



The Washoe Education Association Newsletter

A Change It's a Comin'

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MARK YOUR CALENDAR

October 1st, 8th, 15th:
Retirement Seminars
4:15-6:00 - WEA Office

October 30th:
Nevada Day (observed)
WEA Office Closed

November 2nd:
Rep Council
4:30 - WEA Office

November 11th:
Veterans' Day
WEA Office Closed

November 25th- 27th:
Thanksgiving Break
WEA Office Closed

December 2nd:
Rep Council
4:30 - WEA Office

December 21st- January 8th:
Winter Break
The WEA Office will reopen on
Monday, January 4th.

**The WEA Office is open
from 8:30-4:30 Mon.-Fri.
1890 Donald Street
Reno, NV 89502
775-828-9282**

... to NSEA

Dana Galvin / WEA President

The Nevada State Education Association is at a cross-roads. In the last few months there have been several people who have left NSEA and several people who have been hired to fill those positions. Executive Director, Gary Peck, retired from NSEA towards the end of the 2015 Legislative Session. Deputy Executive Director, Debbie Cahill, retired after more than 20 years with NSEA. Michael Tibbs, Financial and Technology Manager, left his position as well. NSEA President, Ruben Murillo, knew the state association would need help quickly. With help from the NEA, two former state executive directors were asked to fill in until a new Executive Director could be hired. Richard Terry and George Hughes did a yeoman's job creating new systems that would help NSEA become a better NSEA.

On August 1st, the NSEA Board of Directors voted to hire Brian Lee as the new Executive Director. Brian comes to us from SEIU (Service Employees International Union) in California. He worked for five years as the Executive Director and General Counsel for the California State University Employees Union. The California State University system is one of the biggest teacher pipelines in the state of CA. Brian would like to strengthen NSEA politically and mobilize members across the state. He will also be hiring an Assistant Executive Director, a Deputy Executive Director of Finance and Information Systems, Director of Government Relations, and an Information and Systems Administrator.

A new position for NSEA is the Deputy Executive Director of Organizing. Originally from Laredo, Texas, Guillermo Vazquez, comes to us from San Antonio. Over four years ago, Guillermo created the Independent Texas Workers Alliance and for seventeen years before that he worked for the AFT (American Federation of Teachers). He comes with a wealth of organizing experience which lately has been put to the test. ESEA (Education Support Employees Association) is the largest ESP local in the United States within the NEA family. For years the Teamsters have been persistent in their effort to take over ESEA. This year is no exception. Guillermo and his team have been working diligently for the last several months for the culmination of the Teamsters raid which will be a member election to decide the fate of ESEA.

Until the new Director of Finance is hired, Kim Clyburn has been named the Confidential Accounting Manager. Kim was born in Mount Vernon, Washington but has lived in Las Vegas since 1982. In 2004, Kim was hired by NSEA as a part-time contract accounting employee. In January of 2015 Kim was offered full time work but still on a contract basis. In June, she left her accounting firm to become an NSEA employee.

WEA welcomes our new NSEA employees and looks forward to a stronger member-driven association.

Four Year Contract Ratified

Elaine Lancaster / Executive Director

On September 15th, the WEA membership voted overwhelmingly to accept the 2015-19 contract. Hopefully by now, all members have had a chance to read over the new contract language. The most important aspects of the contract are found in Article 35 which spell out the salary schedule for the next four years. Every certified employee will get an experience step every year. By the end of the contract, there will be no “dead zones” in the last four columns of the schedule. Starting teachers will begin at \$38,000, and the most experienced folks with the most years will top out at \$74,000+ for 9% increase over 4 years. We are hoping that the starting salary will attract more folks to the profession, and the ending salaries will keep our experienced educators in the district longer. Not only does the pay increase, but so will the PERS benefit upon retirement. That article also addresses our lane and longevity movement for the next 4 years

and payment of our health insurance. Retro money will be in the October pay check.

