

# PERSPECTIVE



Central Valley Education Association

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## Free speech, personal web blogs, & public employment

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Lake Washington Education Association's  
UPDATE newsletter

Do teachers have the same rights to free speech as the rest of the country? Not really. It is a general rule that school employees can be disciplined for off-duty conduct if the school district can show that the conduct had an adverse impact on the school or the teacher's ability to teach. Over the last few years, this general rule now has the support of a growing number of court decisions.

Social media such as Facebook or Twitter are providing opportunities for many teachers to test the boundaries between free speech and common sense. Don't school employees own their own time, to post about their private lives without fear of losing their jobs? Not really, and especially so if the post includes sexually explicit or other inappropriate content and is viewed by students. Teachers have been terminated because they posted their drinking habits, sexual practices, sexually explicit pictures and or videos, or have used social media to carry on in-

appropriate relationships with students.

We advise the wise use of social networking. Don't post anything you don't want the entire community to see. This community includes your students, their parents, and their lawyers.

## Student discipline-here's what you need to know!

Reprinted by permission from  
Lake Washington Education Association's  
UPDATE newsletter (modified with CVEA  
contract language)

One area in which we receive a lot of questions is the area involving student discipline. We put together this list of items for you so that you'll know what the law and our contract say about disciplining students:

**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.** The purpose of this law is for you to have a tool to protect the learning environment for the other students in your class. 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 classroom without your permission, or until you and your administrator have met to discuss how to deal with behavior.

When you use this tool, be sure to inform your principle 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 can 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 a 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)

**When the District receives information that a student has a history of disciplinary actions, criminal or violent behavior, or other behavior that indicates the student or his/her family is a threat to the safety of educational staff or other students, the District shall provide this information to the student's teachers.** (CVEA contract Article II, Section M)

**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 for other students.** (RCW 28A.225.330)

Principals must communicate the disciplinary action taken by the principal to the school personnel who referred for 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 the 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 the 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 student's parent) if those individuals engage in behaviors that are abusive; threatening; seriously harm, annoy, or harass; or would cause a reasonable person to suffer substantial emotional distress. (RCW 10.14.020)

## Our Voice

If you want to keep abreast of the developments in Olympia relative to public education and your job, you need to bookmark this site on your **home** computer: It is a political site, so you should not access it using district computers.

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

Check it regularly for up-to-date information on legislative actions and how those actions may affect you and your students. In this time of education reform, it is important to be vigilant in monitoring and responding to these actions.

## TEACHING STRATEGIES ACROSS THE CURRICULUM K-12

By CVEA member Marci Haynes

### Learning Disability – Math

- Use of manipulatives/calculators
- Use of graph paper or ruled paper turned sideways to help keep numbers in the correct place value columns
- Color code – on overhead and board so written directions and information doesn't all look the same
- Use computer programs for drill and practice
- Connect to real life (sports, cooking, menus, reading, music, auto mechanics, purchasing. . .)
- Use interactive strategies (make a model, draw a picture, and act it out, look for patterns. . .)
- Teach vocabulary with pictures and symbols
- Use rhythm and lyrics to teach math facts
- Preview the operations and formulas used in the lesson (add, subtract, divide, multiply. . .)
- Read the word problems to the student
- Provide pre-printed math problems to reduce the need to copy
- Use highlighter to highlight values concepts in word problems to help the student set up problem
- Allow extra time so students are not feeling rushed
- Provide frequent checks for accuracy during classwork sessions
- Reduce the number of problems that you assign
- Keep a sample of math problems and math formulas on the board for students to reference



## CALENDAR

- May 6, CVEA Exec. Bd., 4:00, CVEA office
- May 13, SEAT 3:45, LTC
- May 20, Building Rep Meeting, 4:00, Cuppa Joe's
- May 22 (Tentative) CVEA General meeting on Bargaining
- June 5 CVEA Exec. Bd.
- July 1-6, NEA Rep Assembly
- Sept. 2, Employee Orientation Day

## CVEA Executive Board

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