



Washoe Education Association Monthly Newsletter

IN THIS ISSUE....

- Contract Corner:  
ESIP & Sick Leave ... pg. 2
- Nurse's Notes ...pg. 2
- Arbitration, Etc. ...pg. 3
- Counselor's Connection  
...pg. 3
- Legal Services Comes to  
the Reno Office ...pg. 4
- Survivor Benefits and Wills  
...pg. 4

MARK YOUR CALENDAR

**November 13<sup>th</sup> - 18<sup>th</sup>**

American Education Week

**November 14<sup>th</sup>**

Legal Services Visits in  
the WEA Office

3:00 - 5:00 - must RSVP

**November 23<sup>rd</sup>**

Arbitration

(see article on page 3)

**November 24<sup>th</sup> - 25<sup>th</sup>**

Thanksgiving Holiday  
WEA Office Closed

**November 28<sup>th</sup>**

Legal Services Visits in  
the WEA Office

3:00 - 5:00 - must RSVP

**December 7<sup>th</sup>**

Rep Council

4:30pm in the WEA Office

# Have You Ever Considered Running for Office?

*Dana Galvin / WEA President*

There will be an informational training for anyone interested in running for office in the upcoming 2012 election here at the WEA office on Thursday, December 1st, from 4:30 to 6:30p.m. Refreshments will be served. Please RSVP to Craig Stevens, NSEA Government Relations Director, by calling him in our Las Vegas NSEA office at 1-800-248-6732, ext. 5035, or by emailing [craig.stevens@nsea-nv.org](mailto:craig.stevens@nsea-nv.org). Former State Assemblyman Bernie Anderson, will be at the training to answer any questions you may have.

Or, maybe you don't want to run for an office, but you are interested in politics and want to get involved. To quote the NEA, "It's make-or-break time!" Draw a circle on your calendar around November 6th, 2012. We have one year to make a difference for ourselves, our students, and their families. Please consider attending the informational training on December 1st. You might be able to help a colleague prepare a campaign.

One of the most important things you can do is to email your legislator

weekly. Let them know what is happening in your classroom. Explain how the cuts have effected you and your students.

Here are some additional things you can do to help Friends of Education get elected:

- Head to [EducationVotes.org](http://EducationVotes.org) and sign the NEA's Standing Strong petition.
- Become a Legislative Advocate
- Lobby in Carson City
- Join the WEA Government Relations committee
- Become a campaign volunteer: do phone banking, walk for a candidate, hold a neighborhood meeting in your home, attend rallies.

We know these tasks seem daunting when time is at such a premium. It may even seem a little scary to make that first phone call to a voter or to knock on that first door with a candidate's flyer. November 6th will be here before we know it. Remember, whatever you can do - phone calls, door-to-door knocking, emails - **it ALL matters!** What will be your election year goal?

# Nurse's Notes: Cancer Awareness

Sharon G. Freier / RN

## Prostate Cancer

Prostate cancer is cancer that starts in the prostate gland. The prostate is a small, walnut-sized structure that makes up part of a man's reproductive system. It wraps around the urethra, the tube that carries urine out of the body.

Prostate cancer is the third most common cause of death from cancer in men of all ages and is the most common cause of death from cancer in men over age 75. Prostate cancer is rarely found in men younger than 40.

The PSA blood test is often done to screen men for prostate cancer. Because of PSA testing, most prostate cancers are now found before they cause any symptoms.

The symptoms listed below can occur with prostate cancer (**NOTE:** *Most of the time these symptoms are caused by other prostate problems that are not cancer*):

- Delayed or slowed start of urinary stream
- Dribbling or leakage of urine, most often after urinating
- Slow urinary stream
- Straining when urinating, or not being able to empty out all of the urine
- Blood in the urine or semen
- Bone pain or tenderness, most often in the lower back and pelvic bones (only when the cancer has spread).

The best treatment for prostate cancer may not always be clear. Sometimes, a doctor may recommend one treatment because of what is known about a patient's type of cancer and risk factors. Other times, a doctor will talk with a patient about two or more treatments that could be good for their cancer.

Following a vegetarian, low-fat diet, or one that is similar to the traditional Japanese diet, may lower your risk of prostate cancer. This would include foods high in omega-3 fatty acids.

## Cervical Cancer

Compared with Pap tests, human papillomavirus (HPV) testing for cervical

cancer screening produces too many false-positives because of its sensitivity, according to a recent review in the *Annals of Internal Medicine*. "Women need to ask their physician which screening strategy is best for them based on their personal risk factors," a gynecologic oncologist said.

## Breast Cancer

More than half of all women will be called back for false-positive mam-

mogram results at least once after 10 years of annual screening, a U.S. study found. False-positive findings may inconvenience patients and cause anxiety, but study researcher Rebecca Hubbard said that women shouldn't panic when called back in because false-positive results are common. The findings were based on almost 170,000 women who were first screened at age 40 to 59 years and nearly 4,500 women with invasive breast cancer.

