

PERSPECTIVE



Central Valley Education Association

October 2013

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Email Problems

I hope that by the time the email link to this newsletter is scheduled to come out the email problems we have been experiencing will be solved. We have had no trouble with our bulk emails for several years and this fall we started having problems. I tried several times to send the Newsletter email to all members and most of it bounced back as undeliverable. I still don't know who actually received that email and who did not. Some may have received more than one of the several efforts.

I have come to realize how absolutely dependent we are on e-mail communications. There really is no other immediately effective means for me to communicate with large groups or all of our members. We do have the website, which is being managed by Colin Williams from Summit, as well as a Facebook page. I am hoping that our members will at least regularly check the website. Our newsletter is posted each month on the Monday before the Building Rep meeting which is usually held on the 3rd Tuesday of the month. Past issues are also archived on the site. The most current newsletter is always available on the index page. My biggest concern about this last problem with e-mail is that I was unable to depend on the newsletter to remind people of the insurance deadline. I hope we have the e-mail issue resolved by the time this newsletter comes out.

Steve



Insurance Concerns

The premium increase for insurance this year came as quite a shock for many. Many members have had questions about why it is so high and what can we do to change things. We do have an active insurance committee, and I will be calling them together for a meeting to consider asking our members if they wish to continue with the 10% Premera discount that limits us to one other choice for an insurance option. That other option is the one Group Health option that is available through the district.

If you have an opinion or concern around the insurance arrangements that are currently in place, please contact your Building Rep to make your concerns known. We will ask the Building Reps to bring that information to their monthly meeting to better inform the insurance committee of the concerns members have. The current insurance arrangements are the result of a vote of our members taken a number of years ago.

As to the question of why the premiums jumped so much this year, there are couple of factors involved. The premiums are determined as a result of claims activity over the previous 18 months. The premium is approved by the WEA board, which is comprised of 70+ members from around the state. Over the past several years the spike in premiums has been reduced by use of a rate stabilization fund to subsidize member premiums. This fund was the result of periods wherein the claims experience was lower than anticipated. Those savings in insurance costs can only be used to benefit members in insurance premium reduction. For a period of time there was quite a bit of money in that account, but the account was depleted with last year's premium increase. Consequently, our members saw the full impact of the premium rate increase.

Feel free to contact the CVEA office if you have any other questions, and please express your concerns to your Building Representatives.

Building Representatives

The Representative Council of the Central Valley Education Association is made up of the CVEA Executive Board and Building Representatives from all buildings in the district. Each building is allowed a representative for every ten certificated employee members or major portion thereof. This organization meets once a month, usually the third Tuesday.

The Rep Council is the heart of the organization. It approves the annual budget, selects members of the bargaining team and must ratify any changes in the organization's Bylaws.

Most importantly they provide the direct link between the members in the trenches and the Executive Board. Please get to know your Rep(s) and thank them for all they do. As you can see from the listings below there are positions open in most buildings. Please consider serving. If you are interested please talk to a Building Rep or call the CVEA office.

The listing we have as of this article for Building Representatives is:

Adams

Mark Hollenbeck

Broadway

Darren Herndon

Chester

Denise Kennedy

Greenacres Elementary

Pat Kerley

Holli Parker

Lisa Wardian

Kindergarten Center

Bob McCaslin

Kim Martins

Amy Milliken

Mary Lou Moglia

Lacey Grummons

Liberty Lake

DM Freed

June Cunningham

McDonald

Arlene Godfrey

Opportunity

Brian Hastings

Sharon Stevenson

Ponderosa

Mary Ann Sullivan

Shirley Brick

Progress

Pam Popp

South Pines

Martha Bayle

Summit/SVLA

Shellie Mackie

Colin Williams

Sunrise

Nikki Hays

Kathy Anderson

University Elementary

Linda Honn

Rachel Krum

Bowdish

Pete Whipple

Eric Roal

Evergreen

Beth Lindow

Greenacres Middle School

Melanie Croskrey

Brenda Hill

Horizon

Todd Clark

Scott Hilfiker

North Pines

Theresa Darke

Dorinda Belcher-Hearn

Barker HS

Jana McKnight

Dan Oster

Central Valley HS

Karen Floyd

Jennifer Stalwick

Larry Bernbaum

Brad Thew

Suzanne Smith

Deanna Ristau

Mariann Torretta

University HS

Alexis Carter

Mike Ganey

Tina Baker

David Smith

Paul Schneider

John Wolfe

Paul Jensen

Crissy Francek

Spokane Valley Tech

Karen Kielbon

Early Learning Center

Amber Stuart

Cheryl Sampson

Special Services

Marci Haynes

Danielle Stroe

If any of the above list is incorrect (people listed who are no longer reps or people missing who are,) please send an email to cvea@aol.com to let us know so we can make the appropriate changes.



Big changes coming for National Board Certification

There are significant changes coming next year for the National Board for Professional Teaching Standards (NBPTS) certification, so if you're thinking about embarking on this process, you may want to consider attempting certification this year instead of waiting.

First the good news:

- The new certification process (NB 3.0) will cost less. The current \$2500 fee will be reduced to \$1900 with an option to "pay-as-you-go."
- Candidates will be able to complete any of the four components in any order.
- Candidates will no longer be required to complete all components within one school year.
- The new process will be more flexible and streamlined, and will reflect the latest research on the teaching profession. Certification was last updated in 2001.
- Washington State is still offering an annual \$5000 bonus for those who are National Board certified.

