

Communiqué

Newsletter of the Wenatchee Education Association September 2018

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Please share changes to home contact info. with your Bldg. Rep.

Don't forget to follow the Wenatchee Education Association on Facebook.



Wenatchee Education Association webpage
WenatcheeEA.com.



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Pony to District Office

Our New Contract

Your Support Made the Difference

For the third time in four years, our skilled bargaining team and member solidarity accomplished great things together. With record turnout at pre-bargaining rallies and our ratification meeting, there is no doubt that we are united in our desire to attract and retain quality educators in the WSD, and to lend our voice to important district decisions.

- Copies of the Tentative Agreement Summary can be found under the documents tab on our website (link on left).
- We hope to have the new contract edited and available by October 1.
- Your 2018-19 salaries will reflect your cell on the new salary schedule, but individual contracts will not be reissued.
- We no longer submit time sheets for discretionary per diem days, they are deemed done – paid automatically in our monthly checks. Time sheets must still be submitted for district days.
- Remember that travel for professional growth reimbursement MUST be pre-approved by your evaluator and MUST be directly job-related.



Welcome New WenEA Members!

Kim Anderson, WV Technical Skills Center

Julie Banken, Valley Academy

Heidi Bard, Westside High School

Vann Berryman, Wenatchee High School

Laura Bordon, Foothills

Robert Brown, Valley Academy

Jesica Bryant, Lincoln

Connie Celustka, Valley Academy

Tonya Cortes, WV Technical Skills Center

Joe Dietrich, WV Technical Skills Center

Rachel Endelman, Wenatchee High School

Emily Ervin, Orchard

Genna Fisher, Orchard

Ernesto García Garza, Newbery

Jennifer Gjesdal, Orchard

Gabrielle Gousie, Newbery

Alexxa Hallberg, Westside High School

Tamara Honeycutt, Columbia

Patricia Iñiguez, Pioneer

Ana Kansky, Newbery

Madonna Konshuk Carlton, Washington

Tamara Lambert, Valley Academy

Brittany Lasater, Wenatchee High School

Eric Link, WV Technical Skills Center

Kelsey Lodge, Orchard

Juan Loera, WV Technical Skills Center

Albino Luna, WV Technical Skills Center

Karen MacKenzie, Washington

Marni McMahon, Wenatchee High School

Spencer Merrill, Wenatchee High School

Colleen Miller, Valley Academy

Shannon Novak, Castlerock ECLC

Timothy Ortega, Foothills

Betty Palmer, WV Technical Skills Ctr

Emilie Poirier, Washington

Leandra Porter, Washington

Maria Ramos Barboza, Wenatchee High

Ashlyn Reay, Sunnyslope & Mission View

Kristi Rolfs, Washington

Sheri Ruiz, Lewis & Clark

Kim Rumley Wells, Lewis & Clark

Jessica Sagerser, Valley Academy

Yumiko Sanford, Wenatchee High School

Beth Anne Sykes, Transition House

Tracey Thompson, Foothills

Holly VanderSchalie, Mission View

Don Whipple, Orchard

Heidi Wisner, Newbery

Dave Young, WV Technical Skills Center

BOLD = WEAPAC or NEAPAC Member

Important Insurance Deadlines

If you plan to:

- enroll in health, vision, dental insurance through WSD
- change carriers (Aetna or United Healthcare)
- combine plans with a spouse/partner*

You must do so by September 28th.
Contact Sara Adamy

September 18th, 3:00-5:00, District Office
Representatives from Aetna and United Healthcare will be on hand to answer questions about their plans.

* Only medical insurance plans can be pooled. All employees must pay the vision and dental premium by contract with Aon.

Are your caseloads/classes on overload?

The district has the first 10 days of the semester to make adjustments to bring classes/caseloads under contractual size limits. If your classes are above these numbers on Thursday, Sept. 13th, you are entitled to overload pay retroactive to the first day of school. See contract page 38.



Our Bargain in the News

KOHO: [Interview with Dan Langager](#)

Fiber One News: [Interview with Chris Hanson](#)

NCW Life News: [Interview with Steve Hair](#)

Wenatchee World:

[News Story](#)

[Kelli Scott Editorial](#)

MV Playground Replacement Donation



Exec Board Elementary Rep. Rosie González presents a \$500 donation from WenEA to the Mission View playground replacement fund. The equipment was destroyed by fire last spring. With Rosie from left to right are 2017-18 Building Reps Lisa Douglass and Lauri Hallock, 2018-19 Building Reps Joni Britt, LeAnn Haven, and Brandy Martinez. Back row: Principal Jeff Jaeger.

Professional Development Opportunities

WEA clock hours are always free for union members. Look for registration details in your email or plargen@washingtonea.org.

WEA Pre-Retirement Seminar

Sept. 28 & 29, Eastmont Jr. High

WEA Evaluation (TPEP)

October 13th

9-12 Artifacts/Evidence/Student Growth

1-4 Formative Assessment

12 Tribes Casino, Omak

WEA Certification 101/Pro Growth Plans

October 13th

9-12 Certification 101

1-4 Professional Growth Plans (PGPs)

12 Tribes Casino, Omak

First WEA Educators of Color Conference

This conference is an opportunity for WEA members of color to grow, heal, and exist together. It is a time to embrace common struggles and successes in a safe space. This conference was introduced, debated, and approved at last year's WEA Representative Assembly.

Saturday, October 6th, 7:30 am – 4:00 pm

Alderwood Middle School, 1132 -172nd St. SW, Lynnwood
Space is limited to 250 participants.

