



The Washoe Education Association Newsletter

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MARK YOUR CALENDAR

August 1st:

New Teacher Breakfast
TMCC - 7:45am-12:00pm

August 1st:

Rep Council Kick-Off
WEA Office - 1:00pm-4:00pm

August 2nd:

First day for certified staff

August 8th:

First day for students

September 7th:

Rep Council
4:30pm - WEA Office

September 10th:

Wild Island Picnic
10:00am-7:00pm

Final Thoughts . . .

Dana Galvin / WEA President

This will be my last article for the WEAToday Newsletter. I want to thank you all so much for your support during my presidency.

- During the 2015 Legislature, SB 241 was passed. This law changed the way we do business when bargaining a contract. It made it much more difficult because the timeline was much shorter. With the help of our outstanding negotiations team and our fabulous lead negotiator, Al Bellister, not only were we able to finish on time...we were able to secure a four year contract. I'm so proud to have been a part of that process.
- Senator Debbie Smith and several other legislators, from both sides of the isle, wrote a bill draft that would become Senate Bill 411. This bill allowed for any County in Nevada to put a question on the ballot that would raise taxes. All of the money raised would be used specifically to repair older schools and to build new schools. The bill passed. One of the stipulations of the bill was the Teacher's Association must be a member of the committee that would decide on which tax, how much to tax and to write the question that will appear on the ballot this November. I am so honored to have been a part of the process that has resulted in WC-1.
- During the 2016 NSEA Delegate Assembly, WEA was awarded highest percentage of membership gain during the 2015/16 school year. Thank you so much Building Reps...you guys Rock!

I also want to take a moment to thank my WEA Board...Natha Anderson, Vice President; Robert Munson, Treasurer; Patrick Rossi, Secretary; Sue Bennett, Elementary Director; Susan Kaiser, Middle School Director; Phil Kaiser, High School Director; Fran McGregor, At-Large Director; Andrea DeMichieli, At-Large director; Mary Owens, Special Services Director. It has been such a pleasure to work with each and every one of you.

Finally, CONGRATULATIONS to the incoming officers for the next three years: Natha Anderson, President; Fran McGregor, Vice President; Robert Munson, Treasurer; and Patrick Rossi, Secretary. Good luck to you all...I know you will have great success, and WEA will continue to be a strong and vibrant local under your tutelage.

Looking Ahead to Next Year

Elaine Lancaster / Executive Director

SOS WC-1

We'll all need to get involved in this issue – be assured that employees can work on behalf of this ballot question on their own time. Of course, as in other political issues, employees cannot use district materials, time, or classroom computers, but other than that, folks can roll up their sleeves and work for passage of this ballot question. Talking to neighbors and visiting with folks in the community is the best way to let people know the situation in our schools.

WEA/NSEA ENDORSEMENTS

These candidates are all proven friends of education:

- U.S. Senate:
Catherine Cotez-Masto
- Washoe Senate District 13:
Julia Ratti
- Washoe Senate District 15:
Devon Reese
- Washoe Assembly District 24:
Amber Joiner
- Washoe Assembly District 27:
Teresa Benitz-Thompson

- Washoe Assembly District 30:
Mike Sprinkle
- Washoe Assembly District 31:
Skip Daly

ESIP

Just a reminder that ESIP remains in the contract and will be in force through 2019, at which time a new contract will be negotiated. It is important to remember that you cannot have more than 30 years in PERS to qualify for ESIP. Article 24.14, in the negotiated agreement, spells out all the details. We will be offering our retirement seminars in October.

Contract Corner: Sick Leave Bank Assessment!!!

Chuck Fletcher / UniServ Director

History, Usage

When the Sick Leave Bank (SLB) last had an assessment in 2014, we felt that the days would last, based on past usage, about three years. Unfortunately the usage during the ensuing years continued to grow to the point where this year through May 10th, we have used **more than** twice as many days as in 2011-12. As a result the SLB is out of days and we need to do a re-assessment to remain viable.

Just so you'll know, when a SLB member applies for days, s/he must be on a medical leave with the District; provide a monthly doctor's statement of diagnosis, prognosis and inability to work; the HR Tech requests the number of days for that payroll period; then all of this goes to the Sick Leave Bank Board (WEA Board) for approval, and the doctor must update the diagnosis, prognosis, each month that days are needed. The approval is based upon the SLB Guidelines which states, in

part: The SLB is "to assist employees who have long-term illness or disability and... illnesses that are catastrophic or chronic in nature." An employee is limited to use 75 days per illness, per year, with a lifetime maximum usage of 190 days.

The SLB has helped 44 certified employees this year who have used a total of 1893 days through May payroll, which is an average usage of 43 days, and a range from 1.5 to 75 days. Employee usage ranges from broken bones and cancer treatment to extremely rare conditions that have employees receiving treatment out of State.

Assessing the Day

Each person who is currently signed up for the Sick Leave Bank (SLB) will be assessed a day from their sick leave by the District. The deduction normally happens in January or February.