Article 35.1 explains what will occur if the 2017 legislature passes a designated cost of living increase in the Distributive School Account. If that happens the money will pass through directly to the employee—we will not have to negotiate for that increase. There is the caveat that the district will subtract 0.92% from the 2017 COLA to offset the increase in the salary schedule—so if the COLA was 4% we would get a pass through of 3.08%- and 2.99% in 2018. The amount of the reductions is the district’s cost to implement the augmented salary schedule in these two years.

As many of you know, the legislature passed laws that drastically affected how and when we bargain. SB 241 prohibits school districts from awarding any increased compensation upon expiration of current contract. Our

2013-15 contract expired on June 30th (the law is currently being challenged in the Employee Management Relations Board). The law allowed districts, if they chose, to give employees their steps and lanes but only until Oct. 1st if a new contract was not settled. WCSD did just that. Our team was determined to be finished by Oct 1st to avoid any salary loss to our members, which we did! By having a 4 year contract, we avoid this law and its severe consequences.

Other articles centered around the grievance/complaint procedure-comp time issues in HS/MS and language clarifications.

Your negotiations team—Fran McGregor, Ben Tucker, Sue Vaughn, and Rachel Gates, worked through the summer along with your WEA staff and Chief Negotiator All Bellister, to achieve what many are calling an historic bargain.

WEA Member Discounts

New This Month!

MARINA PADDLEFIT

325 Harbour Cove Drive, Ste 107 | 775-203-6751

- Paddleboard, Canoe, and Kayak Rentals - 1 hour for \$15, 2 hours for \$25
Includes PFD and paddle. Reservations required.
- 20% off all Marina PaddleFit group, small group, TRX, Balance, & Circuit Training Classes
 - 20% off Indo Board 8 Class Pack
 - 20% off Stand Up Paddleboard Yoga Classes

CINEMARK THEATERS: \$8

COCONUT BOWL: \$4

SKIING:

WEA will once again offer discounted ski tickets passes for Squaw Valley/Alpine Meadows, Northstar/Heavenly/Kirkwood, Diamond Peak, and Homewood. Call in November for pricing.

Tickets can be purchased Monday - Friday from 8:30 a.m. to 4:30 p.m. at the WEA Office.

Contract Corner:

Evaluation Changes

Chuck Fletcher / UniServ Director

Post-Probationary Teachers

The biggest change this year is that there is no Professional Growth Cycle (PGC): all Post-Probationary teachers are evaluated on all four standards with at least one observation, including a pre- and post- observation meeting, once a year (unless the previous year was “less than Effective”). The evaluation must be done by the “third Monday in April.” If there are more observations, these must appear in MyPGS with supporting evidence. There also must be an evaluation conference; please don’t “electronically sign” the evaluation before meeting with the evaluator. And don’t forget that the teacher can “respond” to the evaluation in the “Comments” box on the main evaluation page.

If a Post-Probationary teacher received a “less than Effective” Evaluation last spring, an “Off-Cycle Evaluation” is done this year. Yes, the name is being retained even though there is no “cycle” as such. There will still be only one evaluation (3rd Monday in April), but there will need to be a minimum of 3 observations, each with a pre- and post-observation conference. The first observation must be by the 40th day of instruction, the second between the 40th and 80th day of instruction, and the last between the 80th and 120th day of instruction. The teacher **may be** in PAR if this is the first year of “less than effective” evaluation, but the teacher **must be** in PAR if it is the second consecutive year of “less than effective” evaluation. For a teacher in this category **it is highly recommended that s/he contact Elaine Lancaster (828-3025) or Chuck Fletcher (828-3022) at WEA; we can help!!** Should more information on PAR be needed, just call WEA or look on the WCSD website.

