

WenEA Communiqué

Newsletter of the Wenatchee Education Association

VOTE!!!

Ballots will begin appearing in the mail around October 19th.



We know you make voting decisions on many factors, but please consider casting your ballot for our endorsed candidates who support public education and collective bargaining rights:

12th LD State Representative: Ann Diamond

8th CD U.S. Representative: Kim Schrier

[Click here for a complete list of WEAPAC and NEAPAC endorsed candidates.](#)

VALIC Pension Plan Overview & Retirement Preparation Seminar

Monday, Oct. 29th, 5:30-7:00pm, Wenatchee High School, LGI

This free workshop will help you understand your Washington State pension plan, identify retirement goals, take advantage of funding sources and account for the effects of taxes and inflation in retirement. [Register here](#) with code WEAWEN11AF, or contact Deanna Brown of VALIC, 509-760-0092 // deanna.brown@valic.com for more info.

Know Your Contract: Article IV Evaluation and Probation

“The employee shall develop student growth goals with input from his/her evaluator prior to October 15th. Student growth goals that reinforce district or building goals are encouraged. Evaluators may not alter teachers’ student growth goals for the year without the teacher’s consent.” // “Teachers on comprehensive evaluation will develop two (2) student growth goals (3.1 and 6.1).” // “Teachers on focused evaluation will develop student growth goals and timelines, and will monitor his or her progress, and make adaptations as needed. If criterion 3 or 6 is selected for evaluation, the student growth goal from the selected criterion must be used. If criterion 1,2,4,5,7, or 8 are selected the student growth goal must be either SG 3.1 or SG 6.1.”

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Charter School Planned for Wenatchee

Long-time parent volunteers Sara Rolfs and Rick Wray are planning to open a 6-12 charter school, Columbia Prep, in the fall of 2020.

Rolfs and Wray met on September 20th with members of the WenEA executive board, who had many questions. They indicated the school will be privately funded, primarily with support from the Bill and Melinda Gates Foundation. They have not finalized staffing plans, however they mentioned the potential use of graduates of the Teach for America (TFA) program, which places college graduates into classrooms after only about six weeks of training. They plan on providing what they consider better services for primarily our Latinx students through project-based learning. They acknowledged that they will likely not have the ability to provide services for some of our high needs students. They are seeking a location in South Wenatchee, and are looking into use of the Community Center in the former St. Joseph's church building on South Chelan street. The school will not have an elected board, and will instead be overseen by an appointed advisory board.

WEA is currently engaged in a lawsuit against charter schools in Washington as an unconstitutional shift of public funds into private hands. While a charter may receive private funding, it lowers already inadequate funding for public schools due to shifted enrollment. The NEA also has a [Policy Statement on Charter Schools](#).

Who's behind the push for charter schools in Washington State? [Learn more here.](#)

September Survey Results: Superintendent Search

Thanks to those of you who responded! The common themes you shared were that you want a **highly-educated** individual who has a lot of classroom **teaching experience** as well as high level **administrative experience** outside the WSD. You value a **trustworthy** team player, who is community-minded, **listens** to and cares about all stakeholders, and brings them together to solve problems. You prefer someone who is **bilingual** and **forward thinking**.



TELL US WHAT
YOU THINK

What do you say?: October Survey

Last year you expressed overwhelming support for exploring options for expanding the school year to reduce stress and mitigate the drop in academic skills over the summer. Would you be willing to schedule **full-day educator workdays** throughout the year for collaboration, professional development, and individual planning? This could reduce the strain on the sub pool and provide for more meaningful professional development and collaboration opportunities. [TAKE THE SURVEY.](#)

PEA Grants Available - Apply by October 19th

Have a project or event that involves parents and/or community members? We can help! Public Education Advocate (PEA) grants are a member benefit that can help subsidize costs for refreshments, prizes, materials, and more. Read more and get an application on our website: WenatcheeEA.com.

Bargaining Update: Personal Leave Cash-out/VEBA contribution details being finalized

WenEA and WSD have facilitated VEBA contributions for eligible members' *unused sick leave* for many years. Our negotiators are currently working out the details and process to provide members with the ability to recover some financial value for *unused personal leave* days as well. Once the process is finalized, all members who are eligible will vote on whether to take a cash payment or make a tax-free contribution to a VEBA account. By law, all members of the voting group must abide by the majority vote of the group, there is no option for individual choice. Details will be announced via home emails as soon as they are finalized, and an informational meeting with a VEBA Trust representative will be offered.

What is VEBA?

VEBA stands for Voluntary Employees' Beneficiary Association, and is a form of trust fund to provide employee benefits. In 1998 the Washington State Legislature passed a bill enabling state agencies to offer eligible employees the option of contributing a portion of unused sick leave to purchase a medical expense plan, or VEBA account. Contributions to these accounts are not taxed at any time - either upon contribution or withdrawal. Most employees use these accounts to pay for medical insurance and expenses between retirement and Medicare eligibility, although they can be used for any medical expenses prior to retirement.

To learn more about the VEBA Trust: [Visit the VEBA website.](#)

Annual Personal Leave Accrual - maximum of 5 days

0-19 Years of Service (Earn 3 days per year)

5 days accrued - can carry over max. of 2, lose/use 3

4 days accrued - can carry over max. of 2, lose/use 2

3 days accrued - can carry over max. of 2, lose/use 1

20+ Years of Service (Earn 4 days per year)

5 days accrued - can carry over max. of 1, lose/use 4

4 days accrued - can carry over max. of 1, lose/use 3

3 days accrued - can carry over max. of 1, lose/use 2

2 days accrued - can carry over max. of 1, lose/use 1

TEDx Talks Come to Wenatchee

A TEDx Talk event is scheduled for February 20th in Wenatchee.