If an employee does not wish to continue in the SLB by donating a day, that employee will need to

write an email or note, and send it to Chuck Fletcher (cfletcher@washoeschools.net , through school mail, or to WEA, 1890 Donald Street, Reno, NV 89502) indicating s/he is withdrawing from the SLB. This will need to happen within the first five weeks of school.

Due to the volatile nature of the SLB use, we will be assessing a day next year (2017-18) as well until we have enough days to equal twice as many days as the usage the previous year.

In addition to the *WEAToday*, and reminding the building reps in August, the District will be helping us by sending an email to every employee regarding the situation.

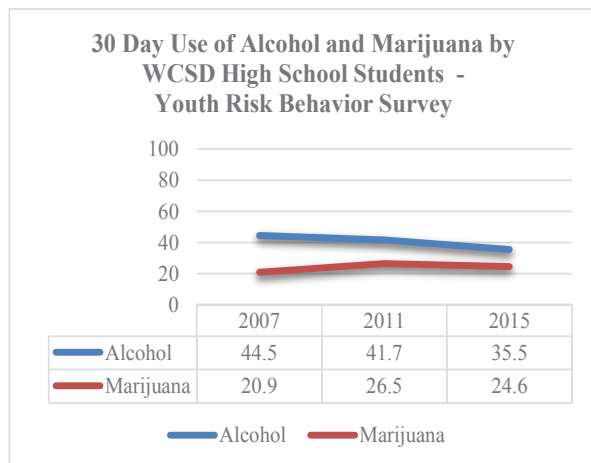
Support of the SLB has saved the finances of many, many grateful employees in over 20 years of operation.

Counselor's Connection

A Lesson Plan for Substance Abuse Prevention

Perception is Reality

At times it may seem like teen drug use, particularly alcohol and marijuana use, is the norm. We hear the “party” gossip traveling our school hallways and see too many cases where student attendance, academic performance, and conduct suffer as a result of alcohol or other drug use. This perception can lead us to let down our guard, turn a blind eye to student drug use, and settle for the expectation that drug use is a “rite of passage”.



The reality is that youth drug use rates have been falling in most cases and that the vast majority of our students are not current drug users, thanks in part to concerted prevention efforts across many communities. The chart above shows declining rates of underage drinking in Washoe County, for example. To perceive this reality helps us reinforce the healthy choices made by most of our students and understand that prevention efforts are effective.

Differentiated Prevention

Just as we differentiate instructional methods based upon assessments of student learning, it is critical to plan prevention efforts around an assessment of the factors that influence teen drug use in our school communities.

One way of looking at prevention needs, based upon the work of Hawkins and Catalano, is to assess the risk and protective factors that influence youth substance use (<http://www.communitiesthatcare.net/>). Risk factors are individual, family, peer, school, and community characteristics that are associated with a higher likelihood of drug use while protective factors are characteristics associated with a reduced likelihood of use. It is important to understand that while the long range goals of prevention strategies are to reduce drug use rates, the short-term objectives are to increase protective factors and reduce risk factors. The chart below provides some examples of risk and protective factors.

Domain	Risk Factor Examples	Protective Factor Examples
Individual / Peer	Peer Antisocial Behavior	Resilient Temperament
Family	High Family Conflict	Family Attachment
School	Low Student Commitment to School	Opportunities for Prosocial School Involvement
Community	Perceived Availability of Drugs	Rewards for Prosocial Community Involvement

Prevention Strategies

The Community Anti-Drug Coalitions of America (www.cadca.org) offers a framework for planning comprehensive prevention strategies. The following strategies make up an effective toolbox:

- Educate** students about risks associated with drug use.
- Help** students learn and strengthen coping skills.
- Provide** individual and group supports for students coping with trauma and other emotional challenges.
- Plan** and modify physical environments to both nurture student engagement and discourage drug use.
- Offer** incentives for healthy student behavior and structure effective consequences for substance use.
- Enhance** access to prevention resources through community mobilization and collaboration.
- Identify**, design, and implement effective policies to promote student health and discourage substance use.

Lifelong Learning Resources

- National Institute on Drug Abuse - <https://www.drugabuse.gov/>
- Community Anti-Drug Coalitions of America <http://www.cadca.org/>
- Transforming Youth Recovery <http://www.transformingyouthrecovery.org/>
- Center for the Application of Substance Abuse Technologies <https://www.casat.org/>
- Join Together Northern Nevada - <http://www.jtnn.org/>

**For more information, contact
The Counseling Department
Katherine Loudon – 850-8011 or
Eric Ohlson – 789-3821**

Nurse's Notes: Summer Safety

Sharon Freier / RN

Did you know?

Summer is known as “trauma season” among public health and medical professionals because unintentional deaths and serious injuries increase dramatically among children during these months. Swimming-related incidents, playground accidents, as well as campfire and fire pit burns are some of the more common and potentially life-altering childhood injuries that can occur during this time of year.

The good news is, many of these injuries may be preventable by following some simple tips and learning how to avoid accidents and injuries.

To learn more, read the tips from the [Shriners Hospitals for Children®](#) in conjunction with National Association of School Nurses (NASN) on playground, swimming, boating, lawn mower and fire safety.

