



# WEATODAY

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September Issue 2007

Washoe Education Association Monthly Newsletter

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## Mark Your Calendar

### September 8th

Wild Waters Picnic  
10:00 a.m. to 7:00 p.m.

### September 26th

Membership Committee  
4:30 p.m.  
WEA Office

### October 3rd

Rep Council Meeting

## Welcome to Your NEA Bookstore!

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## It's all about Members and Membership

*Ken Buhrmann / WEA President*

As many of you have heard me say many times – “Membership! Membership! Membership! It’s all about members and membership!” It is so true in so many ways. We are only as strong as our membership numbers and our members’ involvement within the association. At this time we are over 2,800 members strong and this is very impressive. That means that we represent at least 73% of the entire bargaining unit. The voice of Washoe Education Association is very strong and is heard loud and clear by everyone. We need to keep it that way. So how do we do that? You, as members, are the best way to recruit the new member. Talk to the new faculty member at your school and let them know what the benefits of belonging to Washoe Education Association are – that these benefits are available and numerous. Let them know the following reasons why they should join their professional association – a part of all of us:

- WEA negotiates salary, benefits, and working conditions for all certified employees.
- A \$1 million liability insurance policy and the support and expertise of staff and attorneys are available to them at all times.
- Personal economic benefits and discounts to members are available locally as well as nationally.
- Access to National Education Association (the NEA) grants for the Improvement of Education.
- Personal legal services with free consultations and discounts on wills, real estate, and other personal legal services are a member’s benefit.
- Availability to a personal financial consultant at no charge to WEA members.
- Protection of an employee’s rights

and due process through a negotiated, contractual agreement.

These are just a few of many very good reasons why individuals should consider joining their professional association. WEA members have been represented in discipline hearings, testing irregularity meetings, evaluation meetings, re-assignment hearings, public complaint meetings, licensure difficulties, and investigative hearings. Members need to remember that they are a part of a professional family and receive all the benefits and the protection that a family has to offer. You are the best recruiting voice that your association has for bringing in new members. So get out there and help increase the size and strength of your family. YOU CAN DO IT and you NEED to do it. Remember that it is all about the member, the member’s involvement, and membership!

## Personal Property At Your Sites

Article 16-Employee Facilities addresses personal property in your classrooms. Your property must be itemized on the form your school secretary has, at the beginning of every school year, and given to your principal. The district coverage applies to the property losses not covered by the employee’s homeowner or tenant property insurance policy. The district coverage also applies towards the employee’s deductible up to the maximum of \$500. The Declaration Forms must be reviewed and signed by your administrator in the second semester also, or as the property changes. If you have any questions please contact our office.

# Bargaining.... August 22, Update

Virginia Doran / Executive Director

As we are going to press, both parties have made a concerted effort to explain their positions regarding the articles that have been opened for this round. As events change, we will place updates on the bargaining update ext. You may access that by dialing 828-9282 ext. 3032.

The teams are meeting again on August 30th and September 13th.

Salary clarification:

While the legislature recommended and included in the school fund to the District a 2% salary increase for 07-08 and a 4% in 08-09, they didn't fund the PERS increase. In actuality, they only provided a 1.67% increase.

In a bargaining state such as ours, we still must bargain the increases since we have the ability to change the proposal based on our members' desires and funds availability.

We have placed on the table a full 2% increase for this year and 4% next year. We have also included 2

additional steps for each column from the BA+32 to the final column. These steps are being included where there is no regular experience increases.

We have also placed on the table a process to make the PhD/EdD column more accessible for those who have 45 additional graduate credits beyond the MA+32.

We have also proposed that in the 2009-10 and 2010-11 years, our bargaining unit would receive the salary increase provided by the legislature with an additional opportunity to reopen salary and benefits should the ending fund balance be higher than budgeted.

