

# PERSPECTIVE



Central Valley Education Association

September 2011

12202 E. Main, Spokane Valley, WA 99206 • 509 926-0201 • FAX 509 891-9183 • cvea@aol.com • www.centralvalleyea.org

## Special Welcome Back Issue!

### Hope You Had a Great Summer

This was the summer that wasn't...record low temperatures, no decent string of nice summer days until the very end of July and into August and suddenly here we are back at school. I hope that through it all you were able to find some time for R&R.

This was a very busy summer as far as the Association goes. We had the NEA Representative Assembly in Chicago over the 4th of July week. Ongoing negotiations for the re-openers on the contract ran into the end of August. The Summer U (WEA Leadership Training and Board of Directors retreat) was held the first week of August. The Teacher and Principal Evaluation Pilot has also been an ongoing activity through the summer and now moves into the field test through this school year.

This special issue of the newsletter is intended as an update on these activities. We will be moving forward toward ratification of the Tentative Agreement as quickly as possible. We will then begin the process of preparing for full contract negotiations to begin in the spring.

I hope that you have a wonderful year as we move forward in these challenging times. Please feel free to contact me with questions or concerns.

*Steve*

### NEA Representative Assembly The World's Largest Democratic Deliberative Assembly

NEA's Annual Meeting takes place during the final week of June and the first week of July. Various committees, constituencies, caucuses, leadership groups, and delegates from state and local affiliates gather to set policy and chart the direction of NEA business. The 2011 Annual Meeting took place in Chicago, Illinois.



*Scott Knowles and Steve Lalonde represented CVEA at the NEA Rep Assembly.*

The Representative Assembly (RA) takes place during the final four days of the Annual Meeting. It is the primary legislative and policymaking body of the Association and derives its powers from, and is responsible to, the membership. The Representative Assembly adopts the strategic plan and budget, resolutions, the Legislative Program, and other policies of the Association. Delegates vote by secret ballot on proposed amendments to the Constitution and Bylaws. Those delegates with full voting rights elect the executive officers, Executive Committee members, and at-large members of the NEA Board of Directors, as appropriate.

The RA consists of some 9,000 delegates representing state and local affiliates, student members, retired members, and other segments of the united education profession. The RA is the largest democratic deliberative assembly in the world and adheres to Roberts Rules of Order.

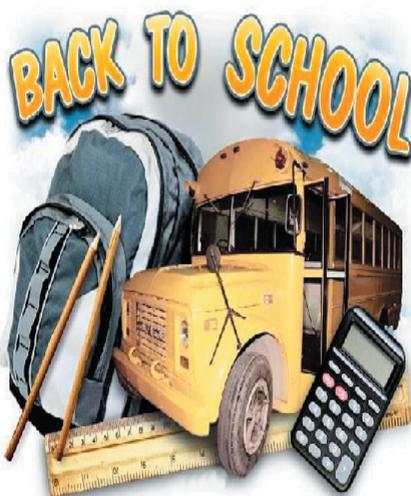
[NEA website highlights of the RA.](http://www.nea.org/grants/1357.htm)  
(<http://www.nea.org/grants/1357.htm>)

Three major issues were on the docket for the Rep Assembly and nation-wide teleconferences were held for the representatives to begin the debate on these issues over the weeks prior to the meeting in Chicago. At that meeting the debate continued and was very lively and at times charged with emotion and tension.

The three items were:

- 1. The endorsement of Barack Obama for re-election as President.** The debate recognized that the educational policies of the administration are very out of sync with the positions of the NEA, and one new business item called upon President Van Roekel to emphasize to the administration the frustration and outrage of most of our members with Secretary Arne Duncan and the policies that have been pursued so far. The early endorsement passed by over 70%.
- 2. A new document delineating an NEA position and policy on Teacher Evaluation in response to the Neo-Reform movement.** This turned out to be very much in line with our state's TPEP program and especially with our district's effort in this area. It was approved by the Assembly.
- 3. A special assessment of \$10 per member per year to address the political issues centered on the attack on public sector unions.** While the debate focused on the financial impact on our members, it also recognized the decreasing resources the NEA has to fight the nation-wide efforts to dismantle public sector unions, and the consequences to the middle class. This item was also approved.

In addition to the above, the Assembly considered 100 new business items, 3 Standing Rules amendments, 1 Constitutional amendment, 2 By-Laws amendments, 4 Resolutions amendments, 21 Legislative amendments. We also approved the modified Strategic Plan and Budget, honored the Teacher and the ESP of the year, the "Wisconsin 14" as the Friend(s) of Education Award winners, and Kentucky's Governor



Steven Beshear as America's Greatest Education Governor. Vice President Joe Biden came to address the assembly.



