

# FEAtures

## MEETING DATES

Wednesday, January 19 5:30-8:00  
Uniserv Mt.Vernon

Thursday, January 20 4:30-6:00  
Exec Board WECU

Thurs. January 27 4:30-6:00  
Rep Council WECU

Thursday, February 10  
12:30-6:00 Presidents Meeting  
Mt.Vernon

Thursday, February 17 4:30-6:00  
Exec Board WECU

Thursday, February 24 4:30-6:00  
Rep Council WECU

Thursday, March 10 4:30-6:00  
Exec Board WECU

Thursday, March 31 4:30-6:00  
Rep Council WECU

Wednesday, March 16 5:30-8:00  
Uniserv Mt.Vernon

Wed. April 20 5:30-8:00  
Uniserv Mt.Vernon

Thurs. April 21 4:30-6:00 Exec  
Board WECU

Thursday, April 28 4:30-6:00  
Rep Council WECU \*\*Nominations  
Due

May 12-14 WEA Rep Assembly  
Tacoma

Thursday, May 19 4:30-6:00  
Exec Board WECU \*Ballots  
Distributed

Thursday, May 26 4:30-5:30  
Rep Council WECU  
\*\*Ballots for Officers Due  
5:30-7:00 Recognition Dinner

Thursday, June 9  
1:00-3:00 Exec Retreat WECU

## Collective Bargaining Agreement

by Chelsea Beckham

By now you should all have access to an electronic copy of the newly negotiated Collective Bargaining Agreement. Two of the major changes in this 3-year contract are in the areas of Elementary Planning Time and K-12 Planning and Collaboration time.

Now, all certificated elementary teachers are entitled to a minimum of 150 minutes of planning time, per week, and are to be scheduled in blocks of no less than 30 minutes. For classroom teachers, the 150 minutes are to be provided by a certificated teacher using a release time model. For specialists, these minutes are to be simply scheduled within your work day.

The contract also outlines a new Early Release model

that provided additional planning and collaboration time for FEA members at each level, K-12. Ten Early Release Days have been provided and will be shared evenly between individually determined planning/collaboration time, and district/building controlled time. Regardless of who controls these hours, WAC (pupil/patron) will be preserved and scheduled immediately following student dismissal.

Please read pages 8 and 9 of your contract for more details about planning time.



## Budget Cuts Are Us

by Susan Gelhar, FEA  
Legislative Rep

Here we go again; the headlines are hard to ignore. Olympia made deep cuts earlier this year followed by an across-the-board 6 per cent cut. Now Governor Gregoire has asked the legislature to trim millions more from the current budget. These are some of her suggestions that will impact education:

- Delay financial aid funding for State Need college grants
- Eliminate funding for expanded resources for grades K-4
- Reduce the levy equalization to poorer school districts receiving additional funds
- Eliminate the highly capable student funds for next year

As the legislative session begins work on this budget challenge as well as a very grim 2011-2013 deficit, we ask that our members help the lawmakers with these difficult decisions by providing direct information about your classrooms. Please share your ideas, priorities, and concerns. We need to remind the legislators how important good schools are to the community and to our future economy.

For quick reference, here's the list of our newly elected and returning lawmakers:

U.S. Senators Murray and Cantwell, District 2 U.S. Representative Rick Larsen

State Legislative District 42:  
Senator Doug Ericksen  
Representative Pos. 1 Jason Overstreet,  
Representative Pos. 2 Vincent Buys

State Legislative District 40:  
Senator Kevin Ranker  
Representative Pos. 1 Kristine Lytton  
Representative Pos. 2 Jeff Morris

## What the Election Results Mean for Public Education

(Excerpts from NEA)

The 2010 elections featured 37 Governors races, 37 U.S. Senate contests, 435 U.S. House races, ballot measures and initiatives, state legislative seats and myriad local elections across the country.

The congressional election results will impact education-related issues. In the House, the change in Party leadership means that new Chairs will step into leadership roles on key Committees, with different priorities and policies on education than the previous leadership. In the Senate, while Democrats will retain Committee control, tighter vote margins will impact the ability to pass legislation.

On education specifically, Congress will have to tackle two main issues—revising No Child Left Behind and setting spending priorities for critical programs and services affecting students and working families, programs such as

early childhood education, Head Start, college loans, and many others. Regardless of the outcome of the elections, every student still needs a great public school to fulfill his or her greatest dreams. NEA stands ready to work with the new Congress to put students first and ensure that education is the engine that moves America forward.

### Education policy/ESEA Reauthorization:

The new Speaker of the House is expected to serve as the Chair of the House Education and Labor Committee. Under their leadership, Republicans are likely to be more focused on local control of school systems and local decision making. Representative Kline outlined broad-based priorities for education and employment policy, including “pursuing education reform that restores local control, empowers parents, lets teachers teach, and protects taxpayers.” Representative Kline has also been a supporter of full funding for special education. Areas that NEA will be watching closely will include proposals for private school vouchers and increased support for charter schools.

