



Washoe Education Association Monthly Newsletter

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MARK YOUR CALENDAR

October 14th

Retirement Seminar:
Social Security
4:15pm at the WEA Office

October 21st

Retirement Seminar:
ESIP and District Insurance
4:15pm at the WEA Office

October 29th

Nevada Day
WEA Office Closed

November 2nd

Election Day
WEA Office Closed

November 3rd

Rep Council
4:30pm at the WEA Office

November 4th

Retirement Seminar:
PERS
4:15pm in the WEA Office



Dana Galvin / WEA President

The Nevada Legislature will have the daunting task of balancing a budget that is \$3 billion short - a task that to most of us seems virtually impossible. It is imperative that we as educators take the time to consider every candidate's position on education funding and vote accordingly. Anyone that is running for office who tells us that we need to cut our budgets is just plain disingenuous: there is nothing left to cut!!!

So again, it is essential that we elect legislators who are "Friends of Education." We must elect a legislature that will be veto-proof. In order for the Assembly and Senate to be veto-proof we will need a two-thirds majority. As ed-

ucators, we must vote for the NSEA/WEA recommended candidates so the Legislature will continue to have a veto-proof super majority. As educators, if we want to keep our jobs for the 2011/2012 school year, we must vote for the recommended candidates. As educators, we must send a message: we're tired of being 50th in the nation for per pupil spending. We need to talk with our neighbors at school events, sporting events and any opportunity we have to spread the word of the dire situation education is in here in Nevada. We will need to organize to ensure that friends of education are elected in November - our jobs depend on it!!

If You're Not At The Table, You're On the Menu

Bobee-Kay Clark / NSEA / WEA Campaign 2010 Coordinator

Our collective bargaining statute is coming under attack. **The elimination of our bargaining statute NRS 288 is a real goal of many candidates running for office this November.** Can we afford to lose the right to collective bargaining? Your negotiated contract is crucial! We will not back down in the fight for your collectively bargained contract. Without NRS 288 we stand to lose our right to be at the negotiations table. In the words of

NEA President Dennis Van Roekel, **"If you're not at the table, you're on the menu."**

Join our NSEA 2010 election campaign to keep our negotiated contracts safe. Attend your ten minute worksite meetings and learn which candidates support your right to a negotiated contract. Talk to your building rep about becoming an NSEA TIP member. Encourage your colleagues to vote for education. **Vote your job. Get involved today!**

Contract Corner: Evaluation Cycles, Rubrics, Tracks

Chuck Fletcher / UniServ Director

This is important: **evaluations for 2010-2011** will follow the same format as in past years. Many principals are going to emphasize the data gathered on students, but it is the observations in the classroom and the rubrics for the domains that will be the basis for your evaluation. The Principal should have had a staff meeting to explain, review and answer questions on the evaluation process. The process then becomes individualized, and your evaluator is to:

1. discuss your place in the “major/minor cycle” (all 4 domains over 3 years)
2. identify the focus domains *with your input*, and
3. have you do a “self-evaluation” (usually based on the rubrics for the domains of the evaluation – see below), then
4. meet to discuss goal setting

The **rubrics** offer descriptions of each of the elements in each domain, for each “level of performance” (“unsatisfactory,” and Levels 1 through 3). WEA recommends that you familiarize yourself with these levels and reflect on their expectations. The rubrics are available at the WCSD website: under “Staff,” go to “Forms,” and then scroll down to the “Evaluations” section. All certified positions are represented.

Track III, Track II, Track I

Track III (see September WEAToday) evaluation is a “focused professional assistance” plan. This is usually

undertaken when there have been:

- “unsatisfactory” areas on an evaluation,
- an area seen as needing improvement by the administration that has been observed, and
- prior notifications to the teacher.

This evaluation is marked by more frequent observations and meetings, with support being available to the teacher. **WEA recommends** that you contact us if you are on a Track III evaluation.

