

PERSPECTIVE



Central Valley Education Association

March 2012

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Correction on Late Start

Last month's article concerning the confusion around the late start in January, had some misinformation. Special thanks to Dick O'Brien who came in to help figure out what happened to the language in the contract related to late start. After a good deal of research it appears that that language was accidentally deleted, and not the result of bargaining. Consequently it will be the intention of the bargaining team to establish clarifying language in this bargain relative to late start. It is our intention to simplify the language while maintaining the integrity of the intent to provide for a delayed arrival of staff as well as students.

If you have any questions, concerns, or input on this issue please send an e-mail to:

cvea@aol.com

CVEA Retirement Seminar?

We are planning a retirement seminar for CVEA members on April 20 and 21. It would begin on that Friday afternoon and run all day on Saturday. If the course is not filled by CVEA members it will be opened up to other locals to participate, but this is specifically set up for our members.

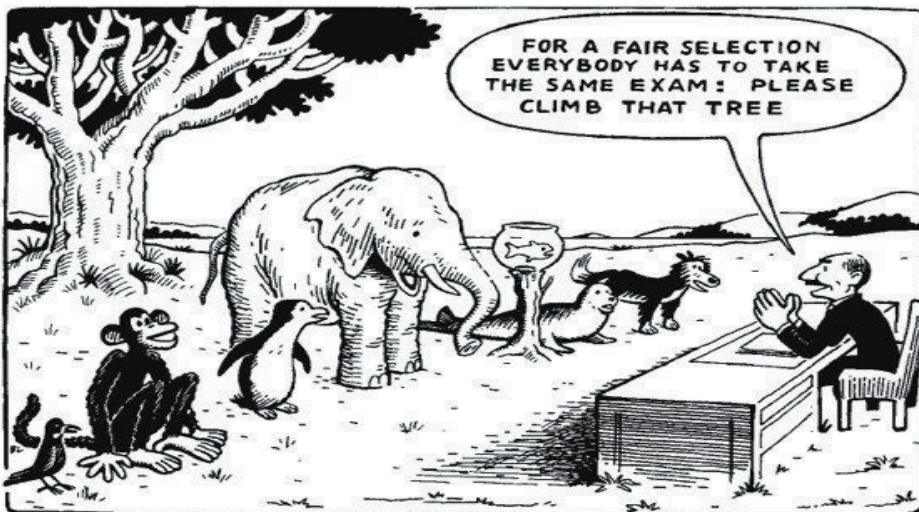
There are several organizations sponsoring retirement seminars. This one will be sponsored by WEA retired, and is one of the most thorough seminars being offered. It is highly recommended that members begin looking into retirement several years before they planned to retire. It surprises many people how much is involved in the process of retiring. The state retirement system has a packet for you to complete as part of the process. Most seminars recommend you begin that process at least one year before your retirement date.

Election Results

Thank you to all who participated in the election of Central Valley Education Association officers. All candidates who were running unopposed were elected by acclamation of the Building Representative Council. The position of secretary, which was the only contested position, was won by Vicki Arnold. The officers will assume their official responsibilities upon conclusion of the NEA Representative Assembly in July.

TPEP

By now you have probably heard that we are abandoning the TPEP process. The state legislature enacted legislation based on what has been done so far in the statewide pilots. We worked with Representative Andy Billig who recruited Matt Shea in an effort to amend the legislation to allow for a waiver to provide Central Valley, Kennewick, and Othello (the 3 districts whose frameworks were not chosen by the legislature) to move forward using the rubrics designed for our frameworks. The legislature refused to allow it. Consequently CVEA and the district decided to discontinue the pilot process as it served no purpose for us. We will now reassemble the TPEP group to decide how to move forward in preparing for the 2013 mandate to use one of the 3 rubrics chosen by the state.



No animal left behind...

Student Violence

Due to a growing concern about escalating student violence against staff members, CVEA is trying to arrange for a special meeting with Mark Anderson. Mark is WEA's expert on special education law, and served for a time as a compliance officer with OSPI. Some of the students involved are general education students and can be readily dealt with through the progressive discipline model. The students who are on IEP's or 504 plans will be the focus of our meeting with Mark. Special education laws make dealing with the students more complicated. The intent of this meeting is to clarify what can and should be done in dealing with student violence against staff.