## Bargaining

We will be bringing a Tentative Agreement to the membership for a ratification vote. **Proposed Language Changes in Contract:**

### Article 1

Section 1 - Distribution of Agreement: It was agreed to make the contract available to all employees via the website. There will also be a limited number of hard copy contracts available for each school.

### Article 2

Section B - Insurance Contribution - The state funded insurance amount will remain at \$768.00 per month.

Section E - Method of Payment - Add May as month that warrant shall be paid on last working day of the month.

Section H - Any technology purchases will require prior approval from the Director or Supervisor of Tech Services at the District office to ensure compatibility with the current system and the ability of Information Technology to support the new equipment or software.

**Article 3 - No Changes**

**Article 4 - No Changes**

**Article 5 - No Changes**

**Article 6 - No Changes**

**Article 7 - No Changes**

**Appendix A - State Salary Schedule** to be reduced by 1.9%. The 1.9% will be reflected on the salary schedule only.

**Appendix D - Add secondary Library Media flex days**

**Appendix D - Summer School- Clarifying stipends**

**MOU's (Memorandum of Understanding)**

**Learning Improvement Days** - Language will be moved to an appendix and will reference that the language is in moratorium until such time as returned by the State.

**Retirement Incentive** - MOU will continue as written into the 2011- 2012 school year.

**Individual Assessments** - New language added to MOU: At the teachers discretion they may choose to take the two days' pay at the substitute rate and complete the assessments themselves rather than to hire a substitute. This additional pay is in recognition of the time spent outside the regular workday to complete the work associated

with the assessments.

**Staff Development** - Added language to the existing MOU that clarifies that the staff development training offered is strictly voluntary.

**Special Education** - New MOU - The District will use the LRE codes to assist with the balancing of class loads in general education classes for the 2011- 2012 school year. A list of topics will be developed by special education staff that can be addressed in various newsletters will be sent to all CVSD staff over the course of the year. Items for articles can include: Procedures for scheduling of Para educator time, balancing class loads, IEP review, etc. Meetings to discuss issues and newsletter/education items will be scheduled as needed or as a part of regular SEAT meetings.

**Evaluation Procedure** - New language added to MOU: Teachers who are randomly selected who do not want to be a part of the 2011-12 field test must submit a letter of appeal to the association President and the Assistant Superintendent of Learning and Teaching. This appeal will be reviewed within five (5) days of receipt.

**Personal Leave Day** - New MOU - The District will add one(1) personal leave day to all certified employees in the CVEA for the 2011-2012 school year.

Those employees who would exceed the maximum allocation must use or cash out the excess days over five (5) before the end of the 2011-2012 school year.

All other provisions and limitations as outlined in Article VI, section E will apply.

**Summit** - A committee made up of four (4) representatives from the CVEA and four (4) representatives from CVSD will meet to create an operating agreement regarding certain issues at Summit School.



## TPEP 2.0

**(Teacher and Principal Evaluation Pilot)**

First a quick review:

- CVSD in collaboration with CVEA applied for the TPEP grant.

- We were chosen as one of the eight districts and one consortium for the grant.

- McREL was chosen to assist us with the implementation of the grant and with data analysis.

- A core team of six people was formed including Assistant Superintendent for Teaching and Learning Terrie Vanderwegen, CVEA President Steve Lalonde, Principal Association President Gordon Grassi, Liberty Lake Elementary Assistant Principal Shelly Bajadali, Central Valley High School Teacher Tara Wilson, and Liberty Lake Elementary Teacher Lindsey Ehlers.

- A committee of over 50 people (District Administrators, Building Administrators, Teachers, and parents) began studying the requirements of the grant and the legislation that led to it (SB 6696). Over the course of several months and many meetings an evaluation rubric for teachers and one for principals were developed and refined. In the spring, a mini-pilot of these rubrics was run using all building administrators and 54 volunteer teachers.

- Over the course of the summer McREL reviewed the rubrics and mini-pilot data and revisions were considered by the core team and the large committee and a random sampling of teachers were chosen to add to the volunteers for the mini-pilot teachers to bring the field test pilot to a total of 120 teachers and all building administrators.

- Two days of training were held the week before school started to train all concerned in the process for the field test.

This year the new evaluation tools will be field-tested. Those involved will be evaluated by both systems with only the old system counting for their official evaluation. The results of our field test along with the work of the other districts and the consortium will be provided to OSPI and will be used to inform the legislature of the work done to improve the evaluation process. Then the legislature through OSPI will determine what instrument(s) will be adopted for use to meet the requirements of SB 6696.

Thank you to all who have made this process work. Since the evaluation changes are mandated to occur in the 2013-14 school year, we were able to help shape the direction and contribute directly to taking back the responsibility for quality education.