times, are settled after the legislature adjourns.

With the new configuration of both the assembly and the senate, we'll have to see how education will fare in this new setting.

You can find the current contract on our website-WEA Today.com and on the WCSD website. Many concerns that have been shared with us in the past are, unfortunately, not contractual. If you have any ideas concerning changes, you might want to look over the contract to determine areas that are

covered. We will compile the information, and your negotiations team will base articles on that information.

Members of the team are Fran McGregor-DePoali MS, Ben Tucker-Sparks HS, Rachael Gates-Child Find, Sue Vaughn-McQueen HS, Dana Galvin-WEA President, Elaine Lancaster-WEA Exec, and Chuck Fletcher-WEA UniServ Director. We will be counting on you for your input and expertise.

Nurse's Notes

Sharon Freier, RN

Americans catch 1 BILLION colds per year.

7 in 10 Americans use over-the-counter medicines to treat cold and flu symptoms each year.

More than 600 over-the-counter and prescription medicines contain acetaminophen, including many for cold and flu symptoms. NEVER TAKE medicines that contain acetaminophen at the same time. Taking more acetaminophen than directed is an overdose and can lead to liver damage.

ALWAYS REMEMBER TO:

- Read and follow your medicine label
- Never take two medicines that contain acetaminophen
- Know if your medicine contains acetaminophen
- Ask a healthcare provider if you have any questions about medicines containing acetaminophen

Information from "Know Your Dose"

NOVEMBER IS GRATITUDE MONTH

Gratitude feels so good because it is the state of mind closest to your natural state in which you were born to live." -Abraham-Hicks

"Count your blessings" is simple to the point of foolish—and powerful to the point of life-altering. Gratitude, that very specific feeling of thankfulness in your heart, allows you to see and absorb all you have, forgetting for a moment all you may lack. It connects your brain with your heart, and gives you the ground to be a more giving, effective, loving human. Being grateful allows generosity to flow. And many believe it also makes us more receptive—as in, the more you love what you have, the more you get what you want.

We all know how focusing on the things that we're grateful for can turn around a negative mood but have you made this a daily practice?

Here is what has been suggested about starting a gratitude practice:

COMMIT: This is a spiritual practice that gains momentum over time and with practice. If you are like most people, you will have days where you can find every reason under the sun why you can't possibly do it. (Isn't putting the rubbish out much more important?) Gratitude doesn't seem to come as easily as grumbling does, and you will likely resist this exercise until the cows come home. Waiting for the resistance to pass is futile. Just do it. Even when you can hardly summon up the energy to shift into gratitude—even when you have to force yourself to begin, it still

has magnetizing power.

BEGIN: So do it. Sit down with pen and paper or at your computer and start, "I am grateful for ..." Maybe you will have to stop there for a minute and wait because you just can't think of anything. But just wait. Surrender to the moment. Something inside you will shift. The words will come. This force that you are tapping into is bigger than you and it is bigger than your problem, no matter how big that is. That tide of fear that is overwhelming you is not all there is. There is so much more to you than that. Your gratitude list is a bridge across those troubled waters to a resting place on the other side.

WRITE IT DOWN: Sometimes, if two friends were both very busy, they would tell each other what they were grateful for during their daily phone conversation. For some reason this does not have as much power as writing. There is just something about the energy that seems to surround the written list that sets it apart.

FEEL IT: Some days you will write without feeling a shred of gratitude. That's ok. Just do it anyway. And when you can summon up the feeling of gratitude in your heart, let it percolate through every cell in your body. Embody it. Place your hands on your heart. Raise your head, lift your body up, and raise your arms. (*Cont'd on pg. 4*)

Counsellor's Connection: Rehabilitation Act of 1973- What is a 504, and What is a Teacher's Role?

Katherine Loudon /

504 is LAW, so know your students, refer students that may need these services to your school counselor and recognize what to do with the plan you receive.

What is Section 504? A civil rights or equal opportunity law that prohibits discrimination against persons with disabilities. Regulations require a school district to provide a Free and Appropriate Education (FAPE) to each qualified student with a disability who is in a school's jurisdiction, regardless of the nature or severity. A 504 is different than Special Education which is the Individuals with Disabilities Education Act (IDEA). A student may not be both 504 and a special education student. They are mandated by different laws.

When? Best practice is that the 504 plan will begin the first day of school. Ask your school counselor if you have any students on a 504 plan in your classes. Identify students that may need 504 plans and refer them to your school counselor. With new 504s and any annual reviews of them, your contribution to the team is essential and invaluable to create an effective plan. ASK for information. It is your right to know what you are required to do by LAW to service the student under 504.

