



Washoe Education Association Monthly Newsletter

IN THIS ISSUE....

- Health Care Reform ...pg. 2
- Weingarten Rights ...pg. 2
- Contract Corner ...pg. 3
- Nurse's Notes ...pg. 4
- Counselor's Connection ...pg. 5
- Discounts & Tickets...pg. 6

MARK YOUR CALENDAR

September 8th

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

October 3rd

WEA Rep Council
4:30pm in the WEA Office

October 4th, 11th, 18th, Nov 1st

Retirement Seminars
4:15pm in the WEA Office
Call for Details

October 26th

Nevada Day
WEA Office Closed

November 6th

Election Day - VOTE!

November 7th

Rep Council
4:30pm in the WEA Office

November 12th

Veterans Day
WEA Office Closed

November 22nd & 23rd

Thanksgiving Holiday
WEA Office Closed

December 5th

Rep Council
4:30pm in the WEA Office

WEA Welcomes Pedro Martinez

Dana Galvin / WEA President

Newly hired WCSD Superintendent, Pedro Martinez, attended both the WEA Board of Directors retreat and the Back-to-School Building Rep Training. I believe his sole purpose for doing so was to put all of us at ease as to what his plans are for the next three months, the next year, and the future. His most encouraging words were... "It's time to reflect. We are beginning the third year of WCSD Envision 2015. What is working and what needs to be looked at? Let's take a step back and breathe." I couldn't agree more. We have been working harder than we ever have before. In the words of one Rep, "We have added 16 new initiatives in the last three years!" That is crazy and I believe Pedro thinks so, too.

- During the Rep Training we had over an hour with Pedro for questions and answers. He was very thoughtful in his answers and actually answered the questions that were asked.

- Two Reps asked if their schools would get the new Everyday Math TE as a hard copy, or if it would just be on the computer? It does not match with the old edition.

- Stress and low morale was a theme throughout his the whole visit. Pedro knows how hard ev-

eryone is working and would not dream of asking any educator to work harder.

- Is there a way to combine some of the meetings for administrators? They are off campus so much.

- Several Reps expressed their frustration about MAP testing: schedules are delayed, computer labs are closed so much for testing, and there is a delay in getting data.

- There are still lots of problems with Infinite Campus. The IT department was cut so much, problems with IC persist for too long before they are fixed. Talk about a stressed out department. Some parents are not able to register their children on line because IC won't let them.

- If an initiative is going to stay, can it be funded at an acceptable level?

- PLC time is being taken up with PD on early-out Wednesdays. Teachers need time together for the implementation of the Common Core State Standards (CCSS). They need more training.

At the end of the hour Pedro committed to us he would have answers to all questions and he would send his answers to me to then be distributed to you. Pedro, Elaine and I will continue to meet on a monthly basis – talking about your concerns and coming up with solutions.

The Latest On Health Care Reform

Donna Sciulara / American Fidelity



The comprehensive Health Care Reform law that was signed in 2010 by President Obama, has brought about many challenges for school districts. With so many moving parts, employers across the nation are struggling to understand the new requirements, figure out how to comply with them, and keep up with the changing rules.

American Fidelity Assurance Company is ready to be your primary resource for managing the challenges and changes resulting from Health Care Reform. The following is a brief summary of the latest developments in the Health Care Reform law.

Latest Health Care Reform News

Supreme Court Upholds the Law

On June 28, the Supreme Court upheld the Health Care Reform law on a 5-4 vote. However, on the question of whether an expanded Medicaid requirement is constitutional, the court instructed that states may participate in the enhanced benefits offered under the law, but the federal government may not take pre-Health Care Reform law Medicaid funding away from states that do not participate in the new program. For more information about the decision, visit HCRdecision.com.

IRS Publishes Guidance on \$2,500 Health FSA Contribution Limit

On May 30, 2012, the IRS issued Notice 2012-40 providing guidance regarding the \$2,500 salary reduction limit for Health Flexible Spending Accounts (Health FSAs). The salary reduction limit is effective for plan years beginning after December 31, 2012.

Comparative Effectiveness Research Fee

The IRS issued proposed regulations on the fees under the Health Care Reform law on April 12, 2012. The Comparative Effectiveness Research Fee (CER) is to be paid by health insurance carriers and sponsors of self-insured plans and will help finance the Patient-Centered Outcomes Research Institute.

Summary of Benefits and Coverage and Uniform Glossary

On February 9, 2012, the federal agencies issued final regulations on the health care reform provision requiring group health plans to distribute two new disclosure documents – a Summary of Benefits and Coverage (SBC) and a Uniform Glossary of common terms, as well as updated versions of the templates and instructions. The final regulations are very similar to the proposed regulations, making several clarifying changes, and extending the effective date to September 23, 2012.