Now the bad news:

- The National Board for Professional Teaching Standards plans to phase in NB 3.0 over the next three school years. This means that after this year, **no one will be able to achieve certification until the fall of 2017, and the first \$5000 bonus check won't be paid until June of 2018.**
 - NB 3.0 Component 1 will be available in Fall 2014.
 - NB 3.0 Component 2 will be available in Spring 2015.
 - NB 3.0 Component 3 will be available in the 2015-16 school

year.

- NB 3.0 Component 4 will be available in the 2016-17 school year.
- Candidates who wish to go through certification in one school year will not be able to do so until 2016's-17. Those who start the process prior to 2016-17 will only be able to complete the components that are available.
- Anyone who planned on doing "Take One!" this year in order to bank their score towards future certification will not be able to do so. The "Take One!" program is being discontinued.

Should you decide to pursue full certification this year, the district offers a grant of up to \$850 toward certification or re-certification for a limited number of people.

WEA, the Office of the Superintendent of Public Education, and the Center for Strengthening the Teaching Profession are gearing up to support the expected influx of new candidates this year once teachers realize they won't get another chance at the \$5000 bonus until **June 2018**.

If you're interested in beginning the certification process, the website is www.nbpts.org.

You MUST report suspected child abuse

It is important to know that under Washington state law, you are required to report any suspected child abuse or neglect to Child Protective Services (CPS) or law enforcement. Failure to do so could result in your teaching certificate being revoked, which would prevent you from teaching in any public school in Washington.

Central Valley Board Policy

states:

"Classified and certified staff are legally responsible for reporting all suspected cases of child abuse and neglect. A certificated or classified school employee who has knowledge or reasonable cause to believe that a student has been the victim of physical abuse or sexual misconduct by another school employee shall report such abuse or misconduct to the appropriate school administrator. The administrator shall report to the proper law enforcement agency if he or she has reasonable cause to believe that the misconduct or abuse has occurred under RCW 26.44.030. Under state law staff is free from liability for reporting instances of abuse or neglect and professional staff are criminally liable for failure to do so.

Staff need not verify that the child has, in fact, been abused or neglected. Any condition or information that may reasonably be related to abuse or neglect should be reported..."

The requirement to report is for ANY suspected abuse or neglect, not just abuse or neglect by school personnel. It is extremely important that teachers obtain documentation that a report has been made. Reports to CPS must be made as soon as possible, but in no case later than 48 hours after first suspecting that abuse/neglect has occurred - even if this means you have to call CPS yourself in order to meet the deadline.

Be sure that a report form has been filled out with one copy retained in the building office, one sent to Special Services, and one for your files. Keep your report in a confidential, locked filing cabinet and not left out for others to see or access.

About MOU's

Memorandum of Understanding or MOU is used to deal with language that is supplemental to the contract. It may be that the parties want to test and tweak the language before placing it into the contract, or it may be that the parties are anticipating legal or operational changes that may require different language. MOU's are still enforceable language.

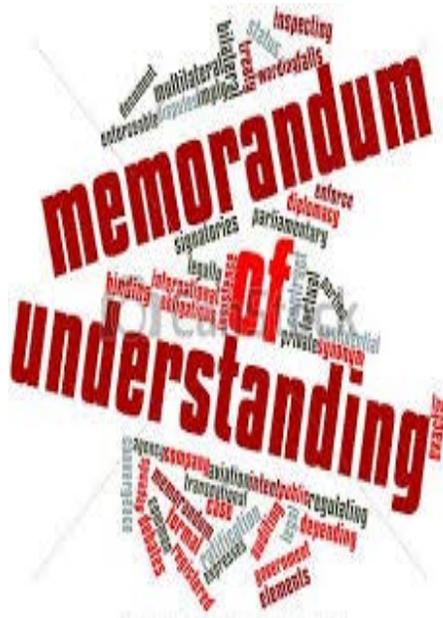
Evening Conferences

We have a Memorandum of Understanding (MOU) in place for this year concerning School Conferences. This is an effort to standardize practice across the district which has not been the case in the past. Please send input on how this works this year to cvea@aol.com. We will have to re-negotiate what we want in the new contract language in the Spring. The language of the MOU follows:

The parties agree to:

- Middle School conference format will be teacher-led with the parent(s) and students involved.
- Middle School and Elementary: If extended contract day conferences are used, they will not be required beyond 5:30 on one night and will be compensated for by an early release on Friday no later than 30 minutes after the students are released.
- Middle School conferences may not necessarily be required for all students. However, every attempt will be made to conference with parents and students who are a C average or below. Students receiving a D or F grade will be required to conference. Exceptions to re-

quired conferences can be made when the teacher can document for the building principal that ongoing contact with the parents has already occurred regarding D and F grades.



Insurance Legislation

We could no longer avoid dealing with the issue of all employees being required to contribute to their insurance premium as mandated in SB 5940. This new law states that even when the insurance premiums for an employee are below the amount funded by the state per individual, the employee will still have to contribute. This will most likely only apply to employees who are insuring only themselves on the cheapest plan. The language of the Memorandum of Understanding follows:

In accordance with SB 5940, a minimum contribution from the employee towards his/her medical insurance premium is required. For the 2013-14 school year, this minimum contribution for certified teaching staff will be \$10.00 per month.

Evaluation MOU

We are still working on the language for the Memorandum of Understanding on the new evaluation system. We are getting close to an agreement on roughly 12 pages of language on this issue.

This MOU will remain open so that we can make adjustments as necessary to focus this process on professional development as much as possible.

Bargaining a New Contract

If you are interested in being involved in bargaining a new contract for CVEA, please send an email to: cvea@aol.com

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