

## Washoe Education Association Monthly Newsletter

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### MARK YOUR CALENDAR

#### September 11<sup>th</sup>

WEA Wild Island Picnic  
10:00am - 7:00pm

#### October 6<sup>th</sup>

WEA Rep Council  
4:30pm in the WEA Office

#### October 7<sup>th</sup>

Retirement Seminar  
4:15pm in the WEA Office  
*See article on page 5 for more information*

# Envision WCSD 2015 & The WEA



*Dana Galvin / WEA President*

Did you know that for the first time ever, the WEA was invited to the Principal's Retreat? As is usual with Dr. Morrison, the meeting began with lots of celebrations: introducing all of the new administrators for the 10/11 school year, celebrating schools that had made great gains and small gains regarding ESEA and AYP, and recognizing all of the five associations for their "outstanding service and dedication in the development and support of the WCSD 2010-2015 Strategic Plan." I was honored to accept the award on your behalf.

You, along with parents and community leaders, were part of eleven

committees that met to brainstorm ideas that would eventually become the strategic plan. Your WEA team sat at the table with the other four associations and Dr. Morrison to make sure the wording was correct for all stakeholders. Each time a reference is made to evaluations, wages, or benefits in the strategic plan, your WEA negotiations team will deal with those during our contract negotiations. Your WEA team was again recognized at the press conference that rolled out the Strategic Plan for all to see and hear about. This truly has been a collaborative effort and one I am truly proud of.

More than ever before we will need to work with each other and the district. We are facing a huge deficit in the state budget. When the Legislative Session begins in February of 2011 we will need to be a united front when speaking on behalf of education, including evaluations, wages and benefits.

The WEA will remain positive and steadfast through these trying times. We will be there for you every step of the way.

# Transfers, Overages, OYO's , the Jobs Bill and Count Day

*Elaine Lancaster / Executive Director*

WEA and the WCSD worked closely to ensure that once the transfer period closed (184 folks transferred), that the overages were placed as soon as possible. On June 22nd, there were 77 overages, and all but 15 were placed that day. Most of the remaining folks were in place by the beginning of July; the last one was placed on August 11th. There were 222 OYO's in the district

last school year - of those 89 remain who have not been hired yet. This could include folks who have moved out of the area or taken jobs elsewhere. All of the OYO's were given standard contract unless the job was a "true" one year only-someone on leave for family or education.

The Edujobs bill passed Congress last week and the district has begun the process of identifying a pool of candidates

that principals must use when hiring to fill the jobs created by this legislation. Because of the nature of this funding, these will unfortunately be OYO's, as the money is gone after this school year. It is still a work in progress.

We still have to deal with "count day" at the end of September. We do not expect a great number of switches due to enrollment. Contact us at any time with questions or concerns.

## Contract Corner: Track III Evaluation - Facts & Myths

*Chuck Fletcher / UniServ Director*

Many teachers experience "anxiety attacks" when told they are on a Track III, and worse, other teachers make untrue assumptions when hearing someone has been placed on a Track III.

Being placed on a Track III does not mean a teacher is "bad" and that the district wants to "get rid of" him/her. The Track III is a focused evaluation: focused on an area in which the principal or evaluator, based on past observations or evaluations, feel that there is an area (or areas) that are not up to standards, and that the "practice" would be helped by the support, observation, and perspective that the process brings. The Area Superintendent must approve the implementation prior to it being done. The plan:

- Must document prior notification of the concern
- Must provide support (mentor/coach, administrator, observation time, classes, books, etc.)
- Must be tied to the Domains with the rubrics
- Must give a timeline for implementation
- Must give strategies for implementation and what it will look like during an observation

The two most common reasons for a Track III are lesson planning and classroom management. Other plans have focused on improving the classroom environment, implementing student groups, improving sensitivity to student issues, improving parental communication, etc. It is best if WEA is brought into the picture before the plan is actually written.

After the Track III has been written, the evaluator will make sure the support is available, possibly scheduling meetings with the mentor, but often the teacher will schedule those meetings with the mentor/coach. The meetings with the mentor/coach are confidential, and are not shared with the evaluator.

The evaluator will begin to visit the classroom - sometimes scheduled, sometimes not - and provide feedback after each observation. The observations and walk-throughs of the classroom are the important factors and the basis for the evaluation. A suggestion sometimes made is for the teacher to video the class for their own edification. It can be a revelation to see oneself as others see us.

