

NORTHSHORE NEWS

March, 2006

NORTHSHORE EDUCATION ASSOCIATION

Issue 7



NSEA Calendar

March 2006

- ◆ March 20th: Non-Student Day
- ◆ March 23rd-March 25th: WEA Rep Assembly Tacoma
- ◆ March 30th: **Alternative Pathway Bargaining Meeting** (SAS, JHIP, Project Hope, Home School), 4:00-6:00 pm Anderson Cafeteria

April 2006

- ◆ April 3rd: Exec Board Meeting, 4:00-6:00 pm NSEA Office
- ◆ April 4th: **Bothell Pathway Bargaining Meeting**, 4:00-6:00 pm, BHS Library
- ◆ April 5th: **Inglemoor Pathway Bargaining Meeting**, 4:00-6:00 pm, IHS Library
- ◆ April 6th: **Woodinville Pathway Bargaining Meeting**, 4:00-6:00 pm, WHS Library
- ◆ April 7th: Non-Student Day
- ◆ April 10th-April 14th: Spring Break NSEA Office Closed
- ◆ April 17th: Tax Day
- ◆ April 17th: Rep Council Meeting, 4:00-5:30 pm BHS Library

May 2006

- ◆ May 1st: Exec Board Meeting, 4:00-6:00 pm NSEA Office
- ◆ May 8th: Rep Council Meeting, 4:00-5:30 pm BHS Library
- ◆ May 27th: Exec Board Meeting, 4:00-6:00 pm NSEA Office
- ◆ May 29th: Memorial Day NSEA Office Closed
- ◆ May 30th: Non-Student Day



Teacher of the Year

Nominations are now being accepted for Northshore's Teacher of the Year. If you would like to nominate a co-worker, you can get a nomination form from either your school office manager or from Vicki Bickel in Staff Development. Forms are also available to download from the Professional Development home page. All nominations must be returned to Staff Development by **April 3, 2006**. Questions can be directed to Vicki at 6233.

President's Message

February and early March have certainly been a busy time here in the NSEA office. I hope your mid-winter break was relaxing for you and afforded you a little vacation time. I was in Portland for a few days celebrating my mother's 90th birthday. This was special for many reasons for our family. As many of you know she was diagnosed with a fatal form of lung cancer even though she has never smoked in her life. We are taking advantage of every opportunity to celebrate her life.

NSEA and the district have been busy solving problems and jointly working on our communication skills in preparation for bargaining. First we solved a problem of teaching space for the Home School campus at Leota. Brad Taylor from Support Services, Dave Robinson, the Home School Coordinator, and myself came together to secure more space for this expanding program.

Recently many of you, along with Karen Forsys and myself, were sent an I-9 federal citizenship verification form from the district. Due to a misunderstanding concerning document retention, these stored forms were shredded. NSEA worked with the Human Resources Department to make it easier for members to complete these forms. HR staff will now be going out to buildings rather than members having to go to the Administration Building. If you did not receive one of these forms in the mail, no news is good news!

On March 1-2, bargaining team members from NSEA and the NSD met to go through *Crucial Conversations* training. This is a continuation of training begun between the two groups a little over two years ago. This provided the two teams time to get to know each other while continuing to refine skills that will be important to our work this spring on a new contract.

Our table team for contract negotiations has been finalized. The NSEA Bargaining Table Team includes: Jon Hedin, second grade at Woodmoor, Jeannie Logozzo, District Mentor, Pam Wheelock, SPED at Timbercrest Junior High, Chris Tracy, Librarian at Kenmore Junior High, Annor Benson, Social Studies at Bothell High, Sue Russell, English at Timbercrest Junior High, and Tim Brittell NSEA President.

Our bargaining efforts are beginning to ramp up. You have probably already received and responded to the calendar survey sent to you late last week. A full bargaining survey will be coming your way very soon. Regional pathway meetings have been scheduled for March and April. Please see the NSEA calendar (left) for your pathway meeting date and location. We will be listening to member concerns at these meetings to help us better prepare our bargaining proposals. Please make plans to attend one of these meetings.

Good news came out of the end of this year's short legislative session. Not only will teachers see the COLA funded, but the state added an additional .5%. While this is not a huge amount, it does represent a growing awareness on the part of legislators to address the compensation problem for teachers. I heard from Charles Hasse, WEA President, that the Governor told legislators that she would not sign a budget without additional compensation for teachers. We also realized some new money for education and an increase in money from the state for health benefits. I believe pressure on the legislature helped us win these modest gains. *New Take The Lead* ads have begun airing on TV stations around the state and in the print media.

Thank you for all you continue to do for our students and community!

