



The Washoe Education Association Newsletter

IN THIS ISSUE

- Alphabet Soup: p. 3
- Contract Corner: p. 3
- Nurse's Notes: p. 2
- Retirement Seminars: p. 2
- New Members: p.4

MARK YOUR CALENDAR

- Dec. 7<sup>th</sup> - 15<sup>th</sup>: Nominations for NSEA Board of Directors
- Dec. 19<sup>th</sup> - Jan. 6<sup>th</sup>: Winter Break
- Jan. 2<sup>nd</sup>: WEA Office Reopens
- Jan. 11<sup>th</sup>: Rep Council  
4:30 p.m. - WEA Office
- Jan. 11<sup>th</sup> - 19<sup>th</sup>: Nominations for NSEA Delagate Assembly
- Jan. 12<sup>th</sup>, 19<sup>th</sup>, 26<sup>th</sup>. Retirement Seminars  
4:15 p.m. - WEA Office
- Jan. 16<sup>th</sup>: Martin Luther King, Jr. Holiday - WEA Office Closed
- Feb. 1<sup>st</sup>: Rep Council  
4:30 p.m. - WEA Office
- Feb. 1<sup>st</sup> - 9<sup>th</sup>: Nominations for NEA Delegates to Representative Assembly
- Feb. 20<sup>th</sup>: Presidents' Day Holiday - WEA Office Closed
- Mar. 1<sup>st</sup>: Rep Council  
4:30 p.m. - WEA Office

# What Is The Most Important Commodity In An Educator's World?

*Natha Anderson / WEA President*

TIME. We are always being asked for it, to just “set aside an hour a day” or “can I have a moment of your time” (which seems to turn in to 30 or 40 minutes). When do we get time for us to actually talk about the issues – time for us to discover the solutions and (dare I say it) time to fall so we can learn from our mistakes? That is one reason why I’m so appreciative of the WEA committee members, building reps. and Board of Directors for donating their time to our association where we can discuss these issues and look for solutions.

As a member run organization, we need the Committees and the member voices “to work for the welfare of school children, the advancement of education, and the improvement of instructional opportunities for all.” (Bylaws of the Washoe Education Association). Each allows for more opportunities to strengthen our profession and our students’ learning environment. Our profession is one where it is so easy to be in a “bubble” and to know only about your school and/or grade – the committees allow us to connect what is happening across grade and subject lines.

The committees meet about once a month (usually for an hour) to help our profession. Please consider contacting the chairs to join their committees, they are also in the classroom so they are very aware of time and will not waste it! Our goals are to talk about issues impacting our profession, to look for solutions and to connect the NEA vision of a Great Public School for Every Child.

A few of our committees are:

**Membership:** Promotes membership of WEA. Chaired by WEA Vice-President Fran McGregor from Depoali Middle School.

**Government Relations:** Promotes educator involvement in governing bodies. Chaired by Phil Kaiser from McQueen High School.

**EACT (Educators and Community Together):** Promotes WEA in our community. Co-chaired by Treasurer Robert Munson (Wooster High School) and Dawn Miller (Lincoln Park Elementary School).

**Special Education:** Informing members of special education laws and legislation. This has been dormant for a few years, however, with the attention Special Education has received the last few years the Board of Directors believes it is time for us to be more involved. Chaired by Secretary Patrick Rossi from Hug High School.

**Minority Affairs:** This committee has been silent for a few years so we are still in the process of starting the discussions. At this time it is chaired by President Natha Anderson

**Professional Development:** How do we present Professional Development which is beneficial to our members and not just a “sit and get” situation? This mammoth question is something the Professional Development Committee explores. Co-chaired by Andrea DiMichieli (Depoali Middle School) and Susan Kaiser (Pine Middle School).

# Nurse's Notes

Alison Simcox/ RN

Let it snow! Winter is upon us, which often means more indoor activities, and germs spread easily in these conditions. So, let's talk about some "catchy infections" and what you can do to prevent getting one of them.