Once a month, a summary of progress will be written and given to the teacher in a meeting. The meeting

should include WEA representation. This will outline the progress made on each goal, and what still needs to be done to reach proficiency.

The Track III can sometimes be concluded in a semester, but a year is more common, and two years, depending on the issue, is not out of the question. If a Track III is implemented for more than a year and the evaluator still feels that the problems have not been adequately addressed, this is not a good sign and could mean that discipline will be entering the picture sooner rather than later.

The most successful Track IIIs have been when the problem is brought to the employee's attention in a rational and caring manner, support is given, the employee comes to understand the concern, realizes the need for change, implements the change, and everyone is happy with a positive experience.

The stress and anxiety of the process can be a problem, and because of this, Mountain EAP is useful as a "sounding board" or "listening post" - and their suggestions can be most helpful.

A call to WEA when the process begins is a good way to provide a different perspective, additional support, and a check on the process.

# Educators Vote

\* Be aware of candidates' education policies

\* Explore our endorsed candidate list. NSEA has a list of endorsed candidates who have responded favorably to educators' jobs and concerns. As professionals, we need to know who these people are and support them in their races.

[www.educatorsvote.org](http://www.educatorsvote.org)

Here are unbiased websites that check the validities of political claims:

[www.factcheck.org](http://www.factcheck.org)

[www.politifact.org](http://www.politifact.org)

Here is a website that tells you how your representatives are voting to support or not support education in Nevada:

<http://www.congress.org/congressorg/megavote>



WASHOE EDUCATION ASSOCIATION

**EDUCATORS VOTE**



# Nurse's Notes: Pertussis (Whooping Cough) - What You Need to Know

Sharon G. Freier / R.N.

Pertussis (whooping cough) is very contagious and can cause serious illness — especially in infants who are too young to be fully vaccinated. Make sure your infants and young children get their recommended five shots on time. Adolescent and adult vaccination is also important, especially for families with new infants.

Pertussis (whooping cough) is caused by a type of bacteria called *Bordetella pertussis*. Among vaccine-preventable diseases, pertussis is one of the most commonly occurring ones in the United States. There is high vaccine coverage for children nationwide. However, protection from the childhood vaccine fades over time. Adolescents and ADULTS need to be revaccinated, even if they were completely vaccinated as children.



Also, pertussis vaccines are very effective but not 100% effective. If pertussis is circulating in the community, there is still a chance that a fully vaccinated person can catch this very contagious disease. When you or your child develops a cold that includes a prolonged or severe cough, it may be pertussis. The best way to know is to contact your doctor.

## Pertussis Symptoms

Pertussis can cause serious illness in infants, children and adults. The disease starts like the common cold, with runny nose or congestion, sneezing, and maybe mild cough or fever. But after 1–2 weeks, severe coughing begins. Infants and children with the disease cough violently and rapidly, over and over, until the air is gone from their lungs and they're forced to inhale with a loud "whooping" sound. Pertussis is most severe for babies; more than half of infants less than 1 year of age who get the disease must be hospitalized. About 1 in 5 infants with pertussis get pneumonia (lung infection), and about 1 in 100 will have convulsions. In rare cases (1 in 100), pertussis can be deadly, especially in infants.

## How Pertussis Spreads

People with pertussis usually spread the disease by coughing or sneezing while in close contact with others, who then breathe in the pertussis bacteria. Many infants who get pertussis are infected by parents, older siblings, or other caregivers who might not even know they have the disease.

## Pertussis in the United States

Since the 1980s, there's been an increase in the number of cases of pertussis, especially among teens (10–19 years of age) and babies less than 6 months of age. In 2008 there were more than 13,000 reported cases including 18 deaths from pertussis nationally.

## Preventing Pertussis

The best way to prevent pertussis is to get vaccinated. In the US, the recom-

mended pertussis vaccine for children is called DTaP. This is a safe and effective combination vaccine that protects children against three diseases: diphtheria, tetanus, and pertussis. For maximum protection against pertussis, children need five DTaP shots. The first three shots are given at 2, 4, and 6 months of age. The fourth shot is given between 15 and 18 months of age, and a fifth shot is given when a child enters school, at 4–6 years of age. Parents can also help protect infants by keeping them away as much as possible from anyone who has cold symptoms or is coughing.

Vaccine protection for pertussis, tetanus, and diphtheria can fade with time. Before 2005, the only booster vaccine available contained tetanus and diphtheria (called Td), and was recommended for adolescents and adults every 10 years. Today there are boosters for adolescents and adults that contain tetanus, diphtheria, and pertussis (called Tdap).

