

# WenEA Communiqué

Newsletter of the Wenatchee Education Association

**Please vote! Ballots must be postmarked by Nov. 6th.**

WEA Voters Guide [can be found here.](#)



## Certification Requirements Have Changed - Are You Up to Date?

Did you know that ALL teachers now have to earn credits/clock hours in STEM and TPEP classes in order to maintain their certification? Do you know about PGPs and how they can help you complete both evaluation and certification requirements? Find out all the latest information along with free dinner and clock hours!

**WEA Certification 101**

**Monday, December 3, 2018, 3:30-6:30pm**

**District Office - Main Board Room**

Registration Deadline: Wednesday, November 28th

Class is limited to 40 participants.

For registration and more information: [Click here.](#)

Questions? Contact Kris at: 509/669-4724 or WenatcheeEA@gmail.com

## Celebrate American Education Week

From the NEA: Help us demonstrate that our public schools are here for each and every student — help us show that no matter the circumstance, everyone is welcome and all deserve the support, tools, and time to learn. To join us, just snap a picture that represents your pride in public schools and post it to your social channels using **#PublicSchoolsForAll**. Together, we'll show what makes our public schools some of the best in the world: all of us, each of us. [Read more here.](#)



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# Know Your Contract



## When do I have to be on-site for the upcoming Thanksgiving early release day?

From Big Red, Section 8.S - Contract Day: 3. Days Before Holidays: On an early release day preceding the student Thanksgiving and Winter Break, employees shall remain at school thirty (30) minutes after dismissal of students from school.

## When do I have to be on-site at work on typical work days?

From Section 8.S Contract Day: "Individual employees shall decide how to use the 45 minutes outside the student day with the expectation that employees will be in their work location 15 minutes before the start of the student day . . . exceptions will be made for faculty meeting days." On school days without staff meetings, you decide when to work your 30 minutes of flex time outside the student day.

## Do I get paid for lost planning & lunch?

From Section 6.D Preparation Time: 4. Duty Free: Preparation time shall be travel and duty free. 7. Loss of Planning Time: In the event the District experiences an emergency that would require the scheduling away of planning time, the employee so affected shall be paid an additional stipend equal to a proration of the employee's base salary.

From Washington State Labor & Industries: Workers must be paid during their meal period when:

- they are required or allowed to remain on duty
- they are required to be on-call on the business premises or designated worksite to be available to return to duty even if they are not in fact called back to duty, and
- they are called back to duty during their meal period even though they normally are not on call during the meal period.

## What if I'm overloaded for only one period or one day?

From Section 6.B Work Load and Class Size Provisions, 2. Class Size Overload Remedies: If you are asked to absorb another class due to a sub shortage, or a number of students that exceed your class limit during testing windows for example, use an overload time sheet found on the WSD website to submit for payment according to the table in 2.a.

## Freedom Foundation's Latest Attempt to Weaken Our Union

The Freedom Foundation's annual holiday attempt to trick us out of supporting the union that supports us has begun early this year. Normally we receive these "give yourself a gift" mailers around the last day of December classes from FF's front groups posing as "Opt Out," "Choice for Teachers," and others. Many of our fellow locals have already begun receiving them this year.

In addition to these deceptive communications, one of FF's affiliates, calling itself "American Transparency," has submitted a public records request to the Department of Retirement Systems (DRS) requiring them to release the following information by November 13th:

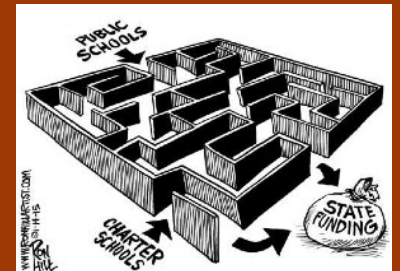
For 2016/2017 school year active employees in the plans listed below - first name, middle initial, last name, reported pensionable wages, employer name and employer ZIP code.

- Washington School Employees' Retirement System Defined Benefit Portion Plan 2/3

- Washington Teachers' Retirement System Defined Benefit Portion Plan 2/3

- Washington Teachers' Retirement System Traditional Defined Benefit Plan 1

They have asked for comparable information for law enforcement, firefighters, public safety and public employees' retirement plans. This is another attempt by anti-union groups with deep-pocket corporate donors to lead the public to believe that public employees are somehow stealing from them, rather than receiving professional pay and benefits in exchange for the vital services they provide to their communities. [See the full request letter here.](#) Concerns or questions? Contact DRS at 844-704-6780 or [drs.pdrnotice@drs.wa.gov](mailto:drs.pdrnotice@drs.wa.gov).