Other issues being discussed include:

- ❖ A committee be established to study national certification for those categories who are not currently eligible for the salary increase for being nationally certified
- ❖ Empowerment school guidelines

- ❖ Comp time at the secondary level being paid at \$30/hour
- ❖ Hours beyond the contract day-how to compensate?
- ❖ Signing bonuses for all certified positions
- ❖ Pay for Performance guidelines
- ❖ Music RIF clarification
- ❖ High Need school not receiving overage teachers
- ❖ In a year of 2% or less student growth, overages will be placed before the transfer period
- ❖ Sick leave may be used for someone living in the same household
- ❖ Incentive plan for an option to the 1/5 service credit for at-risk staff and critical need staff
- ❖ Increase in sick days to be reimbursed once separated from the WCSD
- ❖ Incentive to receive sick leave reimbursement (for those who have at least 150 days) at the end of the school year for days not used out of the 15 granted

# New Hire Orientation

On August 17th, WEA leaders worked with new hires completing forms necessary to begin working for the Washoe County School District.



The leaders pictured here are Ken Buhrmann (President), Debbie Jacobs, Jeff Haliczzer, Deb Garrett (co-chair of the WEA membership committee), Nancy Fitzgerald and Amy Peel Sambrano.

## CONGRATULATIONS TO WEA MEMBERS

The following WEA members won \$250 gift certificate cards after registering on the website.:

- Ellen King
- Luanne Pettengill
- Diane Wilkinson
- Heidi Fishel
- Jean Donley
- Katharine Hawley
- Steven Shifferdecker
- Irene Totoriga
- Melani Faust
- Lorraine Henson

# Counselor's Connection

## Community Resources for Educators

Mary Hausauer/School Counselor

Sometimes when working with a troubled student or concerned parent, it's helpful to direct them to an outside resource or agency to help with the issue. At a recent community resource summit in Reno, representatives from a wide variety of Washoe County agencies provided updates about many of these options for our families. Here are some descriptions and contact information you might want to add to your file:

1. The educational collaborative ([www.e-collaborative.org](http://www.e-collaborative.org)) provides trainings to parents or guardians of elementary students who are struggling in math so they can help them with homework. E-mail Matt Oates at [moates@washoe.k12.nv.us](mailto:moates@washoe.k12.nv.us) for further details. There is also a parent/school partnership program for middle and high school parents (in English and Spanish) to help them learn how to navigate the school system.

2. The Give Hope Foundation makes available immediate financial assistance for the benefit of children with catastrophic illnesses and their

families. Travel expenses to treatment, rent/mortgage payments and other expenses are all options through this program. Families can make contact at this site: [www.givehopeonline.org](http://www.givehopeonline.org).

3. Quest Counseling and Consulting Services has individual counseling, groups, and early intervention services for youth at risk for substance abuse. They also provide low-cost drug and alcohol screening. The phone number is 786-6880; the website is [www.questcounseling.org](http://www.questcounseling.org).

4. Family Ties of Nevada ([www.familytiesnv.org](http://www.familytiesnv.org)) is a statewide non-profit organization which helps parents of a child with a disability such as diabetes, asthma, or other conditions by allocating resources and support. Nevada Check- Up ([www.nevadacheckup.state.nv.us](http://www.nevadacheckup.state.nv.us)) provides health insurance for low-income children and their parents.

5. Mojave Child and Family Services offers child and adolescent therapy and medication management for high risk individuals. Clients must be on Medicaid to receive this support.

6. The Washoe County School District Regional Gang Unit provides gang awareness information for educators (such as recognizing gang indicators: school work graffiti, clothing, changes in behavior...) along with parent training to help with issues regarding students affiliated with or belonging to a gang. Contact [jrilla@washoe.k12.nv.us](mailto:jrilla@washoe.k12.nv.us) or [aramilo@washoe.k12.nv.us](mailto:aramilo@washoe.k12.nv.us).

7. Planned Parenthood has initiated Teen Talk After-School programs for adolescents at some W.C.S.D. schools to provide information, skills and support. The goal is to encourage achievement of education and life-planning goals. Call 688-5560 or go to [www.ppparmonte.org](http://www.ppparmonte.org) for further information.

In addition to these resources, there are lots of helpful links on the [www.washoe.k12.nv.us](http://www.washoe.k12.nv.us) website featuring information on our school district's Safe and Drug Free Schools program, the five family resource centers through-out the district, and other valuable references.

