

# FEAtures



The Newsletter of the Ferndale Education Association ♦ Vol. 9, No. 7 May 19, 2005

**Jeremy Nolan**  
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Website Coordinator  
Donna Sargent  
Newsletter Editor  
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Marilyn Rockwell, FHS  
Maggie Bagwell, FHS

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*Central Elementary*  
Denise Smith, Head Rep  
Judy Traut-Thomas  
*Custer Elementary*  
Tracie Morris, Head Rep  
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*Eagleridge Elementary*  
Candy Ford, Head Rep  
Jerry Finkbonner  
Vicki Salisbury  
Linda Strand  
Sue Rutledge  
*Mt. View Elementary*  
Cathy Cook, Head Rep  
Teresa Parke  
Rocky Diaz  
Jan Lindsay  
*N. Bellingham Elementary*  
Thirza Zagelow, Head Rep  
Christi Liese  
*Skyline Elementary*  
Greg Hart, Head Rep  
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Rachel Gordon-Mercer  
*Horizon Middle School*  
Kris Skewis, Head Rep  
*Vista Middle School*  
Brita Castleberry, Head Rep  
Gary Cocca  
*Ferndale High School*  
Jenny Kubic, Head Rep  
David Peters  
Mike Smith  
Adam Goldstein (Windward)

## FEA email list created for members

by David Fayram

The FEA has a new email system because the leadership wanted a way to communicate quickly and in a timely manner with members. As a result, we have set up an email listserv through Topica.com.

If you have not already "subscribed" (there is no cost), simply send an email from whatever email address you want to use to [ferndaleea-subscribe@topica.com](mailto:ferndaleea-subscribe@topica.com).

You will probably get a confir-

mation email back again. Just follow the directions.

Remember that if you "return" a message, it will go to the entire listserv. Reply individually by typing in the individual's email address.

Stay in touch. Get subscribed.

We want all members to have a voice, so if you have information for either FEAtures or the FEA web site ([ferndaleea.org](http://ferndaleea.org)), please email either Donna Sargent or David Fayram.

## 2005-06 FEA Officers

**President: Tracie Morris**

**Vice President: Candy Ford**



**Treasurer: Cheryl Frazier**

**Secretary: Donna Sargent**

**Congratulations!**  
**Thank you for your willingness**  
**to serve the**  
**Ferndale Education Association.**

**FEA Website Address: [www.ferndaleea.org](http://www.ferndaleea.org)**

# President's Pen

by Jeremy Nolan, FEA President

We have almost made it through another year. Before we get to the end, I want to take some time to thank everyone for their support during my two terms as FEA president.

Nothing can get accomplished within a union if only a few people are involved. It takes the attention of all members to make a strong association.

Over the past two years, we have seen member involvement in the FEA increase. I want to encourage everyone to continue this trend.

Public education is heading towards some very rough waters. They say that the average trend lasts 10 years. This means that ESEA and WASL testing may be in the last few years of existence.

We don't have to sit back and watch as these trends change. We need to get out there and voice our opinions and beliefs about education. We need to make our legislators, governors, and public realize what it takes to educate children.

Please - take any and every opportunity to get involved and make a difference. If we don't stand up for what is happening in schools, it seems quite clear that no one else will.

We need to overcome the

government's attempts at discrediting teachers and public education. Talk to your friends, neighbors, politicians, and family and let them know your views.

Once again, thank you to everyone who has been active and made my job as president much easier.

It is important that we continually provide support to each other - all teachers and certificated staff in the Ferndale District.

## Vote in on-line survey: [washingtonea.org](http://washingtonea.org)

What's the biggest local bargaining priority for you this spring? (Results change with each vote.)	Accountability rules	1	2.0%
	Other	1	2.0%
	Ongoing professional development costs	0	0.0%
Salary	14	28.6%	
Health care benefits	11	22.4%	
Overall compensation issues	10	20.4%	
Workload issues	10	20.4%	
I don't know	2	4.1%	
	Number of Voters:		49
	First Vote:		Wednesday, 11 May 2005 12:28
	Last Vote:		Tuesday, 17 May 2005 10:11

**REP COUNCIL  
SCHEDULE**  
**May 19 5:00-7:30 p.m.**  
**End of Year Dinner**  
 The Marina Restaurant  
 Squaticum Harbor, Bellingham

**EXEC BOARD  
SCHEDULE**  
**Planning Meeting:**  
**June 2**  
**Shuksan Golf Club**

*FEAtures* is published 11 times a year, August through June, to inform Association members of FEA activities, negotiated policies and district-wide points of interest. Letters, guest columns, announcements, and story ideas are welcome.

