



Washoe Education Association Monthly Newsletter

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MARK YOUR CALENDAR

**March**

Nevada Reading Month

**April 6<sup>th</sup>**

Rep Council

4:30pm in the WEA Office

# WEA Makes Your Voices Heard

*Dana Galvin / WEA President*

Now that the session has started and our legislative advocate program is in full swing, here are some of the other activities we are involved in regarding the session.

- The NSEA's six-member lobby team is at the Legislature all day every day.
- The WEA Board of Directors will be lobbying in Carson City the third Wednesday of every month. We had lobby training on February 16th, lobbied in the early afternoon and attended the Assembly Education meeting.
- I will be lobbying in Carson on

Wednesdays through the session and will most likely be adding days as we get further into the session.

- Your reps will have post cards, and we need your stories: EDUCATORS MUST BE HEARD!

- We are planning a rally in Carson City during Spring Break...more details to follow.

- The NSEA is a member of the Nevadans for Nevada Coalition. There are several informational drops scheduled in targeted areas and the WEA has participated in two of them.

It is imperative that your legislators hear from you on a regular basis!

## Cash Opportunities for WEA Members: Grants, Scholarships and Finder's Fees

*Elaine Lancaster / Executive Director*

There will be several opportunities in the coming months for WEA members to apply for various scholarships, grants and finder's fees. The WEA Membership Committee, in conjunction with Chapman Financial Services, is offering a \$25 finder's fee to any member who contacts a local business to get discounts for WEA members. The form needed can be found on our WEA website (www.weatoday.org) or by contacting the office. Examples of current businesses/discounts can be found in the WEA calendar.

United Federal Credit Union is again offering scholarships of up to \$1,000

for members to use for continuing education or extensive professional development. The applications are on the WEA website, and the deadline to submit them is April 18th. The scholarships will be presented at the WEA Recognition Day, May 8th.

The NSEA Good Idea Grants application can be found on the NSEA website (nsea-nv.org) - or check WEA's website for a link. These grants are for projects in your classrooms, and proposals are due by May 8th. You can apply for up to \$1,000 and will be awarded in the spring.

Be sure and take advantage of these opportunities - if you have questions contact the WEA office.

# ASCA National Model and Updates Related to Your School Counselor

*Katherine Loudon /  
Counselor Coordinator*

Washoe County Board of Trustees have approved the results-based transformative ASCA National Model as a way to ensure that counselors implement a universal plan that is relevant for their individual school communities. The ASCA National Model answers the question of “what do counselors do?”, but focuses on “how are students different as a result of what they do?”

The model provides a science-based framework for designing, coordinating,

implementing, managing and evaluating counseling services for students. It is not centered on “some” students but provides something for “all” students.

The ASCA National Model will help schools be more preventive in design, developmental in nature, provide comprehensive delivery, and support the promotion of student competencies. Schools will have a list of indicators that highlight student learning outcomes. Students will be able to gain skills that contribute to effective learning in school but also span to the world of work, life and community.

Counselors are in a position to call attention to situations in schools that impede and pose barriers to student success. More Counselors in WCSD will now use the ASCA National Model as a way to identify issues and develop solutions that remove student barriers. Parents can look forward to proactive counselor involvement with a balanced delivery of service that includes a firm foundation, a comprehensive management system and increased accountability for counselors to performance standards. For more information see [www.schoolcounselor.org](http://www.schoolcounselor.org) or contact Katherine Loudon or Kelly Jesch at The WCSD Counseling Department (333-5185).

## Nurse’s Notes: Warning Signs of Heart Attack, Stroke, and Cardiac Arrest

*Sharon G. Freier / RN*

### Heart Attack Warning Signs:

- Chest Discomfort: Most heart attacks involve discomfort in the center of the chest that lasts more than a few minutes, or that goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness or pain.
- Discomfort in Other Areas of the Upper Body
- Shortness of Breath

### Stroke Warning Signs (Sudden Symptoms):

- Numbness or weakness of the face, arm or leg, especially on one side of the body.
- Confusion, trouble speaking or understanding.
- Trouble seeing in one or both eyes.
- Trouble walking, dizziness, loss of balance or coordination.
- Severe headache with unknown cause.

### Cardiac Arrest Warning Signs:

- Sudden loss of responsiveness and no normal breathing.
- No response to tapping on shoulders.

### Dial 9-1-1 Fast!

Heart attack and stroke are life-and-death emergencies - every second counts. If you see or have any of the listed symptoms, immediately call 9-1-1 or your emergency response number. Not all these signs occur in every heart attack or stroke. Sometimes they go away and return. If some occur, get help fast! Today heart attack and stroke victims can benefit from new medications and treatments unavailable to patients in years past. For example, clot-busting drugs can stop some heart attacks and strokes in progress, reducing disability and saving lives. But to be effective, these drugs must be given relatively quickly after heart attack or stroke symptoms first appear. So again, don’t delay — get help right away!