Playground 101

The Centers for Disease Control reported that every year emergency departments treat more than 200,000 children ages 14 and younger for playground-related injuries. Before your kids head outside to play, be sure to keep these precautions in mind:

- Take your children to playgrounds with shock-absorbing surfaces. Choose parks and playgrounds that are appropriate for their age.
- Teach children that pushing and shoving on the playground can result in accidents and injuries.
- Remind kids to go down the slide one at a time and to wait until the slide is completely clear before taking their turn. Teach them to always sit facing forward with their legs straight in front of them. Insist they NEVER slide down head-first!
- Remind children to swing sitting down. Encourage them to wait un-

til the swing stops before getting off and to be careful when walking in front of moving swings.

- Before sending kids out to play, make sure they always wear shoes to protect feet from cuts, scrapes and splinters, and wear sunscreen to protect from sunburns and harmful ultra-violet rays.

Make a Safe Splash:

While playing poolside may be a blast, Safe Kids Worldwide Organization reports that drowning is the leading injury-related cause of death for children ages 1-4 and it is the third leading cause of injury-related death among children 19 and under. Additionally, each year about 6,000 young people under age 14 are hospitalized because of a diving injury, with one in five of those sustaining a spinal cord injury according to University of Michigan Health Systems.

Supervision and common sense can go a long way to prevent accidents and injuries. Always practice these tips to ensure your family's safety around water:

- Teach children to never swim alone or go near water without an adult present.
- Give children your undivided attention when they are swimming or are near any body of water.
- Always jump in feet first to check the depth before diving into any body of water.
- Never dive in the shallow end of a pool or into above-ground pools.

Fun on the water

Boating, tubing and other water sports can be great fun but can also be dangerous. Nearly 71 percent of all boating fatalities are caused by drowning and 85 percent are a result of not wearing a life jacket from the 2012 Recreational Boating Statistics, U.S. Coast Guard). Here is what you can do to enjoy the water safely:

- Always have your children wear a Coast Guard approved, properly-fitted life jacket while on a boat, around an open body of water or when participating in water sports.
- Educate yourself. According to the U.S. Coast Guard, 86 percent of boating accident deaths involve boaters who have not completed a safety course.
- Always check water conditions and forecasts before going out on the water. The safety of your passengers is dependent on you.

Mowing Matters

While a lawn mower may seem like just a common household tool, thousands of children are injured in lawn mower accidents each year, some severely. Lawn mower injuries account for a large percentage of accidental amputations according to the American Academy of Orthopaedic Surgeons. The speed of the blade can send dirt and bacteria deep into a wound, creating a high risk for severe infection. To avoid accidents involving lawn mowers, keep these tips in mind:

- Teach children to never play on or around a lawn mower, even when it is not in use. They should never be permitted to walk alongside, in front of or behind a moving mower.
- Children under 6 years of age should be kept inside the home while mowing.
- Children should be at least 12 years of age before operating a push lawn mower and at least 16 years of age before operating a riding lawn mower.

Fire Safety Simplified

In 2012, more than 136,000 children across the United States, including more than 67,000 children 4 and under, were injured due to a fire or burn and

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Discount Tickets at WEA

CINEMARK THEATERS: \$8

COCONUT BOWL: \$5

GOOD FOR:

NEW XD ADVENTURE THEATER

**1 GAME OF BOWLING WITH SHOES, HIGH BALLOCITY,
1 GOKART RIDE, 18 HOLES OF OURDOOR MINI GOLF,
PIRATE COVE, OR 3 PLAYS AT THE LAZER MAZE**

WILD ISLAND WATER PARK: \$20

Tickets can be purchased Monday-Friday from 8:30am-4:30pm
at the WEA Office. We are open all summer.

Six Flags Tickets

**DISCOUNT TICKETS TO
SIX FLAGS DISCOVERY KINGDOM**

VALLEJO, CA

ARE AVAILABLE AT:

www.sixflags.com/partnerlogin

USERNAME: WashoeEdDK

PASSWORD: SixFlags7



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Elaine Lancaster	Executive Director
Chuck Fletcher	UniServ Director
Ian Rossi	Office Manager



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treated in emergency rooms. (Safe Kids Worldwide).

Use these tips to keep children safe around fires, fireworks, grills and other heat sources:

- Teach kids to never play with matches, gasoline, lighter fluid or lighters. Make a habit of plac-

ing these items up and away from young children.

- Do not leave children unattended near grills, campfires, fire pits or bonfires. Always have a bucket of water or fire extinguisher nearby whenever there is a burning fire.

Take your child to a doctor or hospital immediately if he or she is injured in a

fire or by fireworks.

Shriners Hospitals for Children wants all kids to enjoy a safe, injury-free summer. Should an injury occur, the physicians and staff of Shriners Hospitals are available to help. To find out more about the treatments available visit ShrinersHospitalsforChildren.org. To make an appointment, please call 800-237-5055.



WASHOE EDUCATION ASSOCIATION
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