### Education Funding:

Republicans are expected to push hard on spending and are likely to propose dramatic cuts to education and other domestic priorities. Already, would-be Speaker of the House John Boehner has proposed cutting all non-defense federal spending to FY2008 levels.

## President's Pen

by Tracie Morris



We recently had our joint meeting with FEA Contract Advocates and District Administration. Along with reviewing the new language, we also discussed the “problem solving process”. Tara Quackenbush, our new Uniserv Rep outlined the process very well.

The Collective Bargaining Agreement is a mutual agreement between parties – both are owners of the agreement

Ideally, an open and collaborative working relationship can be developed between administration and the building reps so that they can work to solve problems. With open communication, the parties should be pro-active and not wait until a problem arises

A building representative is obligated to bring concerns forward from other members and they should feel safe in doing that with no reprisal

Problems/concerns should be addressed at the lowest level possible (informal step of grievance procedure.

The grievance procedure (formal) and the Labor Management meetings are part of the process, but if something can be handled at the building level, it should be.

I invite the administration and building reps to establish a process at each building so it becomes part of the culture to seek solutions and work together rather than be adversarial.

We hope to have similar meetings at your building to review the new language and discuss your building's problem solving process starting in January.

## WEA-Retired:

by Kit Rancey, WEA-Retired President

When you think about retirement, most likely your thoughts are about how many years until you can retire, your pension, or healthcare options. You should also want to think about WEA-Retired, that you can join NOW, which is working for you NOW, and is the only retired organization that is affiliated with WEA and NEA.

By joining WEA-Retired/NEA-Retired now, while you're still an active association member, you'll become a pre-retired member and receive publications from NEA-Retired and WEA-Retired. You will also be protected from any future dues increases. And, when you do retire, your membership will move seamlessly to that of an active member of NEA-Retired and WEA-Retired.

\*Membership in WEA-Retired\NEA-Retired keeps you a part of the largest profession/union advocating for public education and the welfare of its workforce.

\*You will always be eligible to use WEA/NEA member benefits.

\*You will have opportunities to work in partnership with WEA and NEA members to improve retirement benefits for both retirees and active members.

\*WEA-Retired and NEA-Retired members can help with

your planning for your retirement.

\*As a WEA-Retired member you will continue to receive NEA “Today”, WEA “We”, NEA-Retired “This Active Life” and WEA-Retired “WE-Too”. Thus, you will be able to keep up on the issues of concern to your colleagues and remain an informed education voter.

\*Your retired membership will allow you to remain active in governance as long as you are not an administrator at the time of your retirement. You can continue to contribute actively to your profession locally and at state and national levels.

\*You will have friends at state and national levels to network with about your education and retiree interests.

\*If you choose to substitute when you retire, you will continue to be covered by the NEA liability insurance you now have as long as you maintain “continuous” membership. Becoming a pre-retired member ensures no lapse in membership.

\*You will remain one of the 3.2 million NEA\WEA voices advocating for students, public schools, and the welfare of retirees.

Retire from your position, not your profession. For \$350 you become a lifetime member of NEA-Retired and WEA-Retired. It's very easy to join. You can join using your credit card by going to [www.washingtonea.org/retired/join](http://www.washingtonea.org/retired/join). You can also join by check for the full amount or by making 10 payments of \$35. Some districts will do payroll deduction for the 10 payments. For a membership form and/or more information, please call Stacia Bilsland at 360-482-2431 or contact her at [bilsland@techline.com](mailto:bilsland@techline.com).



# 2010/11 School Calendar

### SEPTEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

### OCTOBER

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### NOVEMBER

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### DECEMBER

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### JANUARY

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30	31					

### SEPTEMBER 2010

- 6 Labor Day, No School
- 13 Teacher Work Day
- 14 First Day of School

### OCTOBER 2010

- 26-29 Gr. 7-12 Early Release, Conferences

### NOVEMBER 2010

- 5 Gr. K-6 Early Release, Report Card Prep
- 11 Veteran's Day, No School
- 17 Gr. K-12 Early Release
- 18-24 Gr. K-6 Early Release, Conferences
- 25-26 Thanksgiving Break, No School

### DECEMBER 2010

- 15 Gr. K-12 Early Release
- 20-31 Winter Break, No School

### JANUARY 2011

- 3 School Resumes
- 12 Gr. K-12 Early Release
- 17 M.L. King, Jr. Day, No School
- 26 Gr. K-12 Early Release

### FEBRUARY 2011

- 7 Semester Break Day, No School
- 16 Gr. K-12 Early Release
- 21 President's Day, No School

### MARCH 2011

- 2 Gr. K-12 Early Release
- 11 Gr. K-6 Early Release, Conf. Prep
- 23 Gr. K-6 Early Release, Conferences
- 24-25 Gr. K-12 Early Release, Conferences
- 30 Gr. K-12 Early Release