ED events are TEDx events where educators, students, administrators and others gather to discuss the future of education. ED events give people in educational communities an opportunity to spark discussion on the future of education, and share those ideas with the global community. They are designed for thinkers, artists, doers, and people with ideas about education. Research based ideas are welcome as well as emerging talents in performing arts. Self-nominations are welcome and applications are accepted all year at: www.tedxwenatcheevalley.org

Become a WenEA Scholarship Donor!

Why not put a small portion of your recent raise to good use supporting the higher education hopes and dreams of the children of our WenEA colleagues? For as little as \$1 per month, you can become a WenEA Scholarship Fund donor. Contributions range from \$1 to \$25 per month and are handled through payroll deduction. Already a donor? Why not increase your monthly contribution? It's easy - once and done. For a donor form, simply download a [Scholarship Donation Form from WenatcheeEA.com](#). Thank you for your support!

Side Gigs: Emily Wilson Puts a Modern Spin on a Traditional Craft

WHS Social Studies teacher and WenEA Secretary Emily Wilson is the hands behind “TheDailyCraftCo”, handmade modern embroidery. She started embroidering in 2016 when she combined her love for crafts as well as plants. She specializes in botanical embroidery artwork as well as clothing. You can find her pieces at www.etsy.com/shop/TheDailyCraftCo and reach her by e-mail for custom pieces at emilyruthwilson8@gmail.com. Follow her work on Instagram with the username “thedailycraftco”.

Do you have a business or “side gig” that we can feature in upcoming issues? If so, please email Kris at WenatcheeEA@gmail.com.



Washington Fifth Grade Teacher Monika Christensen has been appointed to serve as our second WenEA Executive Board Elementary Rep for the 2018-19 school year. Monika serves as our Lead Negotiator and Washington Building Rep, and replaces Lizbeth López Vásquez who stepped down to take a position in Chelan. Monika will represent Columbia, Lewis & Clark, Newbery, and Sunnyslope Elementaries.



The Communiqué will now be designed and edited by WHS Art Teacher and WenEA Building Rep, Ellen Smith. Ellen’s background includes visual art, creative writing, and editing written content. She is excited to combine her skills and interests to serve in this role.

Welcome New Members Susan Martin, Washington & Kaitlyn Walker, Foothills!

Message from President Kris Cameron

Congratulations to our PSE secretary/para/tech colleagues for successfully negotiating a new contract that gives up to 15% raises to some of our lowest paid colleagues. Our Maintenance and Operations (M&O) colleagues are still negotiating for a fair contract with WSD and we stand in solidarity with them. And while not all locals in Washington have settled contracts, the strikes that made headlines have now all been resolved with double digit salary increases.

Before we finished celebrating the end of this 14-year struggle, legislators began deflecting blame from themselves to us and to our school districts for the budget cuts that their levy swap (swipe) plan made necessary (*Wenatchee World*, 9/20/18 *Sen. Brad Hawkins: It’s time for Wenatchee Schools to take responsibility*). Virtually every district in the state is tightening its budget due to the reduction and cap on local levies. For WSD, our local levy collections will be reduced by close to 50%. If legislators had truly increased overall education spending as they claim, these cuts would not be necessary. Through local levies our community has committed to provide our students with a diverse and well-rounded school experience. Our local levies have also made up for millions of dollars of unfunded mandates for state and federal programs such as special education and others.

To satisfy the last part of McCleary, all the legislature had to do was increase the state salary allocation model (SAM) by the final \$1 billion. Instead, they eliminated the SAM, changed salary payments to districts from actual salary to an average, and cut and capped local levies – virtually guaranteeing deep cuts for districts like ours. Is your position or your program on the chopping block? We can stop this train wreck from happening if we pressure legislators to fix their mess and to send candidates like Ann Diamond to represent us.

Please get engaged – speak up, and vote!

Senator Brad Hawkins: brad.hawkins@leg.wa.gov // 360-786-7622

Representative Mike Steele: mike.steele@leg.wa.gov // 360-786-7832



WenEA Calendar October 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8 Rep Council	9 School Board Meeting	10 Candidate Forum, PAC 7pm	11 President Lunch Visit at L&C	12 District PD Day - No Students	13 WEA training in Omak - Evaluation, Certification 101
14	15 Newbie Night - Success with Substitutes	16 Dr. Ann Diamond Meet & Greet, Wenatchee Public Library, 6:00 - 7:45pm	17	18 President Lunch Visit at Mission View	19 President Lunch Visit at Newbery	20
21	22	23 School Board Meeting // Candidate Forum at WVC, 4:00pm	24	25 Exec Board Meeting	26 President Lunch Visit at Sunnyslope	27
28	29 VALIC Pension & Retirement Seminar, WHS, 5:30-7:00pm	30	31 Conferences Begin - No students	Nov. 1 Conferences - No students	2 Conferences - No students	3

The Rachel Royston Permanent Scholarship Foundation of Washington State Organization

The Delta Kappa Gamma Society International 2019-2020 Scholarship Announcement

Application deadline is December 1, 2018. A scholarship opportunity for women educators available to members as well as non-members of The Delta Kappa Gamma Society International for study towards an advanced degree or specialized area. Applicants must be women educators who are residents of the State of Washington who are pursuing post-baccalaureate degrees or advanced study at a nationally or regionally accredited college or university. The scholarship period is for July 1, 2019 through June 30, 2020. The Rachel Royston Permanent Scholarship Foundation is a private non-profit Charitable Trust registered with the Washington State Secretary of State.

An on-line application is available at <http://www.dkgwa.org/royston-scholarship.html>. For further information: Carol Linscott, Treasurer & Administrative Assistant Rachel Royston Permanent Scholarship Foundation roystontreasurer@gmail.com // 206-462-8680