Probationary Teachers

For First Year Probationary teachers this is most likely all new: there will be only ONE evaluation (by the 3rd Monday in April); this evaluation may be in MyPGS (it’s printable) but there **MUST** be an evaluation conference to meet and discuss the evaluation. Please don’t “electronically sign” that evaluation without speaking with the evaluator first. The evaluation will be supported by 3 observations (minimum): the first before the 40th day of instruction, the second between the 40th and 80th day of instruction, and the last before the 120th day of instruction. Each observation must include a pre- and post-observation conference where specific information should be communicated in regard to the growth toward meeting the WCSD Standards. This information is included in MyPGS. Each Probationary teacher is assigned a “Consulting Teacher” (CT) who will help with blending one’s skills with the goal of meeting the 4 Standards and their Components.

While First Year Probationary teachers may not be “Effective” in the first year, the expectation is that this will be achieved in the Second Year of Probation. A Second Year Probationary teacher who is evaluated “less than effective” will continue to have three observations (minimum) in the second year, but if the evaluation was “effective” or better there will be TWO observations (minimum). WEA recommends the teacher open a path for professional communication with the evaluator so that there is no misunderstanding regarding the teacher’s performance throughout the year, and **WEA can help with this**. Nevada law still states that in order to move from Probationary to Post-Probationary, a teacher must have “two consecutive years” of “Effective” evaluations.

Third Year Probationary teachers are expected to be “Effective” or higher in the April evaluation, which must be supported by a minimum of **one** observation (with pre- and post-observation conference) prior to the 120th day of instruction. WEA recommends that the professional communication about the performance continue and encourage more visits rather than fewer, because it is imperative that any “concerns” be addressed so that it is possible to move on to being “Post-Probationary.” **Call WEA at the first sign that there could be a problem!!**

Counselor's Connection:

Ensuring a Safe and Respectful Environment

Staff Rights and Responsibilities

Lisa Scurry, WCSD Policy Coordinator & Katherine Loudon, Counselling Coordinator

The Washoe County School District is committed to working with all faculty members to prevent bullying, cyberbullying and harassment in our schools. During the 2015 Session of the Nevada Legislature, important changes were made to the laws which prohibit bullying and cyberbullying, to increase the supports and interventions available to students, and to create a culture of respect and prevention in our schools and community.

In August, and continuing into September, all staff members have been receiving training on “staff rights and responsibilities.” This presentation is designed to inform you of the changes to the bullying law but also what your rights are under state and federal bullying and civil rights laws. These laws include the state’s Provision for a Safe and Respectful Learning Environment (NRS 388.121.-388.145) and the federal laws under Title II/ADA (disability), Title VI and VII (i.e. race, ethnicity), and Title IX (sex and gender based harassment, discrimination and violence). Additional protections are offered to staff based on age, genetic informa-

tion, and veteran or military status.

All District employees, to include administrators, faculty, coaches and other staff members, are considered mandatory reporters of bullying and cyberbullying of students. This includes harassment, sexual harassment and discrimination. When reporting, staff are asked to get as much information as possible in order to make the report (who, what, when, where, how). By providing that general information to the school administrator, he/she will better be able to ensure the safety and well-being of the student.

All of us in the Washoe County community have an important role to play in the prevention of bullying, cyberbullying and harassment. We encourage you to report incidents through any of the District’s established methods including verbally to your school principal or through the District’s online reporting system: www.wcsdbullying.com. We will make every effort to investigate the allegation, install remedies and prevention efforts, and offer support.

It is important to understand the difference between bullying and conflict. Conflict is a normal part of life. Learning to deal with conflict will help children learn the social skills they will need as adults. Bullying is not normal,

although many people still believe it is a “rite of passage” as kids grow up. When peer conflict occurs, both people involved have equal power in the relationship. While both people may be upset and emotional, neither is seeking power or attention. When people experience conflict, they generally feel remorse and take responsibility for what they did wrong. In other words, they want to solve the problem so they can start having fun again. Also, conflict happens occasionally and is usually not serious or emotionally damaging to either person.

Bullying is generally defined as deliberate, unwanted, aggressive behavior that involves a real or perceived imbalance of power and is designed to hurt, insult or threaten another person. The behavior must be repeated, or have the potential to be repeated, over time; pervasive, or widespread; or be a severe physical act. An imbalance of power, such as physical strength, access to embarrassing information, or popularity, is used to control or harm others.