Tim

Gregoire Supports Education

The supplemental state budget approved this week includes a 0.5 percent pay raise for all K-12 school employees, in addition to the 2.8% cost-of-living adjustment mandated by voter-approved Initiative 732. That means WEA members will receive a 3.3% increase next school year, in addition to any locally negotiated pay raises.

Washington Education Association President Charles Hasse thanked Gov. Chris Gregoire and legislative budget writers for acknowledging the need to increase pay for teachers and education support professionals. Salary increases for all public education employees were a top priority for WEA's 80,000 members during the 2006 legislative session. Hasse noted that supplemental budgets rarely include additional salary increases for public employees.

He said Gov. Gregoire in particular was a staunch supporter of higher salaries for all public school employees and helped negotiate the final increase. He said that while educators' workloads have increased tremendously in recent years, Washington's average teacher salary ranks dead last among five West Coast states, and classified salaries remain too low. Competitive compensation is crucial to recruiting and retaining a stable corps of well-qualified, experienced educators, he said. The final budget also includes a slight increase in employee health care funding to reflect higher-than-budgeted inflation.

If you want to express your appreciation for the Governor's support, you can visit her web page at www.governor.wa.gov.



Take the Lead

You should have received a booklet in the mail recently about WEA's "Take the Lead" initiative – our effort to restore Washington's commitment to great public schools. Take the time to read the booklet closely. It lays out the stories behind the dismal facts about Washington's schools. You've probably heard them. Nationally, Washington is:

- ◆ 46th in class size
- ◆ 42nd in education spending
- ◆ Dead last among 5 West Coast states for compensation

Do you have a story to tell about how these numbers affect the way you teach? Share it at the website: www.taketheleadwashington.org.

Plan Ahead to Request a Transfer

If you are considering a transfer to another building or position, be sure to refer to the NESA contract, Article 37 (on page 46).

You must fill out district forms to be considered for a transfer and the first posting of vacancies in all buildings will be during the second week of April. More vacancies will be posted through the spring and summer. Here's a basic timeline of how vacancies are filled:



1. Positions are posted for at least 7 school days.
2. The employee has 7 school days after the position is posted to apply.
3. Once the position is closed, Human Resources will arrange for an interview with the applicant and the supervisor within 7 calendar days.
4. Applicants will be notified about the interview within 20 calendar days of the interview.

According to the contract, The District will make assignments based on "the qualifications, interests, and aspirations" of the applicants as well as the "needs and best interest of the District."

Contact NSEA if you have more questions about the transfer process.

The Children's Fund Offers Help

"I wanted to take this opportunity to thank the WEA Children's Fund for providing warm clothes to the children at Concord Elementary."

"I have only used your services twice, but it has made a big difference in the lives of three children at my school. Thank you so much for caring and responding so quickly!"

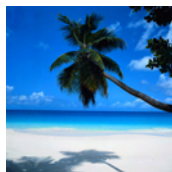
These are just two of the testimonials about students who have been helped by WEA's Children's Fund. The goal of the fund is to "help meet the modest and immediate needs of the students encountered by WEA members in their daily workplaces. The intent is to ensure that the physical, social, and emotional needs of students do not stand in the way of success within the school setting." The fund has been used to buy warm coats, shoes, and other necessary items.

There's no red tape when you go to apply. A quick call or filling out an online form is all that's needed to help students meet their basic needs.

Go to www.washingtonea.org and pull down the Quick Links menu to find "Children's Fund."

Classifieds

Cabo San Lucas Vacation Rental: Pueblo Bonito Rose or Pueblo Bonito Sunset. 5 star resort sleeps 4 to 6 people. \$600 to \$800 depending on size of unit needed. For an extra exchange fee of \$129, the location could be changed to Mazatlan, which is also a 5 star resort. Contact Lynn Piscitelli (425) 788-6953 (home) or (425) 381-1122 (cell).



What Will You Do When You Retire?

Start a new business? Travel? Play more golf?

NEA profiles the exciting new adventures of some retired teachers in the latest issue of their magazine, "This Active Life."

You can read the cover story at: www.nea.org/activelife/0603/cover.html or just search the NEA website for "This Active Life" and look up the current issue.



Northshore News is a publication of the Northshore Education Association. NSEA is the bargaining agent of the certificated staff of the Northshore School District.

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Clock Hour Caution

If you are taking a class for Clock Hours through a vendor you are not familiar with, be sure to check that they are registered with Washington state and are an approved provider. If the institution is not a registered provider, the Clock Hours cannot be used either for salary placement or for Certificate renewal. This is especially relevant for online classes and out-of-state branches. For a current list of Washington state approved Clock Hour providers go to www.k12/wa/us/certification/teacher/clockhour.aspx.

We're online! Visit us at www.northshoreea.org.