IRS Issues Updated W-2 Reporting

Guidance

The Health Care Reform law requires employers to report the cost of employer-sponsored health care coverage on employees' W-2 Forms beginning with the 2012 calendar year (that is, for the Form W-2s required to be issued by January 31, 2013). Last year, the IRS issued interim guidance on the W-2 reporting requirements in question and answer form in Notice 2011-28. On January 3, 2012, the IRS issued additional guidance in Notice 2012-9. The new guidance clarifies and restates the original guidance (Notice 2011-28 is superseded), and adds several new questions and answers. Employers may want to review their course of action to determine if it is still on target.

The information provided here is only a brief summary that reflects our current understanding of select provisions of the law, often in the absence of regulations. All interpretations are subject to change as the appropriate agencies publish additional guidance. American Fidelity does not provide legal advice – as such, we suggest that employers and individuals consult with their legal counsel and/or tax advisors about how Health Care Reform may impact them. For the most up-to-date news on Health Care Reform and details regarding these provisions, please visit our comprehensive Health Care Reform website at HCReducation.com.

American Fidelity's history is rooted in understanding how new laws will impact employers and finding new ways to make compliance more manageable for our customers. We can help you focus on the steps you need to take today, identify where to find answers you need, and help communicate with your employees to make sure they understand how Health Care Reform will impact them. To learn more about everything we can do for you, please contact Donna Sciulara (800) 616-3576, ext. 11 or email Donna.Sciulara@af-group.com. Contributed by American Fidelity Assurance Company

WEINGARTEN RIGHTS

(If called to a meeting with management, read the following or present this card to management when the meeting begins.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.

Contract Corner: Important Current Issues

Chuck Fletcher / UniServ Director

Cyber Reminder

Give thought to what you are doing with social media. We hear of Olympic Athletes disqualified or discredited because of “tweets,” teachers and students duped by fraudulent or bullying messages on Facebook or other sites, and employees whose jobs are jeopardized because of what they have posted or who they have accepted or chosen as “friends.” It is best to keep your “professional” and “social” life separate.

“Grooming” has surfaced more since the “Sandusky trial” this summer. It has come to mean that predators will “groom” potential victims by starting with seemingly innocent actions, that could be “tweets,” “posts,” “play,” “wrestling,” etc., used as a stepping stone to make the predator attractive. The importance here is that clear professional lines of behavior and relations need to be observed. Even giving children, especially those most vulnerable, “excess” praise or attention can be questioned by others.

Touching

Touching students is a continuing issue. WCSD’s policy is that students not be touched.

Special Education teachers need to be aware of the policies and procedures for their department. Many times, when any contact comes into question, the issue comes down to whether it was necessary to prevent a student from harming him/herself or others. Any aggressive action on the part of the employee will come into question. Now more than ever, any touch that could be considered less than “innocent” could come under scrutiny, and sometimes even innocent touches (a

“pat on the back” for instance) can be “unwanted” by some students. It is important that the teacher question what is being done and why it is being done, bringing restraint and “professional” judgment to bear. It is also very important to communicate with your students so they will feel they can communicate with you.

Evaluations 2012-13

In our Spring Issue of *WEA Today*, the “Corner” made the point that the evaluations “bar has been raised.” We cannot emphasize enough that evaluation areas that were “Target for Growth” two years ago or even last year, are no longer “ok.” Some suggestions for success:

1. Read and understand the new rubrics, and have “rubric-centered” conversations about how they will look during an “observation.”
2. Communicate with your principal

and/or evaluator about what you are doing, what you are trying, what has been successful, etc., so that they will understand more of what is happening in your classroom.

3. Keep a portfolio and/or log, for lesson plans, strategies, assignments, projects, student and parent communication, information sent to parents, in short, anything relating to the requirements in the rubrics. If your evaluator doesn’t “observe” it, then you can show that it happened.

4. Invite your evaluator (back) to observe suggested changes that have been made, to see innovative or creative strategies, or to see the students participating, presenting, cooperating, or relating.

5. If a “Focused Assistance Plan” is recommended, make sure you ask for a “consulting teacher” and call WEA to better understand the process and the intent.

“One Year Onlies” No Longer In Effect

Elaine Lancaster / Executive Director

The WEA and the WCSD have been working through the spring and summer to reach an agreement concerning positions labeled “one year onlies”. The WEA has always maintained that teachers need to be both well compensated and provided job security. WEA believes that contracts of employment must be consistent with NRS 391.3115. Grant funded positions may be of limited duration, but the contract stays in force. WEA agrees with the WCSD

that teachers hired to replace a teacher on a leave of absence will be hired on a standard contract. The term “limited contract” will indicate that the contract is continuous even if the funding is not. The district clarified the definition of Limited Term-Standard Contract to be an employee with standard rights under the negotiated agreement who is in an assignment of limited duration—the assignment is limited, the contract is not. If the need arises that the district believes an OYO is necessary, it will decide with the WEA on a case-by-case basis.

