

Longview Education Association

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President's Opinion

The #1 comment I heard from members during the strike was **We Want Respect**.

Unfortunately, healing from the strike is going to take time and there will probably be several starts and stops, but, in the end, healing will occur when there is finally **respect**.

Now that this is said, I will, to the best of my abilities lead our association towards better practices that lead to respect, which in turn will lead to a stronger district that is able to retain its staff, which will lead to better outcomes for students. To that end we must help the district to recognize a change in our dynamics.

1. Recognize that a unified staff is positive. We can work together.
2. Recognize that we are all education leaders. Involve us in decision making. Great administrators are already doing this.
3. Recognize that process is as important as outcome. How you get there matters!
4. Strong unions along with strong district leadership leads to the best outcomes for students.

Association leadership will soon be meeting with school board members to share the concerns voiced by LEA Members. Thank you for turning out and sharing your concerns at building meetings. It is always our goal to accurately represent the viewpoint of LEA Members.

Board of Directors meeting

Monday December 3, 4:00

The UniServ Council Revote Results (two year terms)

Bob Gustin KEA	President
Ray Clift LEA	Vice President
Ann Odegaard LEA	At large representative
Kelli Stewart KEA	At large representative
Lori Byrnes Kalama EA	Secretary
Michelle Guzman LEA	Political Ed Committee Chair
Sandy DeBruler KEA	WEA Board Director

Longview United 2018

Building Representatives are distributing Longview United 2018 pins to all members. Please take that opportunity to also update home email, home address, and phone numbers. A great place to display your pin is on your district identification badge or lanyard!



FMLA or Family and Medical Leave Act

FMLA guarantees employees who have worked at least 1250 hours in the past year with job-protected and unpaid leave for qualified medical and family reasons. These include pregnancy, adoption, foster care, and personal or family illness. Insurance coverage during the leave is also covered.

Something that you should be aware about is the requirement for 1250 hours in the past year excludes any sick leave or personal leave. **It is quite possible if you utilize several days of temporary disability leave or personal leave in a year that you may not then qualify for FMLA.**

PLC Leadership Training

Last year the District presented a proposal at ERC to increase the duties of PLC Leaders by requiring them to attend leadership meetings several times a year. At the time they were talking about 4 meetