

COMMUNIQUE

Newsletter of the Wenatchee Education Association

December 2017

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See your Building Rep. if there are any changes to your home contact information.



Don't forget to follow the Wenatchee Education Association on

Facebook [HERE](#).

Check out the Wenatchee Education Association webpage [HERE](#).



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Pony to District Office



What do you say?

WenEA has always hosted a year-end celebration to honor our retiring WenEA members and our WenEA scholarship recipients on the Tuesday after Memorial Day. This is a \$5,000 budget item. We are looking for member input about the best way to devote time and member resources to honor both of these groups.

Fill out the following survey to give us feedback on the year-end celebration. [Click this link for the survey.](#)

Follow this [LINK](#) for the results from last month's survey about full day conferences.

Mark Your Calendars



WSD/WenEA Transfer Fair

January 18th, 3:30-5:00, DO Main Board Room

Still love your work, but ready for a new challenge? On a non-continuing contract and want to find a continuing position? Want to learn how to find out what's "out there?" Get helpful tips and information about how to:

- Apply for an internal transfer in your building
- Search for job openings in other buildings on the WSD website
- Update your resumé
- Interview successfully

The event culminates in an opportunity to meet all WSD building principals. The internal transfer deadline is February 1st.



Welcome new member Nikole Wyles, Washington Elementary!

President Kim Mead's Visit

WEA President Kim Mead was in town briefly on December 7th and had a chance to visit with members at Mission View Elementary during their lunch break.

Communication Hub

Have you visited the Communication Hub lately? Click the "staff" tab on the WSD website.





Sub Shortage Prompts Policy Changes



The Office of the Superintendent of Public Instruction (OSPI) has made student attendance one of its main areas of focus this year. When students miss 10 or more days of school, it has a measurable impact on their achievement. But what about staff attendance? In the WSD over 60% of certificated staff members are gone 10 or more days per year, this is for all reasons other than long-term leaves, such as illness, personal leave, athletics, school business, etc. The district receives state funding for four sub days per certificated employee per year.

Due to difficulty filling these sub openings, building trainings are now limited to 15 members (down from 25), and district trainings are limited to 20 (down from 25). In addition, contractual limits on the number of personal leave days available in your building will be enforced. These limits are set to manage demand on the sub pool in order to enable coverage for illness. Aesop will not allow entry of personal leave requests if your building has already filled its quota for that day.

The hope is that these changes will reduce the number of members called back from trainings, and unfilled sub positions that put a strain on members, students, and administrators. The changes have already reduced the number of unfilled sub positions from 18 in September to 6 in November.

Know Your Contract

Section 8.J, page 61: Professional Growth Reimbursement

BIG RED

A common theme we heard from members is that travel costs often prohibited them from accessing professional development. As a result of bargaining, the District agreed to reimburse travel expenses as a pilot for one year. This benefit is intended to facilitate attendance at professional conferences and professional development classes directly related to your work assignment. The district must meet strict auditing guidelines for the use of public funds, so please do not attempt to use this benefit for travel that is not directly and demonstrably related to your work assignment. If the training you need is offered in multiple locations, please make every effort to attend the event closest to Wenatchee. Because so many members are not following process guidelines, HR and Finance staff have had to devote an unreasonable amount of time to process claims. The District is not obligated to reimburse you if you have not followed the guidelines on the relevant forms. Specifically:

- Payment for multiple people on one receipt will not be processed for reimbursement.
- Pay for your own expenses. Ask restaurants and hotels to provide split receipts or statements for your portion of expenses.
- Submit original receipts for all expenses for which you are claiming reimbursement.
- Credit card statements are acceptable as receipts as long as you are officially listed on the statement, and the relevant charges are clearly identified.

If members continue to not follow guidelines and it continues to create an undue burden on the HR and Finance staff, we may lose this benefit after this year. Please follow the guidelines!

Scholarships

Scholarships

Professional Growth Scholarships

WEA-Retired offers up to eight \$1,000 nonrenewable scholarships to aid WEA members in enhancing skills in specific education areas and/or attaining or maintaining a teaching certificate. The scholarships cannot be used to pay for incurred debt for past classes or reimbursement for pre-paid classes. You must be a WEA member to apply [HERE](#).

See page 61 in Big Red for information about locally bargained professional growth support.

Reconfigured Learning Design Team Begins Work



Professional development decisions in the WSD will include some new voices - yours. Representing WenEA members on the Learning Design Team will be from left to right: Sarah Cabbage, Foothills/Middle School Rep; Patty Cone, Columbia/Elementary Rep; Andrea Danahey Feil, WSHS/High School Rep. Cabbage has experience as a grade level and ELA team leader; Cone has primary, special education, and specialist experience; Danahey Feil has experience working at WHS, WSHS, and the Tech Center. They will be soliciting and sharing

information through existing WenEA communications networks, so please take advantage of future opportunities to share your thoughts. The group has its first meeting on January 8th, and its minutes will be posted on the Communications Hub on the district website.

President's message from Kris Cameron

Payday was about a week ago. Most of us check to make sure our extra hours are reflected on our paystub, then forget it. But how often do we think about what actually went into obtaining that salary?

As a long-time teacher, I will make almost \$12,000 in TRI pay (per diem days) this year. This is supplemental salary that WenEA locally bargained for us.