## Contract Corner: ESIP and Sick Leave at Separation

Chuck Fletcher / UniServ Director

### Early Separation Incentive Plan (ESIP)

Do you have at least 20 years of **continuous** service with the District? Are you 50 years old? Were you hired prior to July 1, 1985 and have up to 36 years of service? Were you hired on or after the above date, and have up to 30 years of service? You are eligible for ESIP!

Don't take retirement lightly in these economic times, but if you have planned and are ready, then ESIP could well be for you. You must submit an ESIP application (available from HR now and due by December 16, 2011) and a Letter of Resignation (**effective** before September 1, 2012) to Human Resources. The maximum incentive is 30% of your final year's salary (not to exceed 30% of column TG Step 20), and there is a district-wide cap which is set at \$1,038,000. If the number of employees and their calculated payment exceeds the cap, the benefit will be distributed to those employees with the greatest number of years of continuous service to the District.

The benefit is taxable by the IRS. You can use the money to buy years of service in PERS (up to 5), or it will be paid to you in a lump sum at the end of your contract year.

Should you die before the ESIP money is paid out, the balance will go to your estate.

For more information, see article 24.14 the negotiated agreement, or ask us!

### Payment for Accumulated Sick Leave

Assuming you have 10 years of **continuous** service at separation, you can be paid for 25% of accumulated sick leave (to a maximum of 190 days) at your daily rate of pay. There is a cap on the total amount paid out district-wide per year as a percentage of the general fund.

One small caveat: if you separate from Washoe County to take a job at another school district in Nevada, you are entitled to take your accumulated sick leave with you – but you can't "have your sick leave and get paid for it, too!"

# Arbitration/Evaluations/ Bus & Bell Schedule

*Elaine Lancaster / Executive Director*

The WEA will be involved in several areas during the months of November and December (possibly carrying over to January). Our binding arbitration date with the WCSD is November 23rd. Arbitration will be an all-day exchange in front of an independent arbitrator. Because arbitration is legally binding, there will be a court reporter. In Nevada, the arbitrator must find totally for one side or the other: he is not allowed to choose parts or alter the award. As we have indicated to you in previous articles, the WEA is asking to maintain the current salary schedule, while the district is asking for a 3% pay cut this year and next. The arbitrator has 30 days from the date of arbitration to render a decision. We will plan a contract ratification meeting for January.

We continue to work with the district

on the new evaluation form, which is being piloted in the TIF/SIG schools: O'Brien, Clayton, Dilworth, Vaughn, Sun Valley, Veterans, Echo Loder, Smithridge, and Duncan. In addition to those sites, it is also being piloted at Wooster, Pine, Taylor, Alice Smith, Winnemucca, Lenz, Huffaker, and Cannan. The evaluations committee worked on and completed the Teacher Handbook that will accompany the evaluation. It contains the new forms that will be used, an evaluation multi-year cycle, and the attributes that will be evaluated. It is the qualitative side of the evaluation. The quantitative half has not been formalized or completed yet. Keep in mind that much of what we are currently doing was directed by the 2011 Legislature. The Teacher Leader Council, of which NSEA has four members, also created by the legislature, will be working on a statewide

evaluation. Our members will share our new form with them.

The Bell/Bus Schedule Committee began meeting on October 24th and will meet again on November 10th. The WEA members on this committee are Heather Thaxton from Beck Elementary, Janine Luciani from Stead Elementary, Debbie Jacobs from Clayton Middle, Wendi Malmed from Depoali Middle, Patrick Rossi from Hug, and Kathy Stynen from Reed. Our members will be joined by transportation, administration and nutrition services to review information, schedules and the myriad of challenges facing this proposed change. As you can see from the representation of our members on the committee, each level will have a voice in the proposals made. We will report to Rep Council on November 2nd and keep you informed through e-mails to your reps.

## Counselor's Connection: The Importance of Cultural and Racial Sensitivity in the Schools and With Families

*Katherine Loudon & Mike Quintana*

"My child won't go to school because he's black, and the teacher wasn't helpful to me: the administration didn't care." More often than not, we hear these conversations across the country from all ethnic groups complaining how schools have failed to educate their children. With high drop-out rates within minority groups, school districts are scrambling to figure out how to help the achievement gaps. Education is different for these minority students in comparison with their white counterparts.

Every day in my career as a high school counselor, it was evident that minority students in my school were under represented in AP and Honor's courses, and they were not the students who were identified as college bound. In his book *Courageous Conversations about Race*,

Glenn Singleton describes the systemic racial discrimination in our schools and demonstrates how we have to systemically change our school structures if we are to educate our minority youth. How we do that is a far more broad conversation, and the solutions aren't easy. In the Washoe County School District, all principals have been given the directive to become involved and immersed in a common goal: "cultural competence." All principals were trained in cultural competency by Glenn Singleton, who is an expert in the field of race and equity in the schools.