Harassment, or discrimination, involves adverse action against a person in a protected class. Harassment includes sexual harassment or discrimination based on race, religion, gender identity, sexual-orientation, or disability.

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Some children and teens may be at greater risk of suicide than others. If there is a family history of suicide or bipolar disorder, there may be greater risk. Be certain to discuss the risk factors with the clinician.

Teens with depression are at higher risk of suicide than young children. Suicide is the third leading cause of death among 15- to 24-year-olds. Nearly 20% of high school students have consid-

ered attempting suicide and about 9% have made a suicide attempt. Although uncommon, suicides have been reported in children as young as five. Even though young children may not fully understand the concept of death, they can still think about, plan, attempt, and even succeed at taking their own lives.

For a period of time after a child begins taking antidepressants, he or she may have more energy to act on suicid-

al thoughts. During this time, a child’s mood may not be improved, but his or her energy level may be higher. It is important to watch your child closely during this time.

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Nurse's Notes: October 8th is Nat'l Depression Screening Day

Sharon Freier / RN

Depression in children and teens can be hard to diagnose because every child behaves differently.

Some children and teens say they feel sad and blue. Others act out, and are irritable or aggressive toward others. Some begin to withdraw and become less social. Still others become anxious and fearful.

Elementary-age children often describe their depression as feeling empty. They may think that no one likes them and believe that they don't have any friends. Sometimes young children won't play or do things that they once thought were fun. Physical symptoms such as stomach aches, headaches, and other aches and pains may also be a sign of depression.

Teenagers in general are often described as moody, so it can be hard to recognize the difference between just being a teen and depression. Teens with depression are often irritable, may not be depressed all the time, and often still see their friends. Below are signs of depression and examples for parents to look for.

| Signs of Depression | What Parents may Notice |
|---|--|
| Depressed, irritable, sad, or empty mood for at least 2 weeks | Irritable or cranky mood, preoccupation with song lyrics that suggest life is meaningless |
| Decreased interest or enjoyment in once-favorite activities and people | Loss of interest in sports or other activities, withdrawal from friends and family, relationship problems |
| Changes in appetite, eating too much or too little, significant weight loss or gain | Failure to gain weight as normally expected |
| Sleeping too much or too little | Excessive late-night TV, having difficulty falling asleep or staying asleep, having trouble getting up in the morning |
| Physical agitation or slowness | Social withdrawal, napping, withdrawal from usual activities, boredom |
| Fatigue or loss of energy | Making critical comments about themselves, having behavior problems at home or school, being overly sensitive to rejection |
| Low self-esteem, feeling guilty | Making critical comments about themselves, having behavior problems at home or school, being overly sensitive to rejection |
| Decreased ability to concentrate, indecisive | Poor performance at school, drop in grades, frequent absences |
| Unexplained aches and pains | Frequent complaints of physical pain (headache, stomachache) |
| *Recurrent suicidal thoughts or behavior | Writing about death, giving away favorite toys or belongings, "You'd be better off without me." |

If your child is suicidal, get immediate medical help. Having one or more of these symptoms does not necessarily mean that your child has depression. A child who is feeling sad after failing a test or losing a beloved pet is having a normal reaction to disappointment or upset. When the symptoms last longer than two weeks and are severe, depression is a possibility. Only a trained clinician can make a diagnosis of depression.

In order to be diagnosed with depression, your child's symptoms must lead to significant difficulties in one or more of the following areas of your child's

life: Social activities, School grades, Family relationships, & Normal social and emotional development.

Watching for Suicidal Behavior:

Asking your child if he/she feels suicidal will not cause your child to take his or her life. One of the most terrifying and saddening thoughts parents can have is that their child may want to permanently end his or her own life. If your child talks about hurting himself or herself, or has a preoccupation with death, always take it seriously.