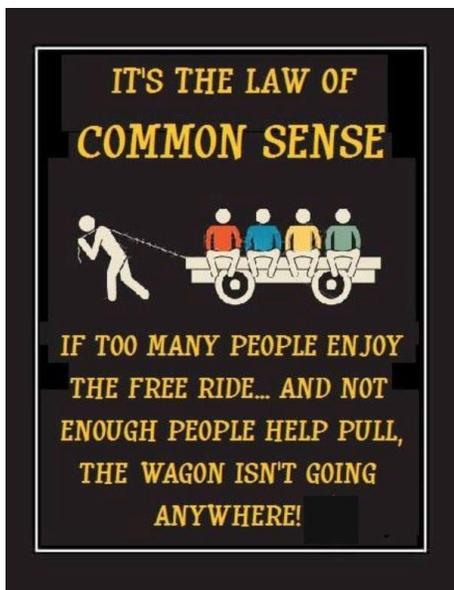
If your check includes a co-curricular stipend, WenEA locally bargained that too.

If you served on a district committee, your hourly rate jumped quite a bit this year. And that was locally bargained by WenEA.

If you covered a colleague's class during your planning period, that pay was bargained for you by WenEA.

If you received compensation for oversized classes, WenEA bargained that too.

We have sick leave, personal leave, and health insurance thanks to bargaining. WenEA also bargained longevity stipends for "old-timers," a supply fund for newbies, and a list of other benefits that goes on and on.



So, why am I sharing this today? Because there are individuals and organizations – like the Freedom Foundation masquerading as “Choice for Teachers” - who would like you to believe that your union does nothing but take your money each month and use it for causes you don't support. When you “opt out” of union membership, you are withdrawing your financial support from political work on local school levies and bonds; state-level efforts to provide professional salaries, lower class sizes, and others. At the national level your dues pay for lobbying for the school lunch program, special ed and CTE funding to name just a few. Opting out means you are no longer a member of WenEA, and no longer have a voice in union decisions.

Don't be fooled - the Freedom Foundation's publicly stated mission is to abolish all unions, and they know that if enough of us drop union membership, we will no longer have a legal right to bargain for the benefits mentioned above, or to advocate for our students at the state and national levels. I hope that if you receive their misleading flyers, that you put them where they belong - in the trash! To learn more about the "Freedom Foundation," [Check out this flyer.](#)

I hope you have a relaxing and joyous holiday break! ~Kris

WEA Children's Fund

The goal of the WEA Children's Fund is to help meet the modest and immediate needs of students encountered by WEA members in their daily workplaces. The intent is to ensure that the physical, social and emotional needs of students do not stand in the way of success within the school setting. The Fund reimburses WEA members who buy items to meet these needs. The Fund also accepts donations, either directly through Amazon Smile, or the United Way. Click this [LINK](#) for more details.



Be A Delegate - Represent WenEA at WEA and NEA Rep Assemblies!



Our state and national affiliates, Washington Education Association (WEA) and National Education Association (NEA), are member driven, democratically governed bodies. The annual Representative Assemblies (RAs) are our chief policy-making events.

These annual meetings allow opportunity for locals to collaborate, debate, and vote. Individual members and local associations can present new business items to be voted on, which when passed, set the organizational priorities for the coming year. Delegates also elect officers, and consider resolution (belief) statements. It's jam-packed days of direct democracy in action! Attendance at WEA RA requires 1 ½ sub days which are not deducted from your personal leave balance, and all expenses are paid by WenEA.

If you are interested in being a delegate, or have questions, please contact Kris at WenatcheeEA@gmail.com, or 669-4724. **Nominations close at noon on January 5th.**

Building Reps will be conducting secret ballot voting from January 8th through February 12th.

WEA Rep Assembly (state)
April 19th - 21st
Spokane
1 ½ sub days required

NEA Rep Assembly (national)
June 29th - July 5th
Minneapolis, Minnesota



Congratulations!

Congratulations to Valley Academy for earning a School of Distinction Award for the second consecutive year. WenEA members at Valley are Wendy Hulse, Jim Mugg, Donna Payne, Kelly Smothers, and Memory Visscher. The Center for Education Effectiveness' School of Distinction (SOD) awards honor the highest improving Washington State schools, staff, and their leaders for improved performance for all students. Specifically, sustained performance over five years in English Language Arts (ELA) and Mathematics at the Elementary and Middle School levels and 4-year and 5-year adjusted Cohort Graduation Rates at the High School Level.



Congratulations to WenEA member **Thea Appleton**, Teacher of the Visually Impaired, (fourth from left) who was honored for her service as president of CAFE (Community for the Advancement of Family Education) at its annual awards dinner. WenEA contributes to their Saúl Gallegos scholarship, and co-founder Alma Chacon (far right) praised and recognized all the educators in attendance. It was a great evening honoring educators and education.

WenEA Scholarship Grant Fund



The WenEA Scholarship Grant program offers financial assistance to the sons and daughters of WenEA members as they pursue post-high school education. The grant fund is supported by donations from our members. The size of awards varies each year. They are based upon the amount of donations received from WenEA members and the number of applicants, and are equal for all eligible applicants. Grants will only be awarded to children of members of the Wenatchee Education Association (WenEA) who are current high school seniors, regardless of the school they attend.

Here are the links for the WenEA Scholarship Grant [Donation Form](#) and [Application Form](#).