### APRIL 2011

- 4-8 Spring Break, No School
- 27 Gr. K-12 Early Release

### MAY 2011

- 18 Gr. K-12 Early Release
- 25-26 Gr. 9-12 Early Release, Cul. Projects
- 30 Memorial Day, No School

### JUNE 2011

- 3 Gr. K-6 Early Release, Report Card Prep
- 8 Gr. K-12 Early Release
- 22 Gr. K-12 Early Release, Last School Day
- 23-29 Inclement Weather Make-Up Days

### FEBRUARY

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### MARCH

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### APRIL

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### MAY

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### JUNE

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26	27	28	29	30		



## Student Discipline:

Here are a list of items for you so that you'll know what the law says about disciplining students:

The purpose of this law is for you to have a tool to protect the learning environment for the other students in your class.

\*You have the right to exclude disruptive students from your classroom for the remainder of the day and up to the following two days for EACH disruptive event.

Under the law, you must have tried other interventions first (except for emergency situations), but those interventions could have occurred on prior days. The student cannot be returned to your class without your permission, or until you and your administrator have met to discuss how to deal with the behavior.

When you use this tool, be sure to inform your principal that you are exercising the "two-day exclusion law" so that it's clearly understood what you're doing. There is no limit as to the number of times you use this exclusion, except for students on a behavior IEP. If the student has an IEP for behavior (not just an academic IEP), then you're limited to excluding him/her for up to 10 days per year. Important note: Under NO circumstances can any disruptive student be returned to your room prior to the end of the class period, unless you have given your permission. (RCW 28A.600.020)

\*State law requires the school to inform teachers of any incoming transfer student's history of disciplinary actions, criminal or violent behavior, or other behavior that indicates the student could be a threat to the safety of educational staff or other students. (RCW 28A.225.330)

\*Principals must communicate the disciplinary action taken by the principal to the school personnel who referred the student to the principal for disciplinary action. (RCW 28A.600.020)

\*A student committing an offense such as an assault, malicious harassment, malicious mischief, or other crimes against a teacher shall not be assigned to that teacher's classroom for the duration of the student's attendance at that school or any other school where the teacher is assigned. (RCW 28A.600.460)

\*You have the right to report a student to the police if that student has threatened or assaulted you. Just because you are a teacher, you do not give up your rights under the law as a citizen.

\*You have the right to obtain an anti-harassment protection order against a student (or a student's parent) if those individuals engage in behaviors that are abusive; threatening; seriously alarm, annoy, or harass; or would cause a reasonable person to suffer substantial emotional distress. (RCW 10.14.020)

## Recognition Makes a Difference:

Jaime Escalante, the teacher on whom the movie *Stand and Deliver* was based, tells an amazing story about a mistaken identity and the difference it made in a young man's life.

This teacher had two students in his class who were both named Johnny. One Johnny was an excellent student, a happy child, and always had his homework completed on time. The other Johnny was always in trouble, never had his work finished, and generally made the teacher's life miserable.

The night of their first PTA Open House of the year a mother stayed after the meeting to ask about her son, Johnny, and how he was getting along in the class. Assuming it was the mother of the "good" Johnny, the teacher replied, "I can't tell you how much I appreciate him. I am so glad he's in my class."

The next day when everyone else had left, "problem" Johnny came up to the teacher and said, "My Mom told me what you said about me last night. I haven't ever had a teacher who wanted me in his class."

That Johnny became one of the best students the teacher ever had – and all because of a mistaken dose of appreciation! No matter who we are and what our situation in life is, we all want and need to be appreciated.



**Officers:**

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Rep: Karen Finkbonner

**Eagleridge:**

Head Rep: Jerry Finkbonner

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Reps:

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Reps: Diane Monson, Marcy  
McIvor, Cynthia Pottle, Bud  
Larson,

**Skyline:**

Head Rep: Kathy Galbraith, Kathy  
Miller

Rep: Cindy Lower

**Pre-Retirement  
Seminar:**

Ferndale EA and WEA Retired is hosting a Pre-Retirement Seminar at the Ferndale WECU. The seminar will be Friday, January 14th from 5:00-8:00pm and Saturday, January 15th from 8:30am-3:30pm.

If you are interested please send your \$30 check to: Ferndale Education Association. PO Box 1269. Ferndale, WA 98248.

This will reserve your spot. Space is limited. Contact Tracie Morris if you have any questions.

**5-Minute Retirement  
Checkup:**

NEA Member Benefits is offering a great way to determine if you are taking the right steps to be ready for retirement. Answer a series of questions, and your retirement forecast is quickly calculated for you. The 5-Minute Retirement Check Up [http://www.neamb.com/home/1221\\_1143.htm](http://www.neamb.com/home/1221_1143.htm) can also help with concrete steps you can take to improve your retirement future.