Registration is \$45 and includes breakfast and lunch. Lodging is optional and available at Courtyard Marriott Seattle-North Lynnwood, 4220 Alderwood Mall Blvd in Lynnwood. They are offering a discounted conference rate of \$95.

[Register at WEA](#)

WenEA can help with expenses for those wishing to attend. Contact Kris at WenatcheeEA@gmail.com.

Want to obtain an additional degree? Let NEA help!

Special Offer for NEA Members with Western Governors University

- Application Fee Waiver (\$65 savings).
- 5% tuition discount for up to four terms.
- Eligible to apply for the \$2,400 WGU NEA Member Scholarship.



Find out more: https://www.wgu.edu/landing/nea?refer_id=3619

Superintendent Search Has Begun

This month our school board will choose a search firm to help find and select a new superintendent

to replace current superintendent Brian Flones when he steps down later this year. What qualities, skills, and experiences would you like our new superintendent to

have? Please take a few moments to share your thoughts in this month's survey.



[Superintendent Search](#)

June's Survey Results

Many of you are interested in purchasing WenEA logo clothing. Look for ordering details soon.

Tidbits

- Please continue to dress for "**Blue Tuesdays**" in support of our classified colleagues still at the bargaining table, and include "**red for ed**" to support our WenEA colleagues on picket lines in Battle Ground, Centralia, Tacoma, and Tumwater.
- Thank you **Brooke Page** for donating \$25 per month to the WenEA Scholarship Fund!
- Release time will be provided during Parent – Teacher Conferences, October 31 – November 2, to complete **Safe Schools Training**.
- **Supportive Reviews** for building CIPP (continuous improvement) plans will not be conducted this year.
- There have been many personnel changes at the district level that have prompted **organizational restructuring**. You can see an updated organizational chart on the District website: wenatcheeschools.org.
- We are currently working on implementation of the **personal leave cash-out / VEBA contribution** option, and guidelines will be shared soon.

Message from President Kris Cameron

At this writing many of our colleagues around the state are walking picket lines, and our classified colleagues have still not settled their contracts with the WSD. In light of this we are grateful to have started school on time, and with a historic pay boost to provide for our economic security. At the end of our current two-year agreement, we will have increased salaries alone by 27% in five years. This does not include other items such as longevity stipends, increased personal days, and more. This effort has taken many years and a lot of work on every level of our organization.



It's easy to think the union only works at contract negotiation time, but in reality it is always listening to you and working for your interests. Some recent results of our local advocacy on your behalf, based on your input, are the cancellation of CIPP Supportive Reviews, and administrator meetings now scheduled primarily on Monday mornings during LID time. Other examples are: the Communications Hub to give you access to district conversations that impact your work; creation of committees to address your concerns regarding issues like excessive assessments and elementary report cards; and a requirement that all impacted schools and levels/programs be represented on district committees.

Your building reps are a vital conduit for your ideas and concerns because they bring your voice to monthly Rep Council meetings. Your input gets carried into district leadership meetings, school board meetings, District Learning Team meetings, and my regular meetings with Superintendent Brian Flones.

We truly are member-driven and it takes all of us to keep improving.

Please stay in touch, and have a great year!

WenEA Calendar September 9 - October 13

September 9	10 Rep Council @WHS, 3:30 VALIC wkshp	11 School Brd @DO, 6:00 p Sen Hawkins @CTC – 2-5 p	12	13 Deadline for: Overload fix p 38 Eval level p 23	14 Transcript requests due To HR p 61	15
16	17 Newbie Night 5pm/DO School Brd Workshop	18 Aetna & UHC 3-5 p @ DO SEL Comm @DO, 3:30	19 Cameron & Fiones Mtg NC UniServ Mtg – Omak	20 Exec Brd mtg w/charter school reps	21 Prez lunch visit @ CR	22
23	24 VEBA Mtg 4-5 p @ WA	25 School Brd @DO, 6:00 p	26	27 Exec Bd mtg	28 WEA Pre-Retirement Seminar Prez lunch visit @ CR Pro-growth reimbursemnt requests due to HR p 61	29 WEA Pre-Retirement Seminar
30	October 1	2 Dist Lrng Tm	3 Cameron & Fiones Mtg	4 Prez lunch visit @ L&C	5	6 WEA Educ of Color Conference
7	8 WenEA Pres @ Ldrshp Mtg, 7:30-9:30 am Rep Council @WHS, 3:30	9 School Brd @DO, 6:00 p	10	11 Prez lunch visit @ Lincoln	12 DISTRICT PD No students	13 WEA Trng – Omak Evaluation & Certification

Wenatchee EA Executive Leadership Team

President – Kris Cameron, WenatcheeEA@gmail.com
 Vice-president – Eva Martínez/L&C, wenea.ele.rep.1@gmail.com
 Treasurer – Adam MacDonald/WHS, wenea.treasurer@gmail.com
 Secretary – Emily Wilson/WHS, wilson.emily@wenatcheeschools.org
 High School Rep. – Jake St. John/WHS, frodo115@gmail.com
 Middle School Rep. – Brenda Hargraves/PIO, wenea.ms.rep@gmail.com
 Elementary Rep. – Rosie González/Lincoln, rosiewenea@gmail.com
 Elementary Rep. – vacant seat
 Lead Bargainer – Monika Christensen/WA, wenea.elembargainer@gmail.com
 High School Bargainer – Dawn McCormick/WHS, wenea.dmccormick@gmail.com
 Middle School Bargainer – Suzanne Gladsjo/PIO & WHS, wenea.msbarbargainer@gmail.com
 Elementary Bargainer - Eva Martínez/L&C, wenea.ele.rep.1@gmail.com