Pre-teens going to the doctor for their regular check-up at age 11 or 12 years ARE NOW REQUIRED TO GET A DOSE OF Tdap (according to Nevada Immunizations statutes). NOTE: Adults who didn't get Tdap as a pre-teen or teen should get one dose of Tdap instead of the Td booster. Most pregnant women who were not previously vaccinated with Tdap should get one dose of Tdap postpartum before leaving the hospital or birthing center. Getting vaccinated with Tdap is especially important for families with and caregivers of new infants.

The easiest thing for adults to do is to get Tdap instead of their next regular tetanus booster—that Td shot that they were supposed to get every 10 years. The dose of Tdap can be given earlier than the 10-year mark, so it's a good idea for adults to talk to a health-care provider about what's best for their specific situation.

# Exhausting Both Mind and Body

Natha Anderson / NEA Director

*“Our concerns include greatly increased cost of living, together with practically stationary and wholly inadequate teachers’ salaries... overworked in over-crowded schoolroom, exhausting both mind and body....lack of recognition of the teacher as an educator in the school system...”*

-Margaret Haley

Sounds like conversations we have on a daily basis in our faculty rooms and hallways. Would you believe these comments were made by Haley at the 1904 NEA Representative Assembly? Haley’s speech and concerns continue to resonate with NEA membership and leadership today – one reason why we continue to be active in the legislative and political process at all three levels (local, state and national).

Our next legislative session does not look very promising – and the current environment in Washington is not exactly making the job any easier. So, what do we do about it? We continue to vote our jobs; we continue to lobby Congress and the Nevada State Legislature to work on this issue. In short, we continue to be visible and make our voices heard. As one of your NEA Directors, I am proud to work with you during this on-going battle.

## Notes from the New & Improved Membership Committee

The WEA Membership Committee is evolving into the **Membership/Member Benefits Committee**.

- Still signing up potential members
- Highlighting NEA, NSEA, WEA member benefits

Watch for **monthly posters** (elementary) and **email posters** (7-12) that will let members and potential members know:

- how they can save more than their monthly dues in benefits
- activities /services for members

These are tough times in the field of public education. We need **active** and **engaged** members helping get our message out as well as recruiting new members.

Please contact Jane Bantz, Deb Garret, or Laurie Johns if you would like to join this fantastic committee!

**“We are only as strong as our membership”**

## Retirement Seminars at WEA

2010 Meeting Schedule  
Pre-Retirement Program

The WEA will be hosting its fall edition of the retirement seminars this October. Plan ahead and learn all you need to know about navigating the retirement process.

Please RSVP to 828-3026 to ensure we have enough materials.

**October 7th: Sandy Chapman & Sandy Lawrence**

discuss Finances & Legal Issues

**October 14th: Social Security**

**October 21st: Insurance and ESIP**

**November 4th: PERS -**

**“Planning Ahead”**

All meetings are conducted at the WEA Office (1890 Donald Street in Reno). They begin at 4:15 and usually conclude no later than 6:00, depending on how many questions participants have. Refreshments are served!



# Carpe Diem



**Bobee-Kay Clark**  
NSEA/WEA  
2010 Campaign  
Coordinator

It is time for educators to take charge of their destiny. Apathy is anathema and action is the word of the day! The 2010-2011 general election will be November 2nd, and we need to vote for our jobs.

Building reps will be giving ten minute meetings to inform and empower you at the voting booth. Ten minutes to change the climate of education? Yes. Ten minutes. You can do that!

Get ready, get informed, go to the polls, and get a better world.



WASHOE EDUCATION ASSOCIATION

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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.



**\$10**  
per  
person

## WEA Wild Island Picnic

**Saturday, September 11th**

Come out for the wave pool and water slides, mini golf and indy cars, bowling and burgers!

BBQ buffet is included in price of entry and available from 10:30 to 6:30.

## Welcome, New Members!

- Melissa Calderon at Smithridge
- Tammy Callahan at Caughlin Ranch
- Kelly Carr at Stead
- Jennifer Crane at Student Health Services
- Julie Dimick at Veterans Memorial
- Scoti Gower at Incline Elementary
- Juan Guerrero at Allen
- Jessica Houk at Depoali
- Regina Lazzarone at Sun Valley
- Gary Lindquist at Lenz
- Julie Mantz at Smithridge
- Virginia Miller at Incline Elementary
- Jill Olson at Lenz
- Melissa Pruyon at Sepulveda
- Lori Wilson at Elmcrest