## Charter School Ruling Allows Public Funding of Privately-Managed Schools

The Washington State Supreme Court recently upheld the diversion of public funds generated by lottery ticket sales to privately-managed charter schools that have no elected boards. This is a financial blow to our public schools, because in addition to loss of enrollment, the amount of available state funding is also reduced. [Read more here.](#)

# Represent WenEA at our State and National Representative Assemblies!

WEA Rep Assembly, April 25-27, Spokane, WA  
NEA Rep Assembly, July 3-7, Houston, TX

Nominations open November 5 - December 10  
Voting in buildings January 14-February 11

Our union truly is member-driven and our organization invests in bringing member delegates together for discussion and debate on our state and national priorities each year. WenEA covers all expenses and you do not need to take personal leave to attend. Contact Kris at [WenatcheeEA.com](http://WenatcheeEA.com) if interested in being a delegate to WEA RA, NEA RA, or both. Here is what some of our past delegates had to say about the experience:

## WEA State Delegate Rosie González:



What an amazing first year experience being a state delegate at NEA RA. I have to say my favorite part was hearing 6,000+ delegates voting by shouting out simultaneously YES OR NO on a new business item. It was a pretty cool sound to hear. There were many new business items (NBIs), constitution and bylaws amendments this year, especially dealing with immigration, charter schools, and gun safety. Another important talk was the projected loss of member dues - \$2 million in the first year and \$3 million in the second year following the Janus decision. This is why it is incredibly important for our continued support for our union. Can't wait to be in Houston for next year's RA!

## WenEA Local Delegate Marie West:



Attending NEA Rep Assembly for WenEA members was a privilege and honor. An intriguing new policy statement passed that promoted public community schools as an evidence-based school model that closes the opportunity gap while leading to a culturally responsive and relevant environment for students. Listening to the 2018 Teacher of the Year, Mandy Manning from Spokane Education Association, was incredible! She spoke about how we as educators must believe in the potential of our students as future US citizens. Mandy said, "They are showing us how it's done. They prove that in our schools we are creating confident, strong citizens, who are collaborative, compassionate, and powerful." NEA resolutions and new business items that were adopted, pledged to fight institutional racism —

embedded in our educational system. In her speech, NEA's President, Lily Eskelsen García, highlighted and praised educators from West Virginia, Oklahoma, Kentucky, Colorado, Arizona and North Carolina who are campaigning for their students to receive the best education. These educators will no longer tolerate teaching with obsolete textbooks, sparse materials, harmful and hazardous classroom conditions, and more. These educators inspired NEA Rep Assembly attendees, including myself, to continue the #Red for Ed movement by advocating for our colleagues and students daily.

## Public Education Advocate (PEA) Grants Available

Planning an event or activity that involves your students, parents, and/or community members? Let us help! Past grants have funded prizes at coding nights, refreshments for celebratory events like reading competitions and elementary graduations, academic materials for parent-student use and more. PEA grant parameters and application forms can be found [here](#). Grants are evaluated the last Thursday of each month while funds remain available.

## Side Gigs: Tina Nicpan Brown Lives Her Best Life with Essential Oils

"Wife, mom, student, teacher and busy community member...that's me everyday! At times I find that I need a boost of energy, a germ fighter or even a little help to relax. These are just some of the reasons I have gotten in to essential oils. On school nights Bella and I have tea while reading our books. This tea supports our immune system: 8 ounces of water, 2 drops of thieves oil, 1 drop of lemon oil, honey to taste. If I find myself getting stressed at school, I place a drop or two of lavender oil on my neck. Even better, I use a lotion I made with lavender and frankincense on place on my feet." Check out Tina and Bella's videos, recipes and suggestions on Facebook [@BellaTinaEssentialOils](#). Do you have a business or "side gig" that we can feature in upcoming issues? If so, please email Kris at [WenatcheeEA@gmail.com](mailto:WenatcheeEA@gmail.com).



## Work on 2019-20 Calendar Has Begun

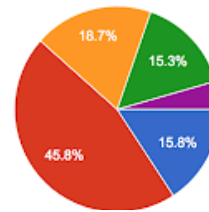
The Calendar Committee will meet two more times in November before presenting options to district stakeholders. WenEA is represented on the committee by Kris Cameron, Monika Christensen, and Suzanne Gladsjo. Based on current and past member input, we are attempting to spread collaboration and educator work days throughout the year. Committee minutes will be posted on the Communications Hub under Focused Improvement Team.