## Contract Corner

### Sick Leave Bank-Everyone Must Sign Up

Elaine Lancaster/UniServ Director

**This school year all employees will need to fill out the form authorizing the district to deduct one day of sick leave in order to maintain or become a member of the sick leave bank.** We have gone below the 600 days allowed for in the contract. Your building reps have the forms and will be putting them in your mail boxes or personally passing them out. If you need a form you can also contact the WEA office and we'll send one out. Please be sure and get these forms back within 30 days of the beginning of your contract year. Your reps will be returning them, or you can put it in the school mail.

**Again-everyone needs to donate a day this school year to be a member of the sick leave bank.**



## Summer Leadership

Ken Buhmann, WEA President and Jennifer Tartan, UCN President welcomed the 90 plus participants during the 6th Annual Summer Leadership Conference held at Carson Valley Inn.

There were many workshops offered to the members from throughout Northern Nevada



# NEA RA - *Report from a first timer*

By Bernice Servilcan

Attending Representative Assembly in Philadelphia was a unique opportunity for me. Serving on the WEA board the past three years has been rewarding, but it wasn't until I participated at RA this summer that I really saw how local association involvement makes a difference. Sitting in the Philadelphia Convention Center with over 10,000 delegates, teachers and education support professionals inclusive, was empowering. Listening to debates on issues that affect public education like class size and vocational education made the democratic process come alive.

As a public school teacher, the realization that I need to be an advocate for my profession was never more clear. We all know the public is much more willing to accept the negativity about public education rather than focus on our successes. RA allowed me to see

why grass roots involvement is so important. I thought of my own school full of colleagues who go above and beyond on a daily basis.

I had the opportunity to listen to all of the Democratic presidential candidates and a Republican candidate, Mike Huckabee. Although they all said what we wanted to hear, listening to their rhetoric excited me as the presidential election nears. It inspired me to become involved. A few weeks later, Governor Bill Richardson came and spoke to a group of teachers in Reno and this motivated me to become involved even more because these candidates realize, with the reauthorization of No Child Left Behind, public school teachers have never been more accountable for student success. Only through our involvement in the presidential elections can we make a difference to this act that seemed to bring to

light the fact that we are expected to be the "end all and be all" to every student. I wondered what other profession faces that calling as much as we do as public educators.

Oftentimes as representatives for the association, we are asked why we are involved politically by our members. Attending RA reminded me of just how important it is. If we don't stand up for ourselves, it won't happen regardless of political affiliation! Now, when I lobby at the legislature I will see that in some small way, I, too, am making a difference. Sitting in the Philadelphia Convention Center for nine hours a day at RA was worth it because the students we serve everyday deserve a good public education. I have the privilege of working with them and seeing their success everyday. I encourage you to run for an RA seat in February of 2008.

## DISCOUNT TICKETS AVAILABLE

During this summer, the membership committee started a new venture for members... discount movie tickets. The tickets cost WEA \$6 a piece. We offer them to the members for \$5.00. The limit that can be purchased at one time is 20. We have sold close to 1200 tickets thus far. Isn't it great to belong to an organization that continues to locate discounts that our members find useful? Why not tell a potential member about this new discount.

## NEW MEMBER DRAWING

All new members are eligible for the drawing of a \$250 gift card. We will be drawing ten winners between August and October.

Please make sure that all potential members are informed of this event.

The last drawing will take place on October 10th.

## WILD WATERS EVENT



The annual WEA Wild Waters Picnic (now open to all NSEA members) will be held on Saturday, September 8th. Doors will open at 10:00...the event will close at 7:00. The barbecue will run all day.

The cost is \$5 per person (up to 10 people). Any additional people will cost \$10/person. This small fee helps to offset the overall cost.

American Fidelity is the primary sponsor of this event.

# Nurse's Notes - *Avoiding An Allergic Reaction*

Sharon G. Freier/RN

## From the Food Allergy and Anaphylaxis Network (FAAN)

A recent study showed that in spite of best efforts at avoidance, children are likely to have an accidental ingestion of the food to which they are allergic. Other studies have shown that allergic reactions can occur from skin contact as well as ingestion and inhalation and those reactions commonly occur outside the cafeteria. It would, therefore, be prudent for school staff to review lesson plans and other potential sources of allergic reactions. A written allergy emergency action plan, signed by the child's physician, should be in place for all at-risk students to ensure quick treatment of an allergic reaction. Following are some points to consider and some examples of situations that caused allergic reactions.