A school counseling program:

- Reaches every student
- Is comprehensive in scope
- Is preventative in design
- Is developmental in nature
- Is an integral part of the total educational program for student success
  - Selects measurable student competencies based on local need in the areas of academic, career, and personal/social domains
    - Has a delivery system that includes school guidance curriculum, individual planning, responsive services and system support
      - Is implemented by a credentialed school counselor
      - Is conducted in collaboration with all stakeholders
        - Uses data to drive program decisions
          - Monitors student progress
            - Measures both process and outcome results and analyzes critical data elements
              - Shares successes with stakeholders
              - Answers the question: How are students different as a result of the school counseling?

# Contract Corner: Weingarten Rights

Chuck Fletcher / UniServ Director

Weingarten Rights are a labor standard (National Labor Relations Act) that states that employees have the right to assistance from an Association Representative during “investigatory interviews.” The Nevada Employee-Management Relations Board (EMRB) adopted that reasoning and extended the right to assistance during “investigatory interviews” to the employees of local government entities in this state, including school districts. An investigatory interview occurs when:

1. an administrator or a supervisor questions an employee to obtain information; and
2. the employee **reasonably believes** that discipline or other adverse consequences **may** result from his or her responses to the questions.

If, on the other hand, the possibility of discipline is remote, an administrator or a supervisor may ask an employee questions without affording the Weingarten rights.

A teacher may request Association representation **BEFORE** or **DURING** an investigatory interview. Once such a request has been made, the administrator or supervisor may:

1. grant the request for representation and postpone the interview until the appropriate Association Representative or Association Staff member arrives;
2. deny the request for representation, but end the meeting immediately; or
3. deny the request for representation, but give the teacher a choice between continuing with the interview without representation and ending the interview.

If the employee **reasonably** believes that an investigatory interview is about to take place, or is taking place, and requests Association representation, then the administrator or supervisor commits an “unfair labor practice” if

the administrator or supervisor denies the request for representation and attempts to question the employee. If this occurs, the employee may refuse to answer the questions.

### What do I say?

If you feel threatened or compromised, or it *feels* like an investigatory interview, just say: “If this discussion could *in any way* lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my association representative be present at the meeting.”

### What should I do?

- Call WEA (828-3022) for represen-

tation

- Do NOT resign or abandon your work location
- Document, in writing, the incident
- Keep any records that relate to the incident
- Timeliness is important – don’t delay
- Use the negotiated agreement (contract) as a guide
- Follow orders (directives) unless there is potential for personal injury – you can grieve the orders later
- All communication with your association is strictly confidential

## Great Homes For Rent & For Sale Through Reno Housing Authority!

Wendryn Barnhart / Reno Housing Auth.

The Reno Housing Authority currently has homes available for rent and for sale. All properties, both rental and sale, have had a lot of rehabilitation work done and are in excellent condition.

The rentals and sales are funded by the Neighborhood Stabilization Program 2 grant which allows the Reno Housing Authority to help with the foreclosure crisis in Reno, Sparks, and Washoe County.

### RENTALS

The rentals are very reasonable and are for people below 50% of the area median income, as listed in the diagram below.

### RENTALS

Family Size	1	2	3	4	5	6	7	8
50% AMI	24,950	28,500	32,050	35,600	38,450	41,300	44,150	47,000

### SALES

Family Size	1	2	3	4	5	6	7	8
50% AMI	24,950	28,500	32,050	35,600	38,450	41,300	44,150	47,000
120% AMI	59,800	68,350	76,900	85,450	92,300	99,100	105,950	112,800

A couple of examples are a three bedroom, two bath house in the newer part of Sun Valley renting for \$690/month and a three bedroom, two bath house in Sparks renting for \$670/month.

### SALES

The properties for sale include a \$5,000 grant, a \$15,000 forgivable interest-free loan, and possible other assistance. These are for people who qualify as first time homebuyers and whose income is between 50% and 120% of the area median income, as listed in the diagram below.

For more information, please visit our website at [www.renoha.org](http://www.renoha.org) and click on the Home Purchase/Rent link on the left hand side of the page.



## Prices Change for Movie Tickets

Effective since February 1st, 2011, as a result of Cinemark raising prices, movie passes at the WEA will be **\$6.50 each.**

## Welcome, New Members!

- Elizabeth Basso at Sparks H.S.
- Carmen Garner at Depoali
- Shannon Hirman at Wooster
- Yolanda Olivares at Mitchell
- Melonia Torres at WOLF
- Maria Velazquez at Lemmon Valley

## Doing Your Taxes?

You can deduct **\$662.41** in membership dues for your 2010 taxes!



# Happy Nevada Reading Month!

This year's WEA Bookmark Contest Grand Prize Winner is Sidnie Montes de Oca of Ms. Sutton's 10th grade class at Damonte Ranch High School.

WEA will be producing Sidnie's bookmark for distribution throughout the District in celebration of Nevada Reading Month.

So pick up a book and read - because Reading Rocks!!!



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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.

