



Washoe Education Association Monthly Newsletter

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MARK YOUR CALENDAR

September 10<sup>th</sup>

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

October 5<sup>th</sup>

Rep Council  
4:30pm in the WEA Office

Welcome,  
New Members!

- Sandra Currie at Mathews
- Alicia Dreelan at Spanish Springs High
- Shawnee Fierro at Beasley
- Melissa Francis at Mathews
- David Jones at Pleasant Valley
- Sarah Ledon at Westergard
- Leann Morgan at Brown
- Veronica Spengler at Loder
- Karla Thorkildson at Allen
- Maegen Tolley at O'Brien

# Administrator's Professional Development Conference

*Dana Galvin / WEA President*

The WEA, once again, was invited to participate in the Administrator's Conference. It was held at TMCC on August 10th, 11th and 12th. The WEA was asked to be on the stage to congratulate the administrators whose schools received an award for improvement during the 2010/2011 school year. These schools were recognized for improvement in one or more of several areas:

**Honorable Mention – Performance Worthy of Recognition**

Drake ES, Duncan ES, Greenbrae ES, Hunsberger ES, Hunter Lake ES, Loder ES, Peavine ES, K. Smith ES, Van Gorder ES, Billingshurst MS, O'Brien MS, Shaw MS, AACT HS, Galena HS, Incline HS, North Valleys HS, and Wooster HS

**Bronze Star – Remarkable Performance and Improvement**  
Juniper ES, A. Smith ES, Veterans ES, Dilworth MS, and Damonte Ranch HS

**Silver Star – Outstanding Performance and Improvement**  
Diedrichsen ES, Sierra Vista ES, Towles ES, and Verdi ES

**Gold Star – Exceptional Performance and Improvement**  
Huffaker ES, Maxwell ES, Mount Rose ES, Taylor ES, and Reno HS.

Congratulations to each and every school!

Your WEA team attended several sessions which included: Common Core State Standards Overview, Behavior and Discipline Logistics 2011-2012, MAP for Survivors of First Year Implementation, Track III...Who Are You Going to Call?, Communications and Community Engagement Update, Teacher Evaluation Framework overview of work for 2011-2012, Human Capital, Employee Behaviors and Expectations, and Social Media Issues. We also attended Dr. Morrison's wrap-up, entitled *Setting the System Direction for 2011-2012*. The sessions were interesting, informative and thought provoking.

# Nurse's Notes: Even A Little Exercise Can Help Your Heart

*Margi Battin / RN*

We all know that exercise is good for us, but sometimes it can seem too hard to even detach from the couch. Plus, let's be honest, having the federal government tell us it's a terrific idea to get 2 1/2 hours of moderate-intensity aerobic activity a week doesn't really help our motivation much. Sorry.

Now, though, there's a new analysis that suggests getting benefits from exercise doesn't have to be quite that demanding. Even wee snippets of activity reduce the dangers of heart disease, a distillation of the published evidence finds.

A while back, Jacob Sattelmair was working on a doctorate in epidemiology at the Harvard School of Public Health when he realized that there wasn't a re-

view spelling out just how much physical activity is needed to lower the risk of heart attacks and stroke.

The studies tended to look at the intensity of effort, not amount. So he and his colleagues combed 3,194 papers, and came up with nine that addressed the "how much?" question. They crunched the numbers in those studies to figure out what works.

Yes, more exercise is better. People who put in 300 minutes a week of moderate activity, twice the recommended federal guideline, had a 20 percent lower risk of death due to cardiovascular disease. Still, the people who exercised 150 minutes a week did pretty well, too, lowering their death risk by 14 percent.

And what about the people who exercise half as much as that? Also a 14 percent lower risk of heart disease.

That's the equivalent of burning 257 calories a week, or one hour of walking. The study was just published in the journal *Circulation*.

"The biggest bang for the buck occurs at the lower end of the spectrum," Sattelmair tells Shots. Indeed, most of the studies showed a big drop in risk with the first few hundred calories burned, with the rate of risk reduction slowing for hard-core workout fiends.

The Centers for Disease Control and Prevention recommends walking 15 minutes a day, but any moderate activity counts, including gardening, biking, or playing with kids.