This year, the new principals are reading *Courageous Conversations* and all principals are in workshops designed to train each principal in cultural competency for schools. The topic of this year's competency training at the monthly principal meetings are: Race, The Power of Illusion - a video se-

ries, Closing the Achievement Gap - a video series featuring Glenn Singleton, Study Circles, "Courageous Conversations about Race" by Glenn Singleton, Culturally Responsive Practices/Equity Walk-Throughs, and book clubs. Principals in the elementary, middle and high schools are going to be well-versed, trained and "culturally competent." Principals will then go back to their schools and train their teachers and staff about what they have learned in the workshops. Schools will develop action plans for helping ethnic groups feel accepted and strive to ensure all students are eager to learn on a level playing field. Stacy Ting, Principal Consultant for the Washoe County School District, is our district administrator: she has a passion for this material and is the co-chair of the district...

...continued on back page

...continued from page 3

...team driving this great work. She is working with district expert consultant Seena Skelton. The team is the Diversity Equity Leadership Team or DELT. Paul Lamarca is the other co-chair and members include Lea Anderson, Pati Falk, Kellie Humphreys, Fatima Rivas, Seena Skelton, Lynn Manning, Tiffany Young, Susan Frank, D'Lisa Crain and my co-workers in Counseling, Trish Gilbert, Allan Ritchie and Bryan Hankanson. Fatima Rivas, Washoe County School District's Equity Coordinator, is assisting the DELT move the work from principal meetings to school staff work-groups and discussions.

Kudos go out to all teachers and counselors who have taken the lead in providing guidance lessons to deal with prejudice. I was recently at Stead Elementary School and a counselor shared with me a guidance lesson they do around Martin Luther King Day. The lesson was derived from a book called *Freedom Summer* by Deborah Wiles.

As Counseling Equity and Engagement Specialists, we have committed to train other counselors in the areas of cultural competence. We look forward to more counselor facilitated "Study Circles" in schools. These circles are an amazing tool for working with students and staff on this issue. With training and support from all stakeholders, we will move to action. Our district must become more proficient in cultural awareness and sensitivity. We are finally on the road to eliminating racial bias and stereotyping. When that parent comes in to your school and says, "you can't help my son because he is black," we as educators will know how to respond and we will address institutionalized bias and racism as a team.

## 2011-2012 Ski Season

We'll be offering discount ski tickets again this year, but pricing is not yet available at time of printing - check [www.weatoday.org](http://www.weatoday.org) for updates. Squaw Valley, Kirkwood, and Northstar-at-Tahoe discounts will be returning this season; however, Mt. Rose has discontinued its discount program completely, so we cannot offer their tickets this year.

## Welcome, New Members!

- Elizabeth Barry at Reed
- Connie Bebout at Picollo
- Kathleen Brothers at O'Brien
- Antoinette Drakulich at Bennett
- Michelle Gianola at Maxwell
- Melanie Graber at Mathews
- Connie Hall at Dodson
- Mary Hardy at Stead
- Amy Hebel-Brenner at Allen
- Sara Jorgensen at Juniper
- Kasey Kaskie at North Valleys
- Michele Keely at Reed
- Nicole Linney at Pine
- Kelly Malloy at O'Brien
- Andrea Malm at O'Brien
- James Martineau at Wooster
- Pamela Scutt at Vaughn
- Carly Sweder at Cold Springs
- Heather Timmons  
at Lemmon Valley
- Lisa Unger at Incline Elementary
- Chelan Williams at Lenz

## Survivor Benefits and Wills

Through assisting a member in late October, it came to our attention that many of you may not have a will. Your membership dues allow you 2 half-hour sessions with our law firm, which can be used for just that purpose. You can schedule an appointment on the second and fourth Tuesdays of the month to see a lawyer here at the WEA.

Also, since you filled out your survivor benefits for PERS and district life insurance, things may have changed. We are encouraging everyone to be sure the information on those two important documents is up-to-date.

## Legal Services Available at the WEA Office

As a WEA member you are entitled to a total of two ½-hour sessions with an attorney to discuss any matters that are not job related - **for free!** The association's law firm will be setting up ½-hour appointments starting at 3:00pm at the WEA office on the second and fourth Tuesdays of the month. If you have a legal issue (will, real estate, divorce, custody, adoption, consumer protection, traffic violation, etc.) you'd like to meet with a lawyer about, contact Chelsea Canon, the WEA office manager, and she'll get your appointment set up. She can be reached at [ccanon@washoe-schools.net](mailto:ccanon@washoe-schools.net) or at 828-3026.



WASHOE EDUCATION ASSOCIATION

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

Dana Galvin	President
Jane Bantz	Vice-President
Elaine Lancaster	Executive Director
Chuck Fletcher	UniServ Director
Chelsea Canon	Office Manager



Printed by CDMS

[weatoday.org](http://weatoday.org)

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.