

# PERSPECTIVE



Central Valley Education Association

December 2013

12202 E. Main, Spokane Valley, WA 99206 • 509 926-0201 • FAX 509 891-9183 • [cvea@aol.com](mailto:cvea@aol.com) • [centralvalleyea-com.webs.com](http://centralvalleyea-com.webs.com)

## Winter Break

Whew!

Have a  
Happy  
and  
Restful  
Winter  
Break!

*Steve*

## Bargaining Preparation

We still need at least one member willing to serve on the Team of Twelve in negotiating the new contract this Spring. We have eleven members identified currently. The Team of Twelve prepares for the bargaining process and from the Team of Twelve, the Team of Five (those who actually do the bargaining with the district) is formed. The time commitment for the Team of Twelve is usually not more than four or five meetings, often less. The time commitment for the Team of Five is very significant often requiring eight or more sessions ranging from half days to full days. Team of Twelve members can decline to be on the Team of Five. If you are willing to serve, please send Steve an email stating so at [cvea@aol.com](mailto:cvea@aol.com).

balloting in the buildings. As always, if you have any questions or concerns you can address that with your Building Reps or Steve Lalonde, CVEA president. Call 926-0201 or email [cvea@aol.com](mailto:cvea@aol.com)

## Building Representative Training

On November 7th the Building Representative listed below attended a Building Rep training at the WEA Eastern Washington office. The general consensus was that it was time well spent and helped these reps to understand the responsibilities, processes and resources associated with the position. Thanks to these folks for their willingness to serve and taking the time to become trained.

**Martha Bayle**  
**Tammy Bradstreet**  
**Melanie Croskrey**  
**Theresa Darke**  
**Karen Floyd**  
**Arlene Godfrey**  
**Brian Hastings**  
**Dorinda Hearn**  
**Darren Herndon**  
**Keith Hoekema**  
**Rachael Krum**  
**Holli Parker**  
**Pam Popp**  
**Cheryl Sampson**  
**David Smith**  
**Suzanne Smith**  
**Lisa Wardian**  
**Wally Watson**  
**Colin Williams**

## Election Update

We are now in the election process. Your Building Representative should have all of the information and materials as of December 18th. Any candidate running unopposed after the close of nominations on January 21, can be elected by acclamation of the Building Representative Council. Contested races will be decided by member



## VEBA VOTE

In January, members who started the school year with at least 180 days of accumulated sick days and/or are eligible for retirement as determined by the district will be given an opportunity to vote on their VEBA options. Some of you will have to vote on both issues.

VEBA is the Voluntary Employee Beneficiary Association, which allows employers to set up tax-free accounts to be used by employees for health care related expenses. While employed you may use this account to cover out of pocket expenses such as co-pays. Retirees can apply these funds toward medical premiums as well. If you have any questions about VEBA you can contact them online at [www.veba.org](http://www.veba.org), or email them at [veba@rehnonline.com](mailto:veba@rehnonline.com) or call 1-800-VEBA-101.

**The Sick Leave Vote:** If you have at least 180 days of sick leave on Sept. 1 of the year, you may roll your unused sick leave days from the previous calendar year into your VEBA account at the rate of 4 for 1 provided the group votes to do so, or you can choose to cash these days out. Your vote will help determine what is done with these extra days.

**The Retirement Vote:** Upon retirement you may convert your unused sick leave days at the rate of 4 for 1 to either be placed in a VEBA account or to be cashed out. State law requires the decision be made by all employees eligible for retirement. If the body votes to convert these days to cash there will be no VEBA option available. If the VEBA option is chosen you can still cash out your days but with an added penalty. Explanations of these options will accompany the

ballots.

VOTE and return your ballots to the CVEA office. A mailing label will be attached to the ballot.

## INCENTIVE FOR ANNOUNCING RETIREMENT

Are you thinking of retiring this year? The CVSD is offering a financial incentive to announce your retirement early again this year. If you officially notify the District before February 14 of your intent to retire, the District will put \$1000 directly into your VEBA account. If you announce after February 15 but before March 3, it will go down to \$500. Remember that this benefit is tax-free and will be available to help cover medical costs immediately and premiums when you retire.

The CVEA would encourage you to consider this option if retirement is in your immediate future. See

Memorandum of Understanding language below:

## Retirement/Resignation Notification Incentive

Employees who plan to retire/resign at the end of this school year may receive a \$1,000.00 incentive paid to the employee's VEBA account if the District is notified of the intent to retire/resign by February 14, 2014, or \$500.00 if the employee notifies the district by March 3, 2014. The incentive will be paid upon receipt of the written letter of retirement /resignation and Board approval of the retirement/resignation letter from the employee.

## Building Visits

Barring any unforeseen events, the first round of building visits will be completed before Winter Break. I am hearing most about workload issues, which isn't surprising considering all of the

changes and increased regulation being imposed by the education reform agenda. Many are finding it difficult to understand the lack of adequate support from the state in light of the McCleary decision; for example, the lack of infrastructure funding to support the additional instructional space required by all-day Kindergarten and class size reduction.



## ALEC American Legislative Exchange Council

This organization promotes boilerplate language to state legislators who support their agenda. Legislators use this language to generate legislation around several issues, education being one of the principal issues. In an effort to present a balanced assessment, the links below take you to ALEC's website and to a website opposed to ALEC's influence. A websearch on the "American Legislative Exchange Council" will produce a host of other websites and articles should you want to know more. In education ALEC supports vouchers and charter schools among other issues.

<http://www.alec.org>

<http://www.justice.org/cps/rde/xchg/justice/hs.xsl/15044.htm>

General description derived from a Google search:

The American Legislative Exchange Council is a 501 American organization, composed of corporations and select politicians, that pushes for laws favorable to its supporters.

Nonprofit category: Government and Public Administration  
Founded: September 1973

CEO: Ron Scheberle

Assets: 4.047 million USD (2011)

Income: 7.171 million USD (2011)

Founders: Paul Weyrich, Mark Rhoads, Henry Hyde, Lou Barnett



### CVEA Insurance Committee

As medical insurance continues to rise in cost while offering less coverage, our members have asked what can be done. The Insurance Committee met on November 18th and has decided to do a survey of members to determine what changes might better meet the needs of our members. It is our intention to do the survey online. It will address the key elements of choice in medical coverage while staying within legal and regulatory boundaries.

If you are interested in serving on the Insurance Committee contact Heather Graham, Committee Chair, at 228-4860 or 228-4300 or Steve Lalonde at the CVEA office - 926-0201.



## Read Across America is coming!

Read Across America is scheduled for March. Go to the [Read Across America page](#) of the



NEA website for a wide variety of ideas and resources. There are free resource kits and calendars (while supplies last) to help with your school's activities.

### CVEA Executive Board

#### President -

Steve Lalonde

Office - 926-0201

Cell - 842-6768

email - [cvea@aol.com](mailto:cvea@aol.com)

fax - 891-9183

#### Vice President -

Wally Watson

University High School

228-5240

#### Secretary -

Vicki Arnold

North Pines

228-5020

#### Elementary Rep -

Keith Hoekema

Broadway Elementary

228-4100

#### Middle School Rep -

Monica Larson

Evergreen

228-4780

#### High School Rep -

David Smith

University High School

228-5240

#### Special Services Rep -

Heather Graham

Greenacres MS/Lib. Lake

228-4860 / 228-4300