"For someone doing nothing, telling them they have to do a lot is overwhelming," Sattelmair says. Don't be discouraged. "Just walking 15 minutes a day; you're going to get health benefits from that," he says.

## Contract Corner: Evaluations & Changes

*Chuck Fletcher / UniServ Director*

This is important: **Evaluations for 2011-2012** will follow the same format as in past years **except for the SIG/TIF schools and the schools voluntarily in the pilot**. 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. 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 WCS D website: under "Staff," go to "Forms," and then scroll down to the "Evaluations" section. All certified positions are represented.

The SIG/TIF schools and those in the pilot are to have adequate training on the revised rubrics and the cycle. If you are in one of these schools and have questions, call WEA.

### Changes to Probationary/ Post-Probationary

The 2011 Legislature extended the "probationary" period to three full years with no exceptions. As a "probationary" teacher is subject to nonrenewal, it is essential that if the evaluation process is going towards an unsatisfactory evaluation that WEA be contacted. (On July, 2013 the "satisfactory" will be replaced with "effective" or "highly effective.") To obtain "post-probationary" status, an employee must

receive a "satisfactory" evaluation for two consecutive school years.

The basic evaluation process for a "post-probationary" teacher will remain essentially the same – what will change is terminology and the result of an "unsatisfactory" evaluation. (After July, 2013, - "ineffective" or "minimally effective.")

Should a post-probationary teacher receive an "unsatisfactory" evaluation, the teacher **MUST** be evaluated three times in the following school year. Should a post-probationary teacher receive an unsatisfactory evaluation two years in a row, the teacher "reverts" to probationary status. We are referring to this demotion as a "reversion." Once the teacher becomes probationary there is no right to continued employment.

For the above reasons, should it seem that the evaluation procedure is moving towards an "unsatisfactory" evaluation, it is essential that the member contact WEA – the sooner the better.

# Mediation/Arbitration: Where We Go From Here

Elaine Lancaster / Executive Director

As most of you know, we have been negotiating with the school district since late spring. According to the ground rules that we both accepted, we needed to complete six meetings before declaring impasse. At the sixth meeting on July 12th, we declared impasse on all items not resolved, including salary. The ground rules required the parties to proceed to mediation, prior to binding arbitration. Both parties agreed to contact Barry Winograd, a well known, respected mediator. He was able to conduct mediation on August 24th here at the WEA office. After 11 hours, we had resolved all the "language" issues, but not the salary issue. The WCSD and the WEA will choose an arbitrator as soon as possible. Usually it takes several weeks to get on their calendar for the arbitration. It will probably take a day for both sides to present their cases, and then the arbitrator has 30 days to render a decision, which is final and binding. According to Nevada law, the arbitrator must consider a final package offer - in other words, he/she is not allowed to choose parts of either proposal. It therefore becomes incumbent to present only the item that is most important to your constituents. In this case, we will only be presenting salary issues. Many of the articles that we presented to the district, and ones that they presented to us, could not be resolved and will not be going to arbitration.

Articles that were resolved were a new Reduction in Force Policy which includes seniority, improved pay for certified staff serving in the military, maintaining our just cause (staff cannot be dismissed without the district showing just cause) changes to the transfer/overage process. Items that WEA presented that the district would not consider were evaluations (we have filed with the Employee Management Relations Board asking that evaluations become a mandatory subject of

bargaining), allowing personal leave to be accumulated, and paying for work outside the contract hours. We brought an article concerning elementary prep time within the school day, and it is now in a memorandum of understanding that the WEA and WCSD will find a solution through the bell change committee. The district brought articles that would have eliminated one of the prep periods for department chairs, eliminated the NBPTS salary increase if not funded by the legislature, and a

middle school athletic director - all of these were rejected by the WEA. The WCSD final offer on salary was a 3% cut for each of the next two years; our offer is to maintain the current salary schedule. They want a multi-year contract; we are asking for a single year contract.

We will keep you informed every step of the way through e-mails to your WEA Reps, who will pass along the information to their members.