FLU - Recently, the Washoe County Health Department reported the second flu-related death in our community. Getting vaccinated against the flu will help protect you from getting this very serious disease—and, just about anyone over the age of 6 months can get vaccinated! The most common symptoms of influenza include: fever, (or feeling feverish), chills, coughing, sore throat, runny/stuffy nose, muscle/body aches, headache, fatigue, and sometimes vomiting and diarrhea (although this is more common in children than adults). Most people who get the flu will recover in a few days, but some people will develop complications like bronchitis. If you do become ill with the flu, in most cases it is recommended that you stay home and avoid contact with other people except to get medical care or for other necessities. You might need antiviral medication from your doctor. This medication can help make the illness milder, and it can also help prevent other serious complications, like pneumonia. Studies show that flu

antiviral drugs work best when they are started within two days of getting sick.

Other infectious diseases- Stomach flu, Noro virus, chicken pox, pink eye, strep throat—to name a few—can spread f-a-s-t! These illnesses spread when you breathe in germs when someone talks, coughs, sneezes or when you have other close contact with them. Germs are everywhere! But, you don't have to get sick. There are vaccines for many contagious diseases. Besides the flu vaccine, there is also a vaccine for people over 60 to help prevent shingles; and people over 65 can get two pneumonia shots. And, there are more. Talk to your health care provider to find out which ones might be right for you.

What else can you do to prevent the spread of germs?

- **Wash your hands, a lot!**
- **Disinfect surfaces—germs can remain on surfaces for hours or days. Wipe down phones, remotes, doorknobs and light switches often.**
- **Cover your cough, sneeze into your sleeve.**

- **Don't share lip balm, utensils, dishes—one of the fastest ways germs spread from person to person is by mouth.**
- **Stay home until you are better. The CDC recommends that you stay home for at least 24 hours after your fever is gone to help ensure you are no longer contagious.**

"The groundwork for all happiness is good health"-- Author, Leigh Hunt.

## RETIREMENT SEMINARS

FOR WEA MEMBERS ONLY

**JANUARY 12<sup>TH</sup>:**

PERS - *Planning Ahead*

**JANUARY 19<sup>TH</sup>:**

ESIP & Health Insurance

**JANUARY 21<sup>ST</sup>:**

Social Security & Financial Planning  
*with Sandra Chapman, CFP*

ALL SESSIONS BEGIN AT 4:15  
AND END BY 6:00.

RSVP: 828-3026

or

[earl.spriggs@washoeschools.net](mailto:earl.spriggs@washoeschools.net)

## Congratulations Beth!

Congratulations to WEA member Beth Swanberg for becoming a member of the Nevada State Board of Education! Beth's diverse background and experiences at a variety of school sites (Traner, Billingshurst, Lincoln Park, Smithridge and currently Depoali Middle School) makes her a strong educator's voice on

the board. She has been an active member at WEA (more than a few times serving as a Building Rep) and has mentored those entering our profession. Beth was recently named Middle School Social Studies Teacher of the Year by the Northern Nevada Council for the Social Studies.

# Contract Corner:

## Clarifications and Reminders

*Chuck Fletcher / UniServ Director*

- In the September issue of WEAToday, this “space” mentioned the District defining “some, most and all” as relates to the Standards for evaluations. It stated that there was one school district in the State which defined them at the time, and gave those definitions. Some readers took that to mean that WCSD was the District that defined them in that way, or would duplicate them. In September, the District sent out a document to the WCSD Principals that defined the terms for us: “All” is all but one or two students and the teacher must demonstrate the s/he has “made every possible effort to reach all students.” “Most” is “greater than 50%” of students are being well served by instruction with supporting evidence. “Some students” is that the majority is not being well served by instruction.
- As a reminder, two years ago “Prep time” for special education classroom/resource teachers was negotiated so that these teachers would

have at least 90 minutes of “scheduled” time to devote to their Federal and State and District responsibilities (Article 19.8). If this isn’t happening, call WEA: 828-3022 for Chuck Fletcher, 828-3025 for Elaine Lancaster.

- The personal property that many teachers have at school can only be covered by District insurance (water damage, theft, vandalism, fire, etc.) if the teacher has declared that property to the Principal. There is a “Declaration Form” available in each office that should be declared each August and reviewed for each second semester. The maximum value is \$500 (Article 16.2).
- A Grievance is filed based on the “negotiated agreement” (“contract”) article that is believed to have been violated. A Complaint can be filed based on anything not included in the “negotiated agreement,” and there are different complaint forms for policy violations and “bullying,” “harassment,” etc. A common feature of both is that the first step is to cer-

tify that the issue was first discussed with the appropriate administrator (if applicable, bullying/harassment are different). The goal of each is to resolve the dispute at the lowest possible level. Article 12 in the “negotiated agreement” speaks to both the Grievance procedure and the Complaint procedure.