The intention is to follow this first meeting with another meeting to include district administrators, PSE representatives, CVEA representatives, and Principal Association representatives. That meeting will be an effort to reach consensus around the process to promote staff and student safety in dealing with violent students.

The district has dealt with these issues with MANDT training, which focuses on de-escalating potentially violent situations. This has helped, but it has not eliminated the problem. The question remains, "What more can we do to protect staff and students?" Some staff members this year have been hit, slapped and kicked even though they try to follow the recommended actions and behaviors to deal with these students. These meetings are just another tool in trying to deal with these students and the safety of staff and other students.

Bargaining

The current CVEA collective bargaining agreement expires on August 31 of this year. We are beginning the process of bargaining a new contract. The CVEA members making up the "Team of Twelve" met once in February and are meeting again on March 19. At that meeting we will select the "Team of Five". Those five individuals will be the ones primarily charged with meeting with the district team and working out the language for the contract. We have taken input on contract issues from members through building visits, one-on-one conversations, and e-mails.

The team of 12 will be listing the potential issues to be addressed in the bargain with the intent of bringing that list to you for your comment and so that you can add other concerns for us to consider addressing in the bargaining process. Please feel free to send comments or concerns to any team of 12 member or directly to the CVEA office. You can also ask your Building Rep to bring issues forward.

The team of 12 members are:

- Scott Knowles
- Mariann Torretta
- Vicky Jensen
- Monica Larson
- Keith Hoekema
- Heather Graham
- Linda Honn
- Denise Kennedy
- Vicki Arnold
- June Cunningham
- Shirley Brick
- Jim Osmuss



Once again the Central Valley Education Association is sponsoring up to three \$1500 scholarships. The scholarship information has been delivered to the our high schools. The scholarships are intended for those students who are planning to pursue a degree in education. If you know of a deserving student please encourage them to contact their counseling or career center to obtain scholarship information and application. Scholarships are awarded to the most deserving applicants regardless of which high school they attend.

The scholarship deadline is April 24 for the completed scholarships to be in the Central Valley Education Association office. Each school should have a deadline that will allow them to meet April 24 deadline.

The scholarship recipients will be notified on or around June 1.



New Website Coming!

Josh Kaiel, who teaches at Opportunity Elementary, is serving as the CVEA technology chairperson. He is charged with maintaining our website and exploring the use of technology in other ways to serve members. Josh has been working for several months now on a revamped website which we hope to launch before the end of the school year. It has a much more sophisticated look than our current site, and may have a new URL address. There will be more information forthcoming as the website development nears completion.

In addition, Josh has been exploring the opportunities that may be provided for our members through a possible Facebook page. Recently he arranged for an online survey process to be used by a building in our district. What we are learning through that process will hopefully lead to our ability to use online surveys readily to meet the needs of our members.

During the process of these developments Josh has met with the director of WEA communications department, David Phelps, and WEA communications specialist Dale Folkert for training, assistance and suggestions. The WEA support has been most valuable. Thanks Josh for great work.

Personal Leave day

Don't forget that as part of reopeners this year we got an extra personal leave day that must be used or cashed out this year. You will still be only able to carry over two personal leave days into next year. Personal leave days are cashed out at sub rate of pay.

FIRST AID TRAINING

(reprinted from HR Newsletter)

Please remember that employees who are required to have First Aid/CPR cards are responsible for keeping them up-to-date. There is still space available to sign up for Spring Break classes. Please visit www.cvsd.org, then click on the district support tab, staff resources, first aid training. If you have questions, please ask your building secretary or call Kristi at ext. 5400.



DO YOU KNOW HOW MANY CREDITS AND CLOCK HOURS YOU HAVE?

(reprinted from HR Newsletter)

Do you wish you could get that answer instantly? You can now view your education report online. Just go to My CVSD in the menu on the left scroll over Web Business for the drop-down menu, click on Employee Self Serve. Follow the directions for log-in and then select Employee Education Report. Of course, if you need assistance or have questions, please call Sue Watilo at 5459 or Tracy Turner at 5440.



CERTIFICATED TRANSFER PROCESS

(reprinted from HR Newsletter)

If you would like to request a transfer, you can find the appropriate forms on My CVSD. Click on the Human Resources tab and then click on forms from the sidebar. You will be able to find the certificated transfer request form on that page. Please remember that the transfer request is due by April 1. Information and individual counsel regarding the transfer process is available by contacting HR and setting up an appointment with Jay Rowell.

CVEA Executive Board

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