## 2013-14 Balanced Calendar

Elaine Lancaster / Executive Director

The WEA/WCSD Calendar Committee has been meeting this summer and will be presenting to the WCSD Executive Cabinet and then the trustees, our recommendation for changes to the calendar that will begin in August of 2013. Bryn Lapenta is chairing the committee. She has produced two "white papers" titled *Why Move to the Balanced Calendar* and *How a Balanced Calendar Would Support More Time for Students*. These will be presented at school sites and community focus groups through the fall and early winter. The suggested calendar will have students reporting the first Monday in August, with a one week break in October, a three week winter break (one week for intercession), and a 2 week break at the end of March/beginning of April,

again one week for intercession. The school year would end around the 10th of June. All schools would be on this calendar - if there are still multi-track elementary schools in the district, a calendar is being created to accommodate their schedules. The pay issue was addressed last year, year round teachers will not lose pay, and traditional teachers will receive two pay checks in the month of August in 2013. We will keep you up to date with any changes.

## Retirement Seminars

The Retirement Seminars, for members only, will be held in October and January. Presentations concerning PERS, Social Security, ESIP, Health Insurance and estate planning are scheduled for the first three Thursdays in October and the first Thursday of November. The meetings start at 4:15 at the WEA office. Your WEA Reps will have a poster for your bulletin board with the exact days of each presentation. Call or e-mail Chelsea Canon, the WEA office manager, to let us know if you will be attending.

### Unused Wild Island Tickets

We know summers are always too short, so, if you didn't get a chance to use your discounted Wild Island Water Park tickets, don't worry! Just bring them in to the WEA Office to return, no later than **4:30pm on Friday, September 9th, 2011.**

## Counselor's Connection: S.H.A.R.E. Has A New Look

*Katherine Loudon/ Counselor Coordinator*

The Washoe County School District's Sexual Health and Responsibility Education (S.H.A.R.E) program is changing this school year to a site-based delivery model. This will enable schools to have more flexibility with scheduling, increase the number of stakeholders and help to spread a clear message that the health of the reproduction system is an important aspect of comprehensive wellness.

This site based model also helps to preserve more school classroom allocations during times of budgetary constraints such as those our district has encountered over the past few years. S.H.A.R.E will still comply with NRS 389.065. Materials and curriculum will be guided by The Sexual Health and Responsibility Education Advisory Board. The advisory board is appointed by The Washoe County School District Board of Trustees.

The S.H.A.R.E program will include school counselors at all levels in a consultative or direct service capacity. The new model will rely on health teachers

at the high school level, identified and trained science teachers at each middle school and trained 4-6 grade administrator approved/volunteer teachers at the elementary level. Elementary counselors will teach boys and girls puberty lessons in collaboration with site staff.

The district retained S.H.A.R.E teaching support to assist with parent preview nights, parent permission forms and teacher training. S.H.A.R.E will offer site based training in addition to the district level sessions provided for elementary counselors, high school health and middle school science teachers. The W.C.S.D Library Services and Media Center headed by Lisa Riggs is assisting with site access to S.H.A.R.E approved materials such as books and DVD's.

The S.H.A.R.E office can be reached at 850-8026. Parent previews and staff training have started and will continue through spring of 2012. S.H.A.R.E teacher and counselor Kathryn Weber-Karp can be reached at [kweberkarp@washoeschools.net](mailto:kweberkarp@washoeschools.net).

## Changes to Dues for 2011-12

**Full-Time Members**  
Monthly Amount for 2011-2012:  
**\$57.83**

**Part-Time Members**  
Monthly Amount for 2011-2012:  
**\$29.75**



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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.

## New Member Discounts at Reno/Sparks Businesses!

Bring your membership card to these generous local businesses and you'll be on your way to savings! Know any local businesses that might give a discount to WEA members? You can get a \$25 bonus for recruiting a new discount. Just download the Special Services Endorsement form in the "Helpful Resources" section of [www.weatoday.org](http://www.weatoday.org).

### Chili's

10340 N. McCarran Blvd. &  
5090 Smithridge Dr.  
**10% off everything except  
alcoholic beverages**

### Furniture Discounters & America's

**Furniture 4 Less**  
3310 Kietzke Lane &  
900 E. Plumb Lane  
**10% off all purchases**

### High Sierra Cycling

1141 Steamboat Pkwy Ste. 920  
**10% off all non-sale items.**

### Miguel's Mexican Food

1415 S. Virginia St.  
**10% off food only**