- First negotiated in 2013, “A teacher who is capable of fluently speaking, understanding and translating both English and Spanish languages, as verified by passing a Level I Spanish Language Certification Test offered through Truckee Meadows Community College, shall receive an annual \$500.00 stipend.” This stipend has a cap of \$50,000, with teachers with ELL enrollments of 13% or more accounting for \$45,000 of the total, and enrollments with 13% or less accounting for \$5,000. Contact Anna Savala (348-0359) at the District Office to see if your school has an opening for this stipend. The complete language is in Article 24.2.12.

## Alphabet Soup

*Elaine Lancaster / Executive Director*

It seems that this year has generated a great many abbreviations in our day to day activities, that can be very confusing. Listed below are several of these with explanations:

- ARL** - Alternative Route to Licensure
- ESSA** - Every Student Succeeds Act - replaces No Child Left Behind
- FAP** - Focused Assistance Plan - used when a teacher is on a minimally effective evaluation
- HR** - Human Resources department at

the school district

- IDEA** - Individuals with Disabilities Education Act - law that guides special education
- IDP** - Investigatory Due Process - used when an accusation has been made against any employee by a student, parent, or colleague
- LOA** - Letter of Admonition - may be used as a result of an IDP admonishing the behavior
- NEA/NSEA** - National Education Association/Nevada State Education Association
- NBC** - National Board Certification

**PAR** - Peer Assistance and Review Board

**RbG3** - Read By Grade 3 - legislation passed in the 2015 legislature

**SOMP** - School Overcrowding Management Plan - determines what will occur if a school exceeds their projected enrollment

Please let us know if we’ve missed any that are of concern or confusion.