Nurse's Notes: Tidbits

Sharon G Freier / RN

CDC: Accidental death rates for children drop nearly 30%

Death rates from unintentional injuries among U.S. children and teens dropped 29% from 2000 to 2009. The total number of deaths dropped from about 12,400 to about 9,100, CDC researchers reported. However, the report found that the death rate for accidental poisonings rose 91% among those age 15 to 19 due to abuse of prescription drugs, and accidental infant suffocation deaths increased 54%. *(Source: The Wall Street Journal/Health blog)*

Research looks at prevalence of choking game play in youths

More than 6% of almost 5,400 eighth-graders in Oregon said they had participated in the choking game at least once, and 64% of those had done it more than once, according to a study in the journal *Pediatrics*. Researchers also reported that boys and girls were about equally likely to have tried the so-called game, which involves putting pressure

on the main artery in the neck. *(Source: WebMD 4/16)*

HPV causes 26,000 U.S. cancer cases annually, CDC says

About 26,000 cancer cases in the U.S. can be attributed directly to human papillomavirus annually, of which 18,000 occur in women and 8,000 in men, CDC researchers wrote in the *Morbidity & Mortality Weekly Report*. From 2004 to 2008, the total annual incidence of cancer cases associated with HPV was 33,369, researchers reported. *(Source: PhysiciansBriefing.com/HealthDay News 4/19)*

Measles cases reach highest level in 15 years

The number of measles cases in the U.S. in 2011 more than tripled from the estimated 60 cases per year between 2001 - 2010, to 222 cases in 31 states, a CDC report found. Of these cases, 200 involved patients who caught the virus overseas or from someone who traveled abroad. *(Source: Reuters 4/19)*

Poll highlights indicators of rotavirus vaccination in U.S. children

Data from the 2009 National Immunization Survey showed that children without health insurance were 12% more likely not to receive the rotavirus vaccine than insured children. Researchers also found that children with a parent who did not graduate from college had a 21% greater chance of not getting the vaccine compared with those with a parent who did graduate from college. *(Source: Family Practice News 4/19)*

Common misconceptions can derail fitness efforts, report says

Exercise myths that can derail fitness efforts include the idea that regimens that do not lead to weight loss are not working, according to *Consumers Reports*. Other misconceptions include: Exercise can lead to weight loss in specific body areas, stretching is needed before working out, sports drinks are better than water and calorie counters on exercise machines are accurate. *(Source: The Washington Post/Consumer Reports 4/16)*

Retirement Seminars Scheduled for October

WEA will be offering retirement seminars at the WEA office this fall for members who want to learn more about planning for and navigating retirement.

October 4th will feature a presentation by the folks from PERS, and October 11th, 18th, and November 1st, will have presentations on ESIP/Health Insurance, Social Security, and Estate Planning. Your WEA Rep will post a schedule in the faculty lounge. All seminars start at 4:15 and usually last about an hour. Please RSVP to Chelsea Canon on Outlook: ccanon@washoeschools.net.

Legal Services Available to WEA Members

WEA members are entitled to two 1/2 hour consultations with a lawyer from our firm. The firm schedules visits at the WEA Office on the 2nd and 4th Tuesdays of the month between 3pm and 5pm. This is an opportunity to discuss non employment issues - i.e. wills, divorce, child support, real estate, etc. You will need to contact Chelsea Canon on Outlook to schedule an appointment: ccanon@washoeschools.net. If you are not available on the 2nd and 4th Tuesdays of the month, Chelsea can also tell you how to schedule a visit directly with the law firm.

Counselor's Connection: Bullying

Katherine Loudon/ Counselor Coordinator

CONFLICT	BULLYING
Equal power	Imbalance of power-real or perceived
Happens occasionally- as a normal and expected part of growing up. It can happen anytime people are working, living or interacting together.	Usually repeated negative actions, can be one incident. Is violence not normal or expected
Often Accidental	Intentional
Not serious	Serious with threats of physical or emotional harm. Attempts to hurt through humiliation and/or exclusion that affect social status and relationships of target -causes harm also to bystanders.

Back to School = Back to Basics

Senate Bill 276, as a part of Nevada's "Safe and Respectful Learning Environments" 388.121-388.139, requires teachers to report bullying to administrators.

It also requires schools to teach bullying prevention and intervention.