Who? Students between the ages of 3-21 that are **not identified under IDEA** and have a need for accommodations or modifications and assistance with:

- 1) Mental or Physical Impairment
- 2) Substantial Limitation
- 3) Major Life Activity

Definition of a disability by 504: defined disability as (1) a physical or mental impairment that substantially limits a major life activity; (2) a record of such impairment OR (3) being regarded as having such impairment. (29 U.S.C. §

705 (9) (B); 42 U.S.C. § 12102(1))

Please keep in mind that major life activities are not limited to learning and academics.

Where? During the instructional day which includes on the way to and from school

How? Teachers must be aware of their students with a 504 and the accommodations written into the plan.

When planning the 504, the plan must be individualized & specifically related to the areas of impairment. Avoid open ended accommodations. Health specific accommodations belong in HCP, not 504, in general; however, there are some cases where it is appropriate. (e.g.: Student may have access to restroom without restriction.) Behavioral goals should drive the accommodations if necessary, but they are not accommodations in and of themselves.

Examples of possible accommodations that may be written into the plan:

- o Group for cooperative learning
- o Give oral **and** written directions
- o Ask frequent questions
- o Simplify or shorten directions
- o Reduce number of items on a task
- o Highlight relevant words/features
- o Increase allocated time
- o Have student repeat directions
- o Have student summarize after lesson
- o Provide pencil grips
- o Put desk close to blackboard
- o Use timers to show allocated time
- o Tape record directions
- o Tape record student responses
- o Use a study guide

Modifications: These can be written into a 504 Plans

Changes in the course/test presentation, location, timing, student response, or other attribution which are necessary to provide access for a student with a disability to participate (demonstrate what she knows and can do) BUT which does not fundamentally alter or lower the standard or expectations. Students with a 504 have a right to equal educational opportunities as their peers, which means a constant balance between student needs and opportunity to engage in curriculum to the greatest extent possible.

Home Hospital:

Home Hospital is needed when a physician decides that a student is incapable of attending school. This might be due to a physical or mental disability. A physician's note must indicate the duration of need, and there must also be a signed release of information.

A 504 is completed if the student is not IDEA Special Education. Special Education has home hospital services support available as well. The counselor will assist with a Home & Hospital Application. A Home-Hospital teacher is assigned each student for 5 hours a week. Only core academic subjects are taught, AND it is the primary responsibility of the CURRENT classroom teacher to: determine the FINAL grade, provide assignments, student books and to ask any clarifying questions. Home Hospital is intended to be a temporary placement. The classroom teacher must remain in contact and collaborate with the Home and Hospital teacher.

Once services are no longer needed, the 504 plan is adjusted to reflect the new plan. A doctor's release is required for the student to resume school.

For 504 and Home Hospital Questions Concerns or Assistance, Please call the School Counseling Equity and Engagement Office.

Contract Corner: Your PGS Could Need Attention

Chuck Fletcher / UniServ Director

Now the employees of WCSD are using the My PGS system, and there are some issues which may need your attention.

It has been reported that navigating My PGS can be daunting, but that doesn't mean you can ignore some of these functions. For instance, when your evaluator does walk-thrus or formal observations, the notes from these events will appear in My PGS. These **MUST** be read. These notes are sometimes the first indication that there is something that your evaluator is not seeing, and if ignored can lead to serious evaluation issues. You sign with an electronic signature, but that is still "your signature" saying you have been advised of what was said.

Likewise, it is important that you read the narrative portions of your evaluation. Would you believe there are those who only pay attention to the "scorecard," – the page with the letters and scores on it and the final determination? This narrative is also an indicator

of potential concerns from the evaluator. Don't be lulled into complacency by language saying to "continue the work on," or "continue implementing" something because what the evaluator *might* mean is that it still needs to happen. Whereas what you *might* think is that you are improving. Whoops! Major disconnect.

Of course, many times this is accompanied by an "ME" (minimally effective) in one "Component." And just because the "Standard" is still "E" (effective), that doesn't mean you should not take it seriously. Should a related area in that Standard become "ME" the entire Component would become "ME." Add another Component as "ME" and there are two Standards that are "ME" and now we are on the "slide" to a "Minimally Effective" evaluation, and possibly a Focused Assistance Plan ("FAP"). If that isn't taken seriously, another year of "Minimally Effective" evaluation would definitely mean a FAP, and being in PAR (Peer Assistance and Review), having a Consulting Teacher assigned, and if this isn't repaired to become "Effective,"

likely "non-renewal" of the employment.

WEA Can Help. Of course, you can help yourself by paying attention to the indicators above, but if you don't understand how improvement would look, what needs done to get to the next level, what is happening, or you believe you are already doing something, WEA can help.

Call Elaine Lancaster (828-3025) or Chuck Fletcher (828-3022) at WEA or email us on the District's Outlook. We can help to bring clarity to the situation. We can help you understand what is being asked of you, and also bring a strategy or solution to the situation. Most often, we will sit down with you and your evaluator, and talk through the issues and solutions together.

