

# PERSPECTIVE



Central Valley Education Association

October 2011

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## What do we do now?

We are all adversely affected by the economic wasteland that has resulted from the "Great Recession." It is natural to want to strike out at something or someone...whatever or whoever we can justify blaming. We should be careful to understand the consequences of our responses to this crisis. I say "responses" because I believe that we are going to have to deal with this complex issue in many different ways in order to have any genuine effect in regaining a stable economy and society.

The WEA Representative Assembly passed as one of its new business items, a call for a state-wide day of action. That day has now been identified as November 28th (the day the Special Session is slated to begin.) Each local is called upon to choose how they might take action on that day. This will be discussed at the October Building Rep meeting.

In addition, the WEA is asking locals to invite their legislators to visit the schools in their districts during American Education Week, November 14 through 18. This should be a specific invitation to each legislator. The point is to let them see how their legislative actions are affecting our students.

There is no doubt that we are in very tough times, but we know our students don't get a chance for a do-over when things get better. They have one shot at this phase of their lives, and the consequences

of inadequate funding will be long term for them, and consequently for us. The problem is largely coming from legislative actions (or lack thereof), so let's focus our efforts to be visible at the state level, and to rally support from local voters.

*Steve*

## It's important to check your paycheck monthly!

Occasionally we deal with situations in which employees have been either underpaid or overpaid. Sometimes, these errors have gone on for extended periods of time without being detected. An employee receiving an overpayment or underpayment has an obligation to notify the payroll office. Errors made in payment will be corrected as promptly as possible, with due consideration given to avoiding employee hardships. Employees who receive an overpayment by the District will work with the business office to determine which of the following repayment options will be most appropriate:

- Lump sum repayment.
- Equal payments to be completed by the end of the school year.
- Additional overpayment options to extend beyond the current year may be approved in unique circumstances.
- If an employee terminates, the remainder of any overpayment shall be due in full and taken out of the final pay warrant.

Repayment will begin in the war-

rant following individual notification that such repayment is necessary. Any error which results in incorrect salary schedule placement will be corrected by District payment or employee repayment only from the present year. Prior year's placement error will be adjusted only if such error is brought to the attention of the Human Resources department prior to October 1 of the present year.

It is extremely critical that you get into the habit of verifying the accuracy of your paycheck each month.

Here's how to do this:

1. Determine if your placement on the salary schedule for years of experience is correct.

Placement is based on completed years, not the year of teaching that you're currently in. For example, if you're in your 7th year of teaching, you have completed 6 years of teaching. Therefore, you should be placed on Row 6 of the salary schedule. (Keep in mind that if you've worked part-time during your career, each partial FTE is added up to create your experience level. For example,  $.6 + .7 = 1.3$  years of experience, which is rounded to 1.0 years of experience for salary placement purposes.)

2. Determine if your educational column on the salary schedule is correct.

3. Locate the current salary schedule and find your cell (the intersection of completed years of experience and educational lane).

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## 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 employees 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 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.

Adams- Jim Osmuss  
Gini Stiles

Barker - Jana McKnight  
Dan Oster

Bowdish- Eric Roal  
Pete Whipple

Broadway- Darren Herndon

Chester- Denise Kennedy

CVHS- Larry Bernbaum  
Karen Floyd  
Jennifer Stalwick

CVKC- Bob McCaslin  
Kim Martins  
Amy Milliken  
Marylou Moglia  
Heidi Sine

Evergreen- Debbie Herman

Greenacres- Patrick Kerley

G.M.S.- Martha Bayle  
Brenda Hill

Horizon - Scott Hilfiker

Liberty Lake- June Cunningham  
DM Freed

ELC- Cheryl Sampson

McDonald- Heidi Farr

North Pines- Vicki Arnold

Opportunity- Josh Kaiel  
Sharon Stevenson

Ponderosa- Shirley Brick  
Mary Ann Sullivan

Progress- Pam Popp

South Pines- Peggy Anderson  
Sheri Potts

Spec. Serv.- Marci Haynes  
Danielle Stroe

Summit- Sucia Dhillon  
April Freeman  
Terina Hill  
Colin Williams

Sunrise- Kathy Anderson  
Mary Jo Gilbert

SVLA- Shelly Mackie  
Matt Walter

University- Nancy DeLaurentis  
Linda Honn

UHS- Tina Baker  
Dale Bouge  
Jenny Bryant  
Krisha Charbonneau  
Mike Ganey  
Dave Jensen  
Wally Watson  
John Wolfe

### Open Enrollment Ends November 15

If you are planning on making any changes to your benefits package you must do so by November 15. All forms need to be completed and in the hands of the payroll department by that date. If you have questions or if you need the correct forms contact payroll as soon as possible. Colleen Franke at 5466 or Kari Gossett at 5468 will be glad to help.



## Check your paycheck

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4. Check the accuracy of your basic salary:

“Contract Salary” should be your Base Salary divided by 12.

“Prof Resp” should be the Responsibility amount divided by 12.

“\*\* year cert” would be for those who have completed 20, 24 and 28 years, with that amount divided by 12.

“Cont work day” is a single payment for a day such as Orientation Day.

5. Check anything else that you might have on your check.

Examples are extra hours worked, stipends, coaching contract, etc. Keep independent records of each of these so that you can compare your checks with them each month.

