

# PERSPECTIVE



Central Valley Education Association

October 2012

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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-	Mark Hollenbeck	Broadway-	Darren Herndon	Ponderosa-	Shirley Brick Mary Ann Sullivan
Barker -	Jana McKnight Dan Oster	Chester-	Denise Kennedy	Progress-	Pam Popp
Bowdish-	Eric Roal Pete Whipple	CVHS-	Larry Bernbaum Karen Floyd Suzanne Smith Jennifer Stalwick Brad Thew	South Pines-	Sheri Potts Martha Bayle
		CVKC-	Bob McCaslin Kim Martins Amy Milliken Marylou Moglia Heidi Sine	Spec. Serv.-	Marci Haynes Danielle Stroe
		Evergreen-	Beth Lindow	Summit-	Sucia Dhillon April Freeman Terina Hill Colin Williams
		Greenacres-	Patrick Kerley Holli Parker Lisa Wardian	Sunrise-	Kathy Anderson Mary Jo Gilbert
		G.M.S.-	Brenda Hill	SVLA-	Shelly Mackie Matt Walter
		Horizon -	Scott Hilfiker	University-	Nancy DeLaurentis Linda Honn
		Liberty Lake-	June Cunningham DM Freed	UHS-	Tina Baker Dale Bouge Alexis Carter Krisha Charbonneau Kortney Finocchiaro Crissy Francek Mike Ganey Paul Jensen Paul Schneider David Smith Marianne Torretta Wally Watson John Wolfe
		ELC-	Cheryl Sampson Amber Stuart		
		McDonald-	Arlene Godfrey Laurie Parr		
		North Pines-	Theresa Darke Lisa Harding		
		Opportunity-	Josh Kaiel Sharon Stevenson		

## Teacher Evaluation:

### What happened?

The TPEP grant that launched Central Valley into the “Education Reform” landscape has been good on the local level and a derailed mess on the state level. CVEA, the CV district, and the CVPA made a good faith effort to address the requirements of SB 6696, that sets new standards for teacher and principal evaluation. Early in the process we had agreement on some basic tenants. One of those was the belief that this evaluation system was to support professional growth and not to provide a “gotcha” process. As you know, the legislature aborted the process and became prescriptive on many of the elements that were fundamental to the Pilot. CVSD was not afforded the opportunity to continue the pilot as our framework was not one of the three chosen by the state. However, the rich discussion around quality teaching, generated while we were working on the TPEP, is serving us well as we regroup to address the new framework. Now the state has moved to require the scoring process to use student assessment in specific areas of teacher evaluation. This is in opposition to one of the key agreements from the very beginning between our association and the district. We continue to work to make the new evaluation a tool for professional growth. Stayed tuned...



## Social Networking: Protect Your Career

Social networks are Web-based, online communities that allow individuals to come together to share personal information, photos and other common interests. Examples of social networks include Facebook, MySpace, Twitter and LinkedIn.

As time goes by, WEA is finding that students, parents and co-workers are all using social networks to keep in touch with family and friends. We do not discourage the use of social networks, but we do want to offer simple suggestions to protect you in your role as an educator.

### You should:

- \* Make sure only your friends can view your search listing and profile. Under “Settings,” lock all options in “Privacy” to accept “Only Friends.”
- \* Remove yourself from Google search listings. Facebook profiles now show up in Google search listings, but you can opt out of search entirely to prevent your students from knowing you’re on Facebook. In “Privacy,” review the “Search Result Content” to limit the information people can see about you.
- \* Be vigilant about what others post about you. “Untag” photos of yourself that you don’t want students or parents to see.
- \* Before posting something, ask yourself, “Would I want my (principal, students, parents) to see this?”
- \* Be careful about linking your Facebook with other social networking sites. If you update your status on a linked Twitter account, it will publish to Facebook where others might see it.
- \* Monitor what is being published

about you. If you’re concerned that old friends or contacts could include you in online postings without your knowledge, try setting up a Google alert with your name, just to be safe. A Google alert will send you an e-mail anytime you are published. Visit: <http://www.google.com/alerts> and enter your name to be searched, how often you want to receive the reports and your e-mail address.

- \* Sort your friends by lists. If you’re friends with your fellow educators and principals, you may want to add them to a school list with restricted viewing abilities. Once you’ve created your list, go to “Settings,” and navigate to the Profile section. From there, you can select “Edit Custom Settings,” which will open a field for “Except These People.”
- \* Use common sense when you’re using social media.

### Some Don’ts:

- \* Don’t accept friend requests from current or potential students or their family members.
- \* Don’t accept anyone whom you do not know personally as a friend. Just like e-mail, information and photos from sites like Facebook are not fully protected and can be obtained.
- \* Don’t join groups that may be considered unprofessional or inappropriate, and leave any such group of which you may already be a member.
- \* Don’t post vulgar or obscene language, materials, photos or links that may be considered inappropriate or unprofessional. If you wouldn’t want to see it on the front page of the local newspaper, don’t post it.
- \* Don’t post any negative information about your students, co-workers or school administrators.

**SB 5940:  
Concerning public school  
employees' insurance  
benefits**

There is a great deal of confusion around this new legislation. In this article I will explain what we know (or hope we know) about the affect of the legislation at this point. I will focus on the elements that pertain to our members. There are elements that greatly affect the district, such as reporting requirements, but I will not address those.

Let's take a look at what we have done so far. During the bargaining process last spring we realized that this legislation was so poorly written that it was not going to be clear what must be done for some time. That is still true. In order to respond to this situation we negotiated an official capacity with the district business office for the CVEA Insurance Committee. To that end we have an MOU (memorandum of understanding) that identifies the role of the CVEA Insurance Committee as we move forward. The fact that we have this MOU and an Insurance Committee meets one of the major requirements for the reporting period ending December 2013.

Nine CVEA members, including most of the Insurance Committee, attended a special training on the health care legislation on September 26. At that training we were able to determine that we have met the basic requirements of the legislation for this year. Many other districts represented at the training had clearly moved too quickly, and consequently, had instigated elements of the legislation affecting members contributions to their insurance plans beyond

what was required. In most cases they had done so at the advice of "experts" on the legislation. Randy Parr, WEA lobbyist, told the attendees at the training that anyone who says they have the answers concerning this legislation is not being truthful.

The intent of some of the elements of the law seem clear, though the language is not. One of these was to move toward a "premium" ratio of 1 to 3. Apparently this was intending to refer to the out-of-pocket portion of the premium. The intent is to provide that the cost to a family will be no more than three times the cost to an individual for the same plan. The requirement has been addressed for this first reporting period by some restructuring of rates done by Premera.

**NEA's Read Across America:  
Celebrating Dr. Seuss's  
Birthday**

Those who are six, sixteen, sixty-four, and more have all kinds of great events in store for the National Education Association's fifteenth annual observance of NEA's Read Across America. NEA is calling America's children, both young and old, to reward their learning by celebrating the joys of reading on Dr. Seuss's birthday. Readers of all ages are encouraged to celebrate.

So please mark your calendars now. For more information about how to generate excitement for reading among America's children and their families and about best practices for motivating and teaching reading, visit [www.nea.org/readacross](http://www.nea.org/readacross).

**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.



**CVEA Executive Board**

**President -**

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