### Share the Information

Reactions can occur in the classroom as well as the cafeteria and on the playground. Be sure that teachers and food service staff can recognize the children at risk for having an allergic reaction and know what they should do if a reaction occurs. With the parents' permission, a copy of the treatment plan and a photo of the child should be provided to these key staff members.

### Keep Plans Individualized

Some children have severe allergic reactions to the smallest amount of the allergen; others have only minor skin irritations. Your School Nurse will work with the parents to customize the health care plan for each student.

### Letters Home

Some schools send letters home to the parents of classmates of food-allergic students requesting that they avoid sending in peanut- or nut-containing products. In an attempt to help parents, several

schools provide lists of "safe" snacks.

The safest policy is to have the allergic student eat only the snacks and goodies that are brought in from home. In some cases, the student's parents prefer to be responsible for purchasing snacks for the entire class, thereby ensuring the safety of all foods. If the student is participating in the lunch program, ask the parents to read the ingredient labels to determine which foods are "safe."

### Field Trips

More and more museums are using creative supplies for their hands-on exhibits. Be sure to call ahead and inquire about such policies. Rethink field trips to avoid the following situation. "As the class walked into the museum, there were signs prominently posted that there were crushed walnut shells in the fossil dig exhibit. The walnut-allergic student stayed with the chaperone while the other children played in the exhibit. However, within minutes her eyes started itching, tearing, and swelling, and she also started coughing. On the way home in the van with the students who had been playing in the walnut shells, her eyes swelled shut and she began wheezing."

### Lunch Time

More and more schools are designating certain tables in the cafeteria as milk-free or peanut-free tables. The allergic students enjoy sitting with their friends who have "safe" lunches. To make this process easier, one teacher hung a magnetic board with a line drawn down the middle: One side for peanut lunches, the other for non-peanut lunches.

### Cleaning Methods

Unfortunately, no scientific studies have been done to evaluate cleaning practices or methods in the removal of food proteins. In our experience, warm soapy water

appears to be an excellent method of safely cleaning cafeteria tables, desks, utensils, etc., just as this method is successful when used in homes where the allergenic food is served.

It seems that removal of the food from the surface should be the main goal, and any "wet" cleaner together with a little "elbow grease" in wiping, should suffice. "Waterless" cleaners or "instant hand sanitizers" that do not include a "wet-wash/wipe" step would not be adequate.

A number of schools use a chlorine solution; the superiority of this method has not been studied in this setting. However, we have not received any reports of reactions after this method of cleaning was used. The more important point is to use a fresh cloth or paper towels when cleaning the allergic child's table to avoid cross contact from a sponge or cloth that was used to clean allergen-containing tabletops.

Finally, the American Academy of Allergy Asthma & Immunology position paper, "Anaphylaxis in Schools and Other Childcare Settings," states, "Hand washing after food handling should be encouraged in day care and preschool settings, as well as in lower schools." Once again, soap and warm water should be sufficient.