Submittal Instructions: Send items to Donna Sargent, *FEAtures* Editor, Ferndale High School, x9359, [dsargent@ferndale.wednet.edu](mailto:dsargent@ferndale.wednet.edu) or David Fayram, *FEA Web-site* Editor, Ferndale High School, x9267, [dfayram@ferndale.wednet.edu](mailto:dfayram@ferndale.wednet.edu).

Please submit copy electronically on Microsoft Word. Deadline is the third Friday of each month.

# Mystery Members: How well do you know your colleagues??

What FHS teacher was a Sweetheart Ball princess and dated a college student as a freshman in high school?

What FHS teacher went to Charm School and had her own southern Cotillion?

Whose mom had breakfast on a regular basis with Nancy Reagan and also knew Cassius Clay?

What Ferndale educator played professional football for the Washington Redskins?

What high school teacher was a member of a group called "The Idiots" in high school?

Whose aunt was Sergeant Friday's girlfriend on "Dragnet"?

What elementary teacher is related to Henry Fonda? (Their grandparents were cousins.)

Whose husband wrote speeches for Ted Kennedy?

What Ferndale teacher officiates at weddings and has a house that doubles as a church?

(Send Donna Sargent your secrets, and you, too, can be a "Mystery Member"! Also, we're planning a "Cheerleading Hall of Fame," so send us your name if you would like to be included.)

## Fourth Corner WEA-PAC membership drops

by Cathy Cook

**The WEA-PAC meeting at the 2005 WA Rep Assembly was informative and inspirational. We were able to see the inner workings of the political action group and just where our WEA-PAC dues are going. WEA-PAC funds are shared at the state and local level in order to successfully elect pro-public education candidates.**

Eighty percent of the dues are dedicated for state level pro-public education candidates. Twenty percent are dedicated for local candidate elections including school board races. At the 2004 Representative Assembly it was decided to select seven candidates who were supportive of public education to receive WEA-PAC support. **Of those seven, six were elected.**

It was decided to continue that format by selecting eight or ten key races for the 2006 elections. Those elected with help from WEA-PAC dues were key to our getting the I-732 and I-728 monies refunded by the legislature this year.

**Another item discussed at the meeting was the drop in WEA-PAC membership. Fourth Corner membership in 2004 was 513, which was 10.8% of our total staff. For 2005 it dropped to 361, which was only 7.6% of our teaching staff. Each representative at the meeting was asked to come back to our**

**membership and get two more individuals to join WEA-PAC this year. If you are not a member of WEA-PAC and would like to join, ask your building representative for a form. Dues this year are twenty dollars.**

Finally, California Teacher's Association Director, Carolyn Doggett, gave an impassioned address that outlined CTA's struggle with Governor Arnold Schwarzenegger.

**In January he targeted nurses, firemen, prison guards, and teachers, vowing to go after those in the profession who "show up for the paycheck."**

California teachers adopted an annual \$60 increase in dues over the next three years to help organize and fund the struggle to get the governor out of office. Since January the Governor's favorable ratings have dropped to 39%! WEA-PAC voted to give a contribution to the CTA, if such a contribution is allowable under California law.

**The most significant thing I learned at this meeting is that my dues can and do make a difference. Thank you, to all those in our district who are current WEA-PAC members; your support is so important.**

**Please consider joining WEA-PAC.**

# FSD SPRING BENEFIT FAIR

## THURSDAY, JUNE 9, 2005

### FHS LIBRARY

### 1:30-5:30 PM

by Cheryl Frazier

The Ferndale School District Benefits Advisory Committee is hosting a Spring Benefit Fair. If you are thinking of changing plans or need to ask vendors specific questions, you should attend! Medical, dental, and vision vendors will be there.

This is strictly an opportunity for employees to ask specific questions related to their health care and to explore options. The group rates have not been set for next year, so individual employee rate sheets and allotment amounts will not be available. However, the legislature has increased the allotment to \$580.65 per FTE after the retiree carve-out.

#### Things to consider:

**1. Individual Plans:** Individual plans may be more cost effective than group benefits if you are young and in good health and will be covering a spouse or a dependent. Premiums for individual plans cannot be paid from state benefit allotment monies. Medical vendors will bring plan information, enrollment forms, and rates for the individual plans they offer. If you pursue this option, be sure to enroll and confirm eligibility and premium rates PRIOR to fall enrollment. Also be aware that some individual plans may be rated by calendar year, which could mean a change in premium during the school year.