6. Keep track of your sick leave and annual leave that you take, and compare your balances with your records.

7. “Deductions” on your paycheck are things that you pay.

Compare these every month to see if there are any big changes. These should tend to be relatively stable, with the exception of months in which you receive a larger than normal check. Your employee deduction for medical will fluctuate each month due to benefit pooling. This is especially true Sept – Nov with Open Enrollment.

9. “Benefits” on your paycheck are things the school district pays.

You can skim these, but spot check them to make sure there aren’t any big changes from month-to-month.

**\* This article is adapted from a similar article in Lake Washington’s newsletter.**

## A penny-by-penny breakdown of your annual WEA dues

Annual WEA dues:

Implementing a governance process that fosters member participation and democratic decision-making through the Representative Assembly, Board of Directors, Executive Committee and other member/staff involvement in policy development ... \$42.60

Expanding and maintaining support systems for members, councils and local affiliates, including legal reimbursement programs that protect and enforce rights of members ... \$35.59

Providing financial and membership management that ensures sound fiscal stewardship, human resource system to advance the work of the association, facilities operation that produces a clean and safe environment, and information technology tools that help leaders and staff communicate and work productively. ... \$80.66

Establishing a clear public image of WEA as an effective and responsible advocate for public school quality, enhanced student achievement, and producing communication vehicles for members, leaders and the public that provide a common understanding of our priorities. ... \$25.73

Assisting affiliates by providing UniServ Staffing Program, training tools and packages, and technical and financial support directly to councils, local associations and members. ... \$167.54

Providing assistance to members, councils, local associations and individual schools in developing and implementing strategies for member and school improvement through effective and best educational practices. ... \$34.69

Building visible and lasting bipartisan support from opinion leaders and policy makers for public education and the needs of our members. ... \$35.19

WEA dues for full-time active certificated membership (\$410) and community outreach (\$12) -- a total of \$422.

## Lawyers...Just another member benefit.

This summer I was rear-ended by a person driving a rental car and on business. The rental car was covered by one insurance company and the business was covered by another. Things got complicated fast and for the first time in my life I had to get an attorney (especially because the rental car company was coming after me for the damages to the vehicle that hit me.) The bottom line is that I learned that there are times when you need a lawyer.

If you need a lawyer, WEA’s Attorney Referral network provides WEA members with attorney services at a discounted hourly rate for personal legal matters (not employment related).

Participating attorneys will provide each member with two 30-minute consultations per school year. This benefit allows you to discuss your problem with an attorney to determine whether you need additional legal services.



## WEA Children's Fund

Do you know students whose families can't afford to buy a warm coat, a new pair of boots or basic school supplies? The WEA Children's Fund can help.

The Children's Fund reimburses WEA members who buy items to meet the modest, immediate needs of their students. Find out more by clicking "How to Access the Fund."

There's no red tape. A quick call or filling out our online form is all that's needed to help your students meet their basic needs.

You can also help the Children's Fund help children. Giving is easy: donations to the Children's Fund are tax deductible. Our donation page will offer you a choice of donation "tickets" that vary with the size of your contribution, and you will receive an e-mail after you purchase the donation "ticket" to confirm the amount of your gift. Please, help students in need. Learn more or donate now.

Helping a student has never been easier.

*The goal of the WEA Children's Fund is to help meet the modest and immediate needs of students encountered by WEA members in their daily workplaces. The intent is to ensure that the physical, social and emotional needs of students do not stand in the way of success within the school setting.*

### How to Access The Children's Fund

After identifying a student in need and deciding how to help, any WEA member can type in their request on the [online form](#) and get pre-approval to make a purchase of up to \$75 to benefit a student. Items of clothing like

coats, boots and mittens are typical expenditures, along with books and school supplies.

After the purchase is made, just mail or fax a receipt to the Children's Fund and you'll be reimbursed for your expenditure.

The purpose of the WEA Children's Fund is to help students with dire, immediate needs. As a result, not every purchase for students will be covered. Here are some examples of what will **NOT** be reimbursed by the charity fund:

- *Christmas gifts*
- *Gift cards*
- *Toiletries*
- *Food*
- *Toys*
- *Extra-curricular items*
- *Medical appointments or items*
- *Graduation suits*
- *Prom dresses*
- *Purchases from Wal-Mart \**

\* PLEASE NOTE: The Children's Fund no longer accepts reimbursement requests for purchases made at Wal-Mart. Here is some rationale behind the decision:

Wal-Mart's anti-union, low-wage, low-benefit policies have left its employees in need of hundreds of millions of dollars in public aid for various health-care and social safety net programs such as food stamps, Medicaid and subsidized housing.

A congressional report estimates that the typical Wal-Mart store costs federal taxpayers \$420,750 a year--more than \$2,000 per employee.

Many of our students and their families suffer harm as a result of Wal-Mart's poverty-level wages and benefits. The WEA Children's Fund is therefore at cross-purpos-

es when members use the fund to shop at Wal-Mart.

When we sought feedback from members regarding the policy, they opposed reimbursing for Wal-Mart purchases by a margin of 20 to 1.

## Read Across America is coming!

Read Across America is scheduled for March 2. 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 -

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