

# PERSPECTIVE



Central Valley Education Association

Sept. 4, 2012

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

For those new members who are just starting their position with Central Valley School District - WELCOME! For those returning - WELCOME BACK! To all I hope that you had an enjoyable and relaxing summer.

The Association activities this summer were less hectic than last summer. We had the NEA Representative Assembly in Washington, D.C. over the 4th of July week. Monica Larson, Vicki Arnold, Steve Lalonde and Scott Knowles attended the RA (Scott as a Washington State delegate). On August 20th we arranged a Special Education Law Class, taught by WEA's Mark Anderson. It was well attended.

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.

### 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 2012 Annual Meeting took place

in Washington D.C..

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.](https://www.nea.org/grants/1357.htm)

(link to:  
[https://www.nea.org/  
grants/1357.htm](https://www.nea.org/grants/1357.htm))

WEA at the NEA Representative Assembly 2012, Washington, D.C.

## Contract

The new contract was approved by a 98% yes vote. This is a reminder of what changes were made and what continuing actions are needed.

### New Language

- F & P testing for all K-5 / AM/PM kindergarten teachers (double load)
  - o The district will provide three (3) days of sub time to be used between the Fall, Winter and Spring assessments as the teacher sees fit.
  - o Full time AM/PM kindergarten teachers will receive double the resources described above.
- Evaluation language – walk-throughs
  - o “Power Walk Throughs” are for the purpose of gathering building wide data and as such will not result in individualized observation elements in the teacher evaluation process. Substitute teachers, who are not long-term, will be exempt from “Power Walk Throughs” for the 2012-2013 school year
- Involuntary transfer interviews
  - o In the case of an involuntary transfer, a discussion with Human Resources personnel and the affected party will be completed to determine if there is any personal impact on the person(s). The discussion will take place before the final decision is made.
- Summit School overnights
  - o The district will agree to add a .5% stipend for Expeditionary learning overnight trips that are required as a part of the program to Appendix C of the con-

tract. The overnight stipend will be limited to one required trip per year, per teacher.

- New student process
  - o When a new student is registered after the start of the school year, that student will begin class(es) no sooner than one (1) full school day after registering in order to allow the teacher(s) to be informed of the new student and to prepare materials, facility and lesson plans that will include the student.
- Late start clarification
  - o When an emergency delayed start is announced teachers may delay their reporting time by the same amount of time. For example, if a two hour delayed start is announced, the teacher may report two hours later than their normal arrival time.
- Teaching-librarians administration time
  - o Teacher librarians with 38 or more sections may request up to two (2) sub days to be used for the purpose of administrative management.
- 1/2 day K conference issue
  - o Each kindergarten teacher has the option of using an additional one half day of the sub time allowed to leave early as long as the school as a whole allows the practice in exchange for evening conference times.
- 1/2 day before Thanksgiving
  - o Personal leave days may be taken in half-day increments. Limited to the half day prior to Thanksgiving, employees will be charged a half day of personal leave for personal leave

taken on this day. Any sick or emergency leave taken on the day prior to Thanksgiving shall be deducted as a whole day.

- WAAS Portfolio
  - o Teachers preparing WAAS Portfolios will be given sub time, upon request from their level special education coordinator, based on the number of portfolios they are responsible for compiling. It is expected that during these sub days the teacher will work either in building or at the LTC.
    - \*Teachers compiling 1 portfolio will be given one sub day to work.
    - \*Teachers compiling 2-4 portfolios will be given two sub days to work.
    - \*Teachers compiling 5+ portfolios will be given three sub days to work.
- NBCT grant for certification and recertification
  - o The district will create a \$12,500.00 pool to be distributed for the purpose of pursuing, or renewing, National Board Certification. There will be a cap of \$850.00 per person.
- Flex days vs. paid time for nurses
  - o Flex days can be converted to hourly pay at substitute rate.
- First Robotics
  - o FIRST Robotics will be added to Appendix C, CTSO positions, and will be responsible for fulfilling the CTSO advisor job description.

### MOUs (Memorandum of Understanding)

- **Retirement incentive**

**Retirement/Resignation Notification Incentive**

Employees who plan to retire/resign at the end of, or during the 2012-13, 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 15, 2013, or \$500.00 if the employee notifies the district by March 1, 2013. 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.

- **Extended day**

The parties agree to:

- Pay a stipend to those people who have extended day contracts, such as school psychologists, learning specialists, nurse specialist and interventionists, secondary counselors, and grandfathered CTE teachers that would otherwise lose pay for their extended days with the reduction in schedule. This would only be for those staff that are in MA columns with 16 years or more of experience since 2010-11. The stipend will be equal to 2 hours at their per diem rate and the time will be deemed done.

- **No effect to Prof. Responsibility**

The CVSD will not reduce the professional responsibility stipend nor the supplemental contracts as a part of the continued State 1.9% allocation reduction. This agreement is entered into as an addendum to the current collective bargaining agreement for the 2012-13 and 2013-

14 school years.

CVEA and the District agree that:

- The Professional responsibility stipend be left at the 2010-11 level for each individual for the 2012-13 school year.
  - The supplemental contracts be left at the 2010-11 level for each position for the 2012-13 school year.
- **1.9% to Professional responsibility**

The district will restore the 1.9% reduction realized by the CVEA association members in the 2011-2012 school year by adding an amount equal to the loss of compensation on the base to the professional responsibility stipend for the 2012-2013 and 2013-2014 school years.

In the event that the State reinstates the loss of wage, in any percentage, to the Salary Allocation Model (SAM) the district will make a corresponding reduction in the amount added to the professional responsibility stipend. In addition, should the State make additional budget reductions or reduce the district's levy authority in either of the two years the District reserves the right to bargain the impact of the reduction through reducing the added compensation to the professional responsibility stipend.

### **Committees**

The following committees have been agreed to in order to address issues that cannot be resolved at this time and will require additional research and discussion.

- Insurance - Ongoing
- Skill Center Employees – res-

olution by January 2013

- Evening conferences - resolution by January 2013
- Balancing special-needs students in regular classes – resolution by May 2013
- K-5 specialists work load – resolution by May 2013
- Evaluation - ongoing
- Collaboration / in-service / PLC model - resolution by May 2013

### **Housekeeping**

- Reopen Clause – change from two required meetings to one
- Remove I 728 language (as the legislature officially eliminated I 728 permanently)
- Extended days (this concerns a grandfathered person who is retiring and so the position will be filled under the new allotment of days)

### **New Weingarten/ RCW cards**

You should be receiving from your building representative a new card that has the Weingarten information on the front, and some RCW language around student expulsion on the back.

### **Building Representatives**

Each building is allowed one Building Representative per 10 members or major portion thereof (26 members = 3 Representatives). The buildings are responsible for electing their own representatives. These "Reps" have one meeting a month to facilitate association business. They also distribute materials to members and run building balloting during elections.