**2. Chance to talk to other medical benefit vendors:** If you have specific

pharmaceutical and medical needs, this is an opportunity to find out what other medical plans cover.

**3. Opportunity to compare dental coverage:** Employees who have large out-of-pocket expenses for dependents can compare dental plans and see if a less expensive option would be appropriate for their family.

**4. Flex Plan Information:** Find out how this plan works and what out-of-pocket expenses will qualify for reimbursement before November enrollment.

The Fall Benefit Fair is scheduled for the afternoon of September 7, 2005.

Enrollment forms will be due by Monday, September 12, 2005.

**5. Vision Coverage questions?** Talk to an NBN representative and get up-to-date information on participating providers and benefits.

## Wal-Mart is off school supply list

Following the announcement by the WEA Children's Fund Board that they decided no longer to reimburse school employees for purchases made at Wal-Mart, representatives at the WEA Representative Assembly in Spokane this weekend overwhelmingly passed NBI 11.

New Business Item 11 states that the WEA RA take a "do not shop at Sam's and Wal-Mart" position, based on Wal-Mart's "anti-union, low-wage, low-benefit policies that have left its employees in need of hundreds of millions of dollars in public aid for various health care and social safety net programs."

A congressional report estimates that the typical Wal-Mart store costs federal taxpayers \$420,750 a year, - more than \$2,000 per employee.

WEA member response, following the December issue of *WE*,

expressed the view that Children's Fund money should not be spent at Wal-Mart.

At WEA RA, the delegation asked WEA president to notify Wal-Mart of the union's position, why the union has taken the position, and ask them to change their policies.

"The WEA Children's Fund will mark its 10th anniversary in January, and, by almost every measure, it has been an unqualified success," said Hasse.

From a small start, the fund has grown to provide \$50,000 a year for such things as warm coats, new shoes and basic school supplies to thousands of students who otherwise would go without.

By making one phone call, any WEA member can access the fund to meet modest and immediate needs of students with whom they work.

[www.washingtonea.org](http://www.washingtonea.org)

## September 10 is deadline for credits and clock hours

Christine Anderson in Certificated Personnel has released the following information regarding posting credits and clock hours for movement on the salary schedule.

Your cooperation in this process will assist her in getting your credits and clock hours posted, in accordance with the State guidelines, by the September 10 deadline.

Anderson will use the same steps as have been used in the past, regarding credits and clock hours that you take over the summer.

1. Have your principal sign a Request for Credit Approval form (as required by State law) **before** you leave for the summer. Your secretary has these forms.

2. Hold on to the form.

3. Have your official college transcript sent directly to you at your home.

4. Attach the official transcript (or Clock Hour Registration form) to the white copy of the signed Request for Credit Approval form and forward it to Anderson in the District Office **NO LATER THAN SEPTEMBER 10.**

Remember to keep the yellow copy of the approval form for your records. Anderson also suggests that you keep a copy of the transcript or registration form for your records. This way you will have a complete record of what you have turned in to the District.

As in the past, credits and clock hours **MUST** be received by the September 10 deadline in order to be counted for movement on the salary schedule.

### Courses that are completed in August through a college or university

Because it is understood that it may be difficult to receive an official transcript for any classes that are completed in August, you may submit an unofficial transcript, grade report, or letter from the registrar (attached to the Request for Credit Approval form) **NO LATER THAN SEPTEMBER 10.**

A letter from the registrar must show classes completed, number of credits, and grade. This documentation must be followed by an official transcript and be received in the personnel office no later than **NOVEMBER 1.**

This option applies only to classes that end in August. Any other classes taken earlier in the summer, even if they were taken at the same institution, will need to be submitted as instructed in steps 1-4, no later than **SEPTEMBER 10.**

If you have any questions regarding this information, please refer to Appendix III of your FEA contract, **GUIDELINES FOR COUNTING CREDITS AND CLOCK HOURS.**

If the credits and clock hours that you have taken over the summer will not move you to the right and over to the next pay level on the salary schedule, you do not need to be overly concerned about getting your paperwork in on time. You can turn it in at your convenience after we are well into the next school year.