Administrators understand, and their bosses certainly understand, that you have a right to have WEA help, and that we are trying to facilitate a solution and understanding to both parties. Don't be afraid to call or have us help.

Continued from page 2

Move into the feeling. Dance it. Sing it. Aspire to a fullness of heart, no matter what is going on around you.

CHOOSE A SET TIME OF DAY: You may want to do this when you first wake in the morning or late at night before you go to sleep.

PRACTICE: Practice present-moment gratitude. As you move through your day, pause now and then when you remember, and think as you do something "I am grateful." You can do this with your morning cup of tea or coffee. Try touching your tea or coffee cup with gentle love and appreciation before you take your first sip. Moving through your day with awareness and grace in this way will mean that when you do sit down to write your gratitude list those things will come to mind.

SHARE THE GRATITUDE: Partner with someone if you choose. You will keep each other going and that sense of obligation to that person will give you the push you need to write your list on those days when it just seems too hard. Reading what the other person has written helps you to access your own gratitude more easily, and it is fun to watch your gratitude list grow longer and longer and longer! You can see your progress.

DON'T STOP ONCE YOU START TO SEE RESULTS: When you first began to see results you might think you can take a break from gratitude for a while. You will quickly see that the energy surrounding your well-being will then start to lag and lose some of its oomph. So you will need to drag yourself back into the practice again and, as if by magic, your well-being would regain its

momentum.

ALLOW YOURSELF TO BE HUMAN: Grumble if you must. Miss the odd day here and there. Write "I am grateful I am writing my gratitude list" five times if you can think of nothing else. You can deal with missing several days by either playing catch up—writing a few days in one—or by just letting those few days go and starting back again where you left off. Beware the little voice that says "You've missed a day. You've failed miserably at being grateful!" Ignore it. Get back up on your horse and keep riding!

Your *best* awaits you!

What's on your gratitude list today?

Happy Holidays to you and your families! May you have an attitude of gratitude in 2015. ■

WELCOME, NEW MEMBERS!

| | | |
|---|--|---|
| Todd Burrill - <i>AACT</i> | Nicole Painter - <i>Gomes</i> | Richard Brown - <i>Reed</i> |
| Molly Fairweather - <i>Alice Smith</i> | Janet Roche - <i>Hidden Valley</i> | Kyle Cassinelli - <i>Reed</i> |
| Stephanie Black - <i>Allen</i> | Lisa Tierny-Dehne - <i>Huffaker</i> | Ashley Gibson - <i>Reed</i> |
| Micaul Bosch - <i>Allen</i> | Mariah Wedemeyer - <i>Huffaker</i> | Carolyn Hughes - <i>Reed</i> |
| Megan Petkov - <i>Allen</i> | Rachel Burke - <i>Hug</i> | Rachelle Rogers - <i>Reed</i> |
| Irene Rogerson - <i>Allen</i> | James Oldham - <i>Hug</i> | Nicolle Wambold - <i>Reed</i> |
| Katherine Ryser - <i>Allen</i> | Randall Berenson - <i>Incline M.S.</i> | Natalie Wall - <i>Risley</i> |
| Carole Sobrio - <i>Allen</i> | Deidre Carney - <i>Innovations</i> | Anna Williams - <i>Risley</i> |
| Rebecca Zastro - <i>Allen</i> | Daniel Ortiz-Romero - <i>Lemelson</i> | Ashley Collier - <i>Shaw</i> |
| Chauncey Ashby - <i>Beasley</i> | Rachel Overstreet - <i>Lemelson</i> | Carrie Grandfield - <i>Shaw</i> |
| Elizabeth Avila - <i>Bennett</i> | Megan Wood - <i>Lenmon Valley</i> | Josephine Kelley - <i>Shaw</i> |
| Melissa Whitlow - <i>Bennett</i> | Shontell Brewer - <i>Lincoln Park</i> | Barbara Vlcek-Vinikow - <i>Silver Lake</i> |
| Shauna Wooldridge - <i>Caughlin Ranch</i> | Anne Leños - <i>Maxwell</i> | Katherine Dyess - <i>Spanish Springs H.S.</i> |
| John Metzger - <i>Cold Springs</i> | Conrad Peterson - <i>McQueen</i> | Tiffany Merlino - <i>Sparks H.S.</i> |
| Ian Miller - <i>Cold Springs</i> | Jeremy Snell - <i>North Star</i> | Lisa Hammer - <i>Sparks M.S.</i> |
| Annah Comstock - <i>Corbett</i> | Bryan Arciniega - <i>North Valleys</i> | Arynn Voss - <i>Stead</i> |
| Michele Crystal - <i>Corbett</i> | Allison Kelley - <i>North Valleys</i> | Nicole Shigeta - <i>Sun Valley</i> |
| Mark Johnson - <i>Damonte Ranch</i> | Christie Loar - <i>North Valleys</i> | Yvonne Harjo - <i>Swope</i> |
| Chad Sawyer - <i>Damonte Ranch</i> | Andrea Petre - <i>North Valleys</i> | Jason King - <i>Swope</i> |
| Kristina Wolfing - <i>Damonte Ranch</i> | Danielle Stallworth - <i>North Valleys</i> | Erin Parker - <i>Swope</i> |
| Susan Marangelli-Santos - <i>Depoali</i> | Morgan Murphy - <i>North Valleys</i> | Nichole Coombe - <i>Taylor</i> |
| Lea Bell - <i>Dilworth</i> | Juan Aguirre - <i>O'Brien</i> | Leith McNinch - <i>Towles</i> |
| Mari Hartmann - <i>Dodson</i> | Scott Clark - <i>O'Brien</i> | Nina Rosa - <i>Towles</i> |
| Katherine Moton - <i>Dodson</i> | Whitney Dailey - <i>Palmer</i> | Eric Eakin - <i>Traner</i> |
| Dana Robert - <i>Dodson</i> | Melinda Jensen - <i>Palmer</i> | Scott Mullins - <i>Traner</i> |
| Tiffany Thrailkill - <i>Dodson</i> | Gayle Webb - <i>Piccolo</i> | Shaughn Richardson - <i>Traner</i> |
| Amy Forrester - <i>Double Diamond</i> | Samantha Lapin - <i>Pine</i> | Levi Stafford - <i>Traner</i> |
| Charles Teachout - <i>Drake</i> | Erin Robinson - <i>Pine</i> | Mirjam Caster - <i>Vaughn</i> |
| Doyle Smith - <i>Edison Way</i> | Victoria Toledo - <i>Pine</i> | Amie Braik - <i>Warner</i> |
| Chrislyn Barragan - <i>Elmcrest</i> | Erin Bassi - <i>Pine/Smithridge</i> | Jeff Levine - <i>Wasboe Adult</i> |
| Kelly Hilliard - <i>Galena</i> | Jacki Angus - <i>Pleasant Valley</i> | Leticia Silva-Dienes - <i>Wasboe Adult</i> |
| | Laura Balsley - <i>Reed</i> | Alison Filous - <i>Winnemucca</i> |