# WELCOME NEW MEMBERS!

- |   |  |   |   |
|---|--|---|---|
| Jessica Acosta<br><i>Duncan</i>                 | Gaelen Demosthenes<br><i>Pleasant Valley</i> | Stacy Jones<br><i>Cold Springs</i>            | Jeffrey Pierce<br><i>Sparks H.S.</i>            |
| Morgan Acuncius<br><i>Lincoln Park</i>          | Sarah Dermer<br><i>Pine</i>                  | Kelly Karpchuk<br><i>Depoali</i>              | Jovan Pino<br><i>Warner</i>                     |
| Matthew Albrecht<br><i>Hunter Lake</i>          | Ann Donavon<br><i>Duncan</i>                 | Anya Killingsworth<br><i>Elmcrest</i>         | Paulina Rios<br><i>McQueen</i>                  |
| Erika Aylesbury<br><i>Spanish Springs E.S.</i>  | Karrie Erenoglu<br><i>Dilworth</i>           | Tracy Klug<br><i>Allen</i>                    | Gemma Romo<br><i>O'Brien</i>                    |
| Margaret Babb<br><i>Desert Heights</i>          | Julie Gillen<br><i>Alice Smith</i>           | Kelle Kroeber<br><i>Desert Heights</i>        | Renee Rowe<br><i>Hunter Lake</i>                |
| Jacqueline Backlund<br><i>Silver Lake</i>       | Cari Glass<br><i>Plumb Lane</i>              | Katie Kunze<br><i>Lemelson</i>                | Josie Salas<br><i>Mathews</i>                   |
| Matthew Bagwell<br><i>Reno</i>                  | Rebekah Goins<br><i>Vaughn</i>               | Monica Kurtz<br><i>Vaughn</i>                 | Oona Sapunor-Pfaff<br><i>Anderson</i>           |
| Wendy Bailes<br><i>Spanish Springs E.S.</i>     | Jennifer Green<br><i>Corbett</i>             | Mindy Lambert<br><i>Double Diamond</i>        | Maureen Schreiber<br><i>Mathews</i>             |
| Kathryn Bervin-Mueller<br><i>Washoe Inspire</i> | Aaron Grossman<br><i>Gomm</i>                | Corina Latis<br><i>Wooster</i>                | Bridget Shaney<br><i>Allen</i>                  |
| Kelly Bolton<br><i>Lemelson</i>                 | Virginia Hagman<br><i>McQueen</i>            | Alicia Lee<br><i>Beasley</i>                  | Jamie Sharenbrock<br><i>O'Brien</i>             |
| Emily Boronkay<br><i>Spanish Springs E.S.</i>   | Emma Hartzell<br><i>Anderson</i>             | Stephanie Louton<br><i>Damonte Ranch</i>      | Katina Silver<br><i>Sepulveda</i>               |
| Janet Brown<br><i>Reno</i>                      | Julie Havel<br><i>Pleasant Valley</i>        | Andres Mariscal<br><i>Swope</i>               | Luke Sorenson<br><i>Whitehead</i>               |
| Dawn Browning<br><i>Swope</i>                   | Ashley Hedrick<br><i>Allen</i>               | Amy Mason<br><i>Spanish Springs E.S.</i>      | Alison Souza<br><i>Beasley</i>                  |
| Rebecca Bruemmer<br><i>Juniper</i>              | Crystal Hemm<br><i>Booth</i>                 | Janell MCGovern Brown<br><i>Winnemucca</i>    | Morgen Thacker<br><i>Gomes</i>                  |
| Christopher Buchanan<br><i>Lemon Valley</i>     | Sarah Henry<br><i>Reed</i>                   | Samuel Mercer<br><i>Dilworth</i>              | Sarah Thomas<br><i>Cold Springs</i>             |
| Ryan Bugg<br><i>Reed Hs</i>                     | Helen Hoffman<br><i>Sepulveda</i>            | Amy Merlino<br><i>Hall</i>                    | Deanna Topper<br><i>Damonte Ranch</i>           |
| Laina Bullock<br><i>Hall</i>                    | Whitney Hoote<br><i>Alice Smith</i>          | Danielle Meyer<br><i>Desert Heights</i>       | Leanne Utterback<br><i>Cold Springs</i>         |
| Cynthia Burleson<br><i>Lemmon Valley</i>        | Christopher Horntvedt<br><i>Juniper</i>      | Katrina Morgan<br><i>Lemmon Valley</i>        | Regina Valencia<br><i>Sparks H.S.</i>           |
| Lindsay Burnett<br><i>Elmcrest</i>              | Scott Hudson<br><i>Wooster</i>               | Lisa Murphy<br><i>Wooster</i>                 | Cassandra Van Deusen<br><i>Lemon Valley</i>     |
| Kristina Cann<br><i>Mitchell</i>                | Barbara Hyatt<br><i>Shan</i>                 | Megan O'Brien<br><i>Mitchell</i>              | Barry Varsichetti<br><i>Sparks H.S.</i>         |
| Noelle Castorena<br><i>ACT</i>                  | Enos Interiano<br><i>Wooster</i>             | Lorraine O'leary<br><i>Double Diamond</i>     | Robin Waite<br><i>Westergard</i>                |
| Morgan Caverhill<br><i>Lemmon Valley</i>        | Wendy Jackson<br><i>Damonte Ranch</i>        | Holly Orcutt<br><i>Alice Smith</i>            | Danielle Watson<br><i>Alice Smith</i>           |
| Gabriel Chavez<br><i>Damonte Ranch</i>          | Tanya James<br><i>North Valleys</i>          | Michael Pagni<br><i>Galena</i>                | Donna Wood<br><i>Hunter Lake</i>                |
| Kelly Claus<br><i>Duncan</i>                    | Melecia Jauregui<br><i>Beasley</i>           | Holly Palmer<br><i>Cannan</i>                 | Tanner Zahrt<br><i>Billinghurst</i>             |
| Tiffany Corron<br><i>Van Gorder</i>             | Jennifer Jemspa<br><i>Piccolo</i>            | Heather Parkyn<br><i>Vaughn</i>               | Joseph Zuccarini<br><i>Spanish Springs H.S.</i> |
| Laiken Coulter<br><i>Cannan</i>                 | Justin Jervinis<br><i>Galena</i>             | Natalie Person<br><i>Spanish Springs E.S.</i> |   |
| Kelly Cruz<br><i>Palmer</i>                     | Shannon Johnson<br><i>Lincoln Park</i>       | Jose Piceno-Ramirez<br><i>Sparks H.S.</i>     |   |

# WE'RE HAPPY TO HAVE YOU WITH US!



WASHOE EDUCATION ASSOCIATION

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Earl Spriggs	Office Manager



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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.