Together We  
Can Make A  
Difference

# Welcome New Members

Deborah Torvinen – Duncan  
 Malia Walter- Sliver Lake  
 Chad Walter- Allen  
 Jennifer Piccinini- Taylor  
 Michelle Cota- Alice Smith  
 Natalie Kobza- Sun Valley  
 Jody Cortez- Huffaker  
 Stefanie Braun- Sun Valley  
 Jessica Mohler- Spanish Springs E.S.  
 Melissa McQuillen- Double Diamond  
 Lissa Talso- Spanish Springs E.S.  
 Johannah McLaughlin- Allen  
 Mary Morton- Loder  
 Stephanie Fusco- Loder  
 Tricia Perkins- Loder  
 Karleighn Schoen- Loder  
 Jennifer Maya- Corbett  
 Heather Beach- Gomes  
 Ryan Doetch- Taylor  
 Sirse Barajas- Cannan  
 Erin Schmidt- Beasley  
 Kristen Deraad- Van Gorder  
 Kirstin Jeske- Juniper  
 Alice Foster- Bennett  
 Mary Hampton - Donner Springs  
 Paul Girard- Lincoln Park  
 Mathew Herald- Spanish Springs H.S.  
 Lori Criss- Diedrichsen  
 Caroline Hatcher- Reno  
 Gary Coyan- Reed  
 Tamara McCollum- Stead  
 Elizabeth Delage- Reno  
 Kara Lee- Jesse Hall  
 Johnica Nunez- Maxwell  
 Kimberly Wycoff- McQueen  
 Renee Telling- Whitehead  
 Linda Gonzalez- Beck  
 Melissa Roberts- Greenbrae/Whitehead  
 Leah Thompson- Palmer  
 Amie Newberry- Reed  
 Andrew Patrick- Sparks H.S.  
 Matthew Guthrie- Cold Springs M.S.  
 Richard Flora Jr. - North Valleys  
 Amanda Marsh- Boles- North Valleys  
 Olivia Ulmer- Billinghamurst  
 Amanda Cox- Hunsberger  
 Yvette DePaepe- North Valleys  
 Sara May- Donner Springs  
 Christina Rhodes- North Valleys  
 Teri Thomsen- Greenbrae  
 Christopher Gazay- Booth  
 Jennifer Elston- Reed  
 Mary Miller- Gerlach

Anne LaMattina-Allen  
 Megan Campbell- Damonte Ranch  
 Jamie Yered- Damonte Ranch  
 Karen Lucas- North Valleys  
 Jennifer Savage- Incline M.S.  
 Tammy Nechita- Traner  
 Matthew Barber- Dunn  
 Jonathan Hughes- Dilworth  
 Joshua Kivi- Billinghamurst  
 Catherine Smith- North Valleys  
 Megan Lane- North Valleys  
 Mark Forrette- Hug  
 Sherry Warr- Cold Springs  
 Kimberly West- Sun Valley  
 Gordon Hart- North Valleys  
 Salome Easdon- Loder  
 Kathryn Bush- Hug  
 Crystal Robbins- Hug  
 Morgan Vollmer- Sierra Vista  
 Lisa Kanefsky- Sparks  
 Shannon Jones- Alyce Taylor  
 John O’Gorman- Donner Springs  
 Bonnie Terzo- Incline M.S.  
 Victoria Brown- Picollo  
 Christopher Shorten- Galena  
 Marian Studer- Spanish Springs H.S.  
 Abbey Gardner- Cold Springs  
 Karla Gundlach- Billinghamurst  
 David Andrulli- North Valleys  
 Carolyn Harry- Natchez  
 Elizabeth Reimers- Wooster  
 April Vaughn- Swope  
 John Metcalf- Mitchell  
 Olivia LePage- Reed  
 Mary Keller- Clayton  
 Jack Caudill- Hug  
 Teresa Van Pelt- Traner  
 Dane Meier- McQueen  
 Leon Carson- Reno  
 Claudia Borrelli- Shaw  
 Colleen Hecimovich- Alice Smith  
 Mary Glass- Picollo  
 Robbin Vasquez- Westergard  
 Leah Smeltzer- Risley  
 Greg Vasko- Sparks H.S.  
 Melissa Casci- Damonte Ranch  
 Jennifer Thomas- Spanish Springs H.S.  
 Nichole Vondem Bussche- Drake  
 Sara Huggins- Wooster  
 Alicia Fuller- Reno  
 Lauren Kelly- Dunn  
 Angela Smith- Cold Springs  
 Paul Heller- Cold Springs

Michael Kuznitz- Sparks H.S.  
 Christy Minkema- Lincoln Park  
 Meggan Cranmer- Lemmon Valley  
 Richard Carr- Sparks H.S.  
 Katherine Champagne- Greenbrae  
 Monica Roth- Traner  
 Wendy Wolcott- Spanish Springs H.S.  
 Jacqueline Saenz- Juniper  
 Cynthia Camp- RTI



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