If you would like further

### It's Your Government

#### Make Contact!

#### US Senator Patty Murray

173 Russell Senate Office Building  
Washington, D C 20510-4704  
D.C. Office (202) 224-2621  
Seattle Office (206) 553-5545  
murray.senate.gov  
senator\_murray@murray.senate.gov

#### US Senator Maria Cantwell

717 Hart Senate Office Building  
Washington, D C 20510  
D.C. Office (202) 224-3441  
cantwell.senate.gov  
senator\_cantwell@cantwell.senate.gov

#### US Representative Rick Larson

1529 Longworth House Office Building  
Washington, D C 20515  
D.C. Office (202)225-2605  
rick.larson@mail.house.gov

#### Governor Christine Gregoire

[www.governor.wa.gov](http://www.governor.wa.gov)  
(360) 902-4111  
GovernorGregoire@Governor.wa.gov

**Go to: [washingtonea.org](http://washingtonea.org), scroll down right column, and click on "E-mail your legislators" to find out who your representatives in the state legislature are (My Elected Officials).**

**Other topics included on the legislative page are "Search Local Government," "Issues and Legislation," "Congressional Delegation," and "Media Guide."**

**To e-mail WEA lobbyists, or to find compensation and education statistics, click on the links under "Spotlight."**

**Washington state's legislative hotline, at 800-562-6000, is a quick, toll-free way to contact our legislators and voice support or opposition to legislation.**

clarification, you may also call Anderson in the Certificated Personnel office at extension 9206.

## “Education in Excellence” adopted at WEA Rep Assembly

New Business Item #1, “Education in Excellence,” was adopted at the Representative Assembly in Spokane last weekend.

Calling for a \$3 monthly assessment of WEA members across the board (Constitution and Bylaw Amendment #4), Education Excellence is a plan for increasing public school funding by building a coalition of school supporters to push “for increased, sustained investment in public education.”

The effort would include community organizing, media cam-

paigns, and political action.

Passing the item and the amendment followed several hours of debate among WEA representatives, but members overwhelmingly adopted the “Education in Education” new business item and went on to pass the accompanying amendment by a 78% vote.

The WEA Board of Directors recommended that the WEA “directly and aggressively address the issue of funding as the overarching issue facing Washington’s public schools.”

Elements of the multi-year

Education Excellence effort include implementing an integrated team approach that combines WEA communications, advocacy, research, organizing, and legal strategies to focus on the goal of persuading the public that school funding is inadequate and should be increased, even if it may ultimately result in “changes to the tax system.”

WEA president Charles Hasse promised that he and the Board of Directors would begin work on the plan as early as this week.

## Funny things kids say . . .



**You may have heard these little ditties before, but it’s always amusing to hear what happens when fourth grade school kids are asked to complete well-known proverbs.**

1. It's always darkest ... just before you flunk a test.
2. There is nothing new under ... a rock.
3. A journey of a thousand miles begins with ... a private jet.
4. A committee of three ... gets things done when they are not fighting.
5. If you can't stand the heat ... try Antarctica.
6. Better late than ... absent.
7. A rolling stone ... may dent the floor.
8. If at first you don't succeed .. live with it.
9. Laugh, and the world laughs with you. Cry ... and then blow your nose.
10. A bird in the hand is better than ... a woodpecker in your head.

11. Early to bed, early to rise ... you will get the best cereal.
12. Two heads ... are pretty scary.
13. It is better to light a candle than ... to light a bomb.
14. A miss is as good as ... a mister.
15. A penny saved ... is not a lot.
16. Don't burn your bridges ... or you'll fall in the lake.
17. Haste makes ... sweat.

*--borrowed from the Fall '98 edition of the Augusta State University Psychology Department Newsletter*

### Children also make their own useful proverbs

- "Never trust a dog to watch your food." Patrick, age 10
- "Never tell your mom her diet's not working." Michael, 14
- "Stay away from prunes." Randy, 9
- "Never pee on an electric fence." Robert, 13
- "Don't squat with your spurs on." Noronha, 13
- "Don't pull your dad's finger when he tells you to." Emily, 10

"When your mom is mad at your dad, don't let her brush your hair." Taylia, 11

"Never allow your three-year old brother in the same room as your school assignment." Traci, 14

"Don't sneeze in front of mum when you're eating crackers." Mitchell, 12

"Puppies still have bad breath even after eating a Tic-Tac." Andrew, 9

"Never hold a dust buster and a cat at the same time." Kyoyo, 9

"You can't hide a piece of broccoli in a glass of milk." Armir, 9

"Don't wear polka-dot underwear under white shorts." Kellie, 11

"If you want a kitten, start out by asking for a horse." Naomi, 15

"Felt markers are not good to use as lipstick." Lauren, 9

"Don't pick on your sister when she's holding a baseball bat." Joel, 10

"When you get a bad grade in school, show it to your mom when she's on the phone." Alyesha, 13

"Never try to baptize a cat." Eileen, 8