There is a focus on bullying especially during **October**, which is Bullying Prevention Month.

Useful websites for SB276 lessons:

www.flipthescrriptnow.org

www.stopbullying.gov

<http://www.nea.org/tools/2011-CARE-guide.html> (check out the resilience lessons too)

Reminder:

Conflict Resolution is not an effective strategy when bullying is involved.

Conflict Resolution infused into instruction and directly taught reduces behavior problems and saves time. It also improves school climate.

www.peaceday.org & www.creducation.org

www.schoolclimate.org

Conflict Resolution Quick Tips for Duty and Beyond

(Parents also find these useful with sibling conflict.)

Remind students to actively listen, use "I" statements, remember manners, refrain from name calling (ask your school counselor for more lessons, DVDs and supporting tools and tips - you often have to teach "I statements" and role-play conflict resolution). Tips are common in most conflict toolboxes.

1. Use Chance such as Flip a Coin, dice, draw straws, Paper, Rock Scissors
2. Compromise
3. Decide it doesn't matter - using game time to engage in conflict takes time away from play
4. Say "I'm Sorry" even if it isn't your fault - you can be sorry for the situation
5. Postpone - take a self-calm down time and revisit it later when both parties are not as angry
6. Use Humor
7. Talk it out
8. Make a peace offering
9. Share
10. Get Help from an adult

(watch: body language, voice tone, word choice)

Teachers can contact their school counselor, or are welcome to email Katherine with any other questions or needs related to bullying or conflict: kloudon@washoeschools.net.

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!

Dogz Inc.

1855 E. Peckham Lane Ste. D
Reno, NV 89502 - next to WEA!
775-826-9911

**15% off dog daycare,
boarding and training**



Kaia F.I.T. Sierra

3 Locations in Reno
775-375-5242

**20% discount on 5-week and
6-week fitness programs, or**

**17% off VIP Membership, for
female-only fitness classes**



Reno Bighorns

775-853-8232

**\$5 off Center Seat ticket, limit
4 per game - call Allison Beck
to use this discount!**

Welcome, New Members!

- Daphne Abrams at Shaw
- Charlene Alexander at Allen
- Fabian Avalos at Hug
- Elena Baker at Risley
- Nayma Boyce at Mathews
- Carol Bridges at Vaughn
- Julie Bryant at Hunsberger
- Ashley Bunch at Alice Smith
- Michelle Burrows at AACT
- Roberta Campbell-Underhill
at Elmcrest
- Kristin Clary at Mathews
- Kelly Coleman at Reed
- Gina Derryman at Allen
- Hillary Flak at Hug
- Tracey Gaffney at Lincoln Park
- Shawn Garfinkle
at Hidden Valley
- Jennifer Gould at Booth
- Goldie Gurling
at Lemmon Valley
- Kimberly Hansen
at Sparks Middle
- Kristen Harris at Pine
- Kelly Hawes at Westergard
- Julie Henjum at Duncan
- Heather Hinson at Dodson
- Shannon Hirman at Depoali
- Stephanie Huff at Huffaker
- Nichole Jacobs at Lenz
- Victoria Jensen at Sparks High
- Kate Hickey-Ferro,
Implementation Specialist
- Jeffrey Kirst
at Washoe Innovations

- Memory Kubanda at Galena
- Roselia Lacow at Veterans
- Gilbert Lenz at Traner
- Sherri Lenz at Wooster
- Dana Lewis at Corbett
- Ameer Lombardi
at Damonte Ranch
- Regina Mann at Sparks High
- Daniel Marble at Allen
- Naomi McColl at Dilworth
- Karen McDaniels at AACT
- Stephanie McMurtry at Pine
- Christina Mendenhall
at McQueen
- Joshua Mittendorf
at North Valleys
- Nicole Moffatt at Mathews
- Carolyn Pratt at O'Brien
- Vicki Rannow at Dilworth
- Isis Rodarte at AACT
- Brian Rosier at North Valleys
- Audrey Rush at Dunn
- Samantha Russell at Sun Valley
- Gregory Sakelaris at Traner
- Andrew Shivers at Wooster
- Tamara Smith at Maxwell
- Louis Steptoe at Damonte Ranch
- Sarah Stewart at Mathews
- Kirsten Taylor at Mount Rose
- Heather Tinker at Maxwell
- Mary Jane Ubando at Wooster
- Stephanie Urmston
at Greenbrae
- Shannon Walsh at Beck
- Nicolle Wambold at Dilworth

Top Coat Refinishing and Carpet Care

775-626-6762

**15% off all refinishing and
carpet care**



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 Canon	Office Manager



Printed by CDMS

weatoday.org

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.