WE'RE HAPPY TO HAVE YOU WITH US!

SKI TICKET DISCOUNTS AT WEA

It's that time of year! We have discount ski tickets for WEA members again this winter. Plan on stopping by the WEA Office (we are open 8:30 to 4:30 Monday through Friday) to purchase discounted tickets for your favorite ski resort. Tickets can be purchased with cash or check. Please remember, we are closed for the first two weeks of winter break, so if you are planning on skiing during your time off, stop by before December 20th to pick up your tickets.

- All discount prices are for one full-day lift ticket with no blackout dates.

Diamond Peak

Adult (ages 23-64): **\$54**
 Youth/Senior (ages 13-22 & 65-69): **\$41**
 Child/S. Senior (ages 5-12 & 70-79): **\$22**

Homewood

Adult (ages 19+): **\$60**
 Teen (ages 13-18): **\$40**
 Child (ages 5-12): **\$20**

Kirkwood

Adult (ages 19-64): **\$69**
 Teen (ages 13-18): **\$61**
 Child (ages 5-12): **\$50**
 Senior (ages 65+): **\$61**

Northstar/Heavenly

Adult (ages 23-64): **\$98**
 Young Adult (ages 13-22) : **\$87**
 Child (ages 5-12): **\$56**
 Senior (ages 65+): **\$87**

Squaw Valley/Alpine Meadows

Adult (ages 23-64): **\$88**
 Young Adult (ages 13-22): **\$76**
 Child (ages 5-12): **\$51**

- Unused tickets can be returned to the WEA Office by April 15, 2014 for a full refund. This is a firm date.

EVEN MORE TICKETS

As always, WEA has Coconut Bowl and Cinemark Theaters tickets for sale.

Cinemark Theaters: \$7.50 each

Coconut Bowl: \$4 each

Good for bowling, High Ballcity, miniature golf, and the lazer maze

Tickets can be purchased by cash or check during our regular hours.



WASHOE EDUCATION ASSOCIATION

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

| | |
|------------------|--------------------|
| Dana Galvin | President |
| Natha Anderson | Vice-President |
| Elaine Lancaster | Executive Director |
| Chuck Fletcher | UniServ Director |
| Ian Rossi | Office Manager |



Printed by CDMS

www.weatoday.org

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.