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of high school students have considered attempting suicide and about 9% have made a suicide attempt. Although uncommon, suicides have been reported in children as young as five. Even though young children may not fully understand the concept of death, they can still think about, plan, attempt, and even succeed at taking their own lives.

For a period of time after a child begins taking antidepressants, he or she may have more energy to act on suicidal thoughts. During this time, a child's mood may not be improved, but his or her energy level may be higher. It is important to watch your child closely during this time.

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Welcome, New Members!

| | | |
|---------------------|-------------------------|--------------------|
| Alicia Mustard | Jennifer Linney | Mi-Young Brady |
| Alicia Shaw | Jennifer Petersen | Monica Kelly |
| Allison Brooks | Jennifer Wiggins | Nalyn Herb |
| Allura Addington | Jessica Medina | Natalie Sachs |
| Angela Verry | Jilian McGinty | Nichole Durst |
| Angela Woodside | Jodi Franey | Nick Pfaff |
| Arthur Pacheco | Jody Conn | Nikolett Fouassier |
| Arthur Pascual | John Conklin | Pamela Latham |
| Belle O'Neill | John Linton | Paula Koger |
| Bonnie Krupa | John Trevino | Penelope West |
| Brandi Henkel | Jonathan Franey | Rachel Drake |
| Brian Thayer | Joshua Newman | Rebecca Howell |
| Brittany Shapley | Juan Palacios, Jr. | Ria Gardikiotis |
| Carolann Cavallo | Julie Ha | Robert Hummel |
| Caylin Campbell | Kara Turek | Samantha Wright |
| Cheryl Zarlow | Karl Kuhles | Sandra Brown |
| Christie Rassuchine | Karleen Otten | Sara Casacca |
| Christina Eason | Katharine Littlefield | Sarah Ruiz |
| Christina Rogers | Kathryn Glick | Shannan Haley |
| Christina Visconti | Katie Hall | Sharon Cabangon |
| Clarissa McVicars | Katrina Moore | Shawna Gervais |
| Condell Williams | Katrina Williams | Shawnette Andries |
| Corinna Rodriguez | Kellie Harry | Shelby Peralta |
| Craig Burkhouse | Kerey Moore | Sheralyn McCoy |
| Dana Gutierrez | Keta Cline | Staci Bayliss |
| Debora Aragon | Kevin Sweet | Staci March |
| Dee Koch | Kimberly Bunnell-Taylor | Stacie Stosich |
| Diana Malarchik | Krista Milroy | Stacy Manoukian |
| Dustin Coli | Kristen Jackson | Stephanie McMurtry |
| Dylan Mucklow | Kristine Wissel | Storm Buxton |
| Elizabeth Kolbe | Kristinia Varner | Sunny Solano |
| Elizabeth McKinney | Lara Mahoney | Susan Standish |
| Elizabeth Pace | Laura Arneson | Susanne Cann |
| Eric Zika | Laura Long | Tamara Oswald |
| Erin Krentz | Laura Wilson | Tawna Eldridge |
| Francis Achana | Lauren Kendryna | Thekla Schenk |
| Garrett Anderson | Linda Richards | Thomas Reymer |
| Genese Zepmeisel | Lori Stock | Tiffany Smith |
| Harrison Mahony | Lyndi Petroff | Tim Anderson |
| Heather Banks | Madalyn Tsugawa | Toni Bahnsen |
| Heidi Garrido | Matthew Bray | Toni Valentine |
| Hillary Wyatt | Megan Mareno | Tracy Hood |
| Jacqueline Filorio | Melanie McGarry | Trent Vass |
| Janelle Siderius | Melina Supple | Tyler Smith |
| Jason Tatomer | Melissa Cook | Tyler Wicks |
| Jed Locquiao | Melissa Reymer | Valerie Barton |
| Jennifer Kirn | Michael O'Neill | Veronica Cople |
| Jennifer Landis | Michele Farhat | Zachary Curtis |
| Jennifer Lindley | Michelle Findley | Zachary Rasmussen |

We're happy to have you with us!