Creation of a 2020-21 calendar will be postponed until a new superintendent has been selected. We will need to apply for a waiver renewal from OSPI if we continue all-day parent conferences and this must be submitted by the superintendent at that time.

Here is a recap of member feedback from previous surveys (top: Feb. 2018, bottom: Oct. 2018).

Would you be supportive of spreading our 180 instructional days throughout the year in a "several weeks on - some weeks off" type of calendar?

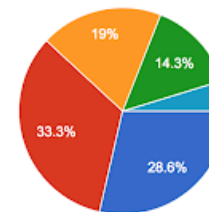
203 responses



- Yes, enthusiastically.
- Yes, I support the concept & want to see what the calendar looks like.
- No, not under any circumstances.
- No, but I'm willing to consider change of some kind.
- I'm good with any distribution of instructional days throughout the year.

Should the calendar committee create full-day educator workdays throughout the year for collaboration, professional development, and individual planning?

21 responses



- strong yes
- lean toward yes
- strong no
- lean toward no
- don't know / don't care
- Depends on how it effects the calendar. More days in June = NO! Earlier start in August = Maybe

## Please Support the WEA Children's Fund to Support Students' Basic Needs

100% of donations directly support students from low- or no-income families who would otherwise not be able to afford basic needs. There are many ways to donate: [Online or on WEA site](#), [United Way: Designate "WEA Children's Fund - 911470555"](#), [Amazon Smile](#), or [Fred Meyer Community Rewards](#). [Click here to access the fund.](#)

## Message from President Kris Cameron



There is something really special about autumn with its clear brilliant light shining on nature's palette of beautiful and diverse colors and shapes. I love the cycle of the seasons in our valley. Sadly, we seem to be living through another type of cycle as well, one of national upheaval and discord. The midterm elections appear to have brought out some of the more hateful and intolerant elements of our society and have resulted in acts of horrific violence that have further divided us. It always strikes me as odd that we celebrate diversity in nature, but can't seem to all celebrate the glorious diversity in our human family. As public school educators, our role in supporting all students, building good citizens and strong communities, is made even more difficult in the current political and social climate. We don't have to do this important work alone. Our union has a proud history of supporting human and civil rights. Click below to learn about the many resources available to support us. [WEA Inclusive Diversity Resources](#).

[WEA Training in Culturally Responsive Instruction and Classroom Management, and Implicit Bias](#).

[NEA's work on Human and Civil Rights](#) and how you can get involved.

[Teaching Tolerance](#) provides free classroom materials and resources to teachers.

As Todd Gitlin said in *Letters to a Young Activist*, "Just because you let the dark side of the world into your nervous system doesn't mean you have to surrender to gloom. Joy's great escort is originality. Be original. See what happens."

## WenEA Calendar November 2018

Monday	Tuesday	Wednesday	Thursday	Friday
			<b>1</b>	<b>2</b>
<b>5</b> Rep Council, 3:30-5:30p WHS New Commons // Rep Assembly Nominations Open	<b>6</b>	<b>7</b> DLT Listening & Learning Tour, Pioneer MS, 3:15pm	<b>8</b> President Lunch Visit, Washington Elementary // Calendar Committee, 3:00pm at Washington El.	<b>9</b>
<b>12</b> Veteran's Day - No School	<b>13</b> School Board Meeting, 3:30pm, District Board Room	<b>14</b> President meets with Superintendent, 10-12:00pm District Office	<b>15</b> Calendar Committee, 3:00pm at Washington Elementary	<b>16</b> President Lunch Visit, WV Tech
<b>19</b>	<b>20</b> SEL Committee Meeting, District Office, 3:30pm	<b>21</b> Early Release - Thanksgiving Certs stay 30min. after student dismissal	<b>22</b> No School	<b>23</b> No School
<b>26</b>	<b>27</b> School Board Meeting, 6:00pm District Board Room	<b>28</b>	<b>29</b> WenEA Executive Board Mtg, 3:45 - 6:00, Uniserv Office & Big 9 Bargaining	<b>30</b> Elementary Records Day Secondary Pro Dev - 6/6 Dist. Days for Secondary



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School photos courtesy of Parson's Photography.