A **Standard evaluation** is the norm for most teachers: A three-year cycle of Major, Minor, Minor evaluations with the major involving two domains (one chosen by the teacher and one chosen by the administrator) and the minors involving one domain. However, there is a **Track II “Professional Growth Option”** that can be used with 5 years of experience in the district and approval of the administrator. All evaluations are for “continuous growth,” but this title is to reflect that the teacher identifies and wishes to do a particular study (“Action Research”), self-directed professional growth, National Board Certification, even peer coaching or mentoring a new teacher or student intern. Generally, more people should consider this option.

A **Track I evaluation** is for “probationary” teachers: those new to the profession or new to the district. All four domains are evaluated with a focus for each of the first two evaluations (December 1, February 1) and the April 1

is a summative evaluation. If all three evaluations are “satisfactory” then one would achieve “post-probationary” status.

Observations

There should be a pre-observation conference held within five working days prior to the actual observation to establish goals from the domains to be used for the observation. The observations are to be a minimum of 60 minutes, with 45 consecutive minutes for probationary teachers and 30 consecutive minutes for post-probationary. Within five work days after the observation, there needs to be a “post-observation conference” for discussion and to provide the teacher with the administrator’s documentation. The subsequent evaluation is to be based on the observed behaviors from the observation, “walk-throughs,” PLC and department meetings, etc.

You will be asked to sign the evaluation. Your signature on this document does NOT mean that you agree with it, just that it has been reviewed with you and you received it. You may write a “response” to the evaluation. There is no stated time line for this, but waiting beyond three to four weeks to reply is not recommended.

Knowing more about evaluations and the options will help you through the process, and remember, if you are on a Track III or have any questions about your evaluation, call WEA – sooner rather than later.

Welcome, New Members!

- Leroy Albin at Hug
- Katie Anderson at North Valleys
- Michelle Behm at Gomm
- Marcy Bein at Allen
- Maribeth Burt at McQueen
- Elizabeth Cadigan at Gomes
- Brittany Culbertson at Mendive
- Annie DiLoreto at Depoali
- Anna Erickson at Dodson
- Ann-Marie Fenner at Depoali
- Kyle Gordon at Hug

- Coty Gray at North Valleys
- Michelle Grow at Depoali
- Amy Hogan at Sun Valley
- Ryan Hornback at Washoe High
- Janet Jagitsch at North Valleys
- Stacy Jaramillo at Vaughn
- Amy Jewett at Mitchell
- Trudie Kibala at Hug
- Kathryn Lapointe at McQueen
- Julie Maez at Allen
- Lyndsey Mayr at Pine

- Linda McMillan at Desert Heights
- Rachel Miller at Caughlin Ranch
- Julie Mortara at Hunter Lake
- Nicole Murphy at Mill Street
- Carmen Nolan at Booth
- Anne Rogers at McQueen
- Scott Strebel at Mendive
- Shelly Veneris at Hug
- Kristina Walker at Mitchell
- Beau Walker at North Valleys

Campaigns, Committees, and Contracts: A Look Ahead to the 2010-2011 Year

Elaine Lancaster / Executive Director



Campaigns

As we are all aware, this fall's elections will determine the course of public education in Nevada for many years to come. You will find a list of NSEA/WEA endorsed candidates on the back cover of this newsletter. These are the candidates that were interviewed by our members and will do what is necessary to maintain or improve public education in Nevada. We can't stress strongly enough the importance of your working to help these friends of education get elected, and of course, to VOTE.



Committees

The strategic plan, which I'm sure you are all familiar with, will drive several district committees this year, of which WEA will be a part. These committees will include: calendar, starting times, Track 3's, Signature High Schools Programs, and of course we will be designing a new evaluation instrument. We will be soliciting your participation and input. Watch for notices from your reps.

Contracts

The WEA and the WUSD will enter into contract negotiations beginning in January of 2011. Our current contract ends on June 30th, 2011. All articles will be up for review. You will find a copy of the contract online or from your WEA rep. The November WEA Today will contain a bargaining survey to gather your priorities. In addition to the negotiated agreement, we are also beginning talks with the district concerning the use of the Room Tax

money that was passed in the last legislature. Although we won't see the first payment until 2012, we want to show the legislature that we have a plan for that money.

As we're sure you've gathered by now, almost everything we do in the upcoming year is predicated on the right people making the right decision for public education. Now is the time for everyone to get involved in the process. We look forward to working with you in these important endeavors.

Nurse's Notes: 2010 Influenza Vaccine Recommendations Are Out

Sharon G. Freier / RN

On February 24, 2010 vaccine experts voted that everyone 6 months and older should get a flu vaccine in the 2010-11 season. The CDC's Advisory Committee on Immunization Practices (ACIP) voted for "universal" flu vaccination in the U.S. to expand protection against the flu to more people. The 2010-2011 flu vaccine will protect against the 2009 H1N1 and 2 other influenza viruses.

Influenza (the flu) is a contagious respiratory illness caused by influenza viruses. It can cause mild to severe illness, and at times can lead to death. Some people, such as older people, young children, and people with certain health conditions, (asthma, diabetes, heart disease) are at high risk for serious flu complications. The best way to prevent the flu is by getting vaccinated each year.

You may be able to pass on the flu to

someone else before you know you are sick, as well as while you are sick. Most healthy adults may be able to infect others beginning 1 day before symptoms develop and up to 5-7 days after becoming sick. Some people, especially children and people with weakened immune systems, might be able to infect others for an even longer time.

~ Annual vaccine for all persons six months or older

~ Children six months to eight years who need two doses this season:

~ Unknown vaccination status
~ Never received seasonal flu vaccine

~ Received flu vaccine for the first time last year, but only one dose

~ Did not receive one dose of the H1N1 last year

Vaccination efforts should begin as soon as vaccine is available.

WEA Endorsed Candidates in Washoe County

Federal Races

U.S. Senate: Harry Reid

State Races

Governor: Rory Reid

Lieutenant Governor:

Brian Krolicki

State Treasurer:

Kim Marshall

State Controller:

Kim Wallin

State Attorney General:

Catherine Cortez-Masto

Secretary of State:

Ross Miller

Senate

SD 1: Sheila Leslie

SD 2: Allison Edwards

Assembly

AD 24: David Bobzien

AD 25: Robert Townsend

AD 26: Angie Taylor

AD 27: Teresa

Benitez-Thompson

AD 30: Debbie Smith

AD 31: Richard "Skip"

Daly

AD 35: John O'Connor

AD 39: Joetta Brown

AD 40: Robin Williamson

School Board

District B: John Mayer

District C: Francey

Dennis

District F: Estela

Gutierrez

The Membership Committee Has Some New Faces!

Jane Bantz / Membership Committee

Many thanks to:

- Kim Hankins
- Dori Jensen
- Patrick Rossi
- John Santoemma

for agreeing to serve on this very important committee.

Be sure and watch this column for updates on member benefits.

You, too, could recoup your dues cost!

Did you receive the flyer for your \$2000 dollars worth of free insurance?



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 Wesnousky Office Manager

Get in the Game: Vote!

Phil Kaiser / GR Committee

Democracy is not a spectator sport. It's time to get in the game! That means we need to vote for candidates who will support education in Nevada. We need to make phone calls, write letters, and walk neighborhoods for them. And we need to talk to our family and friends about the importance of this election for education.

Nevada is at the bottom of the nation in per pupil funding for education, in the number of residents with either a 2-year or 4-year college degree, and in our graduation rate. The Millennium Scholarship is projected to run out of money this school year, and a number

of programs at the university have been cut completely.

A dynamic, diversified economy requires a well-supported educational system from kindergarten through college. We need to elect candidates who will provide the resources to achieve it. Education isn't a cost, it's an investment.

There are no "do-overs" for the students who are going through our schools right now. We know that education is the key to their success in the future. They need us to be their voice. Our vote is our voice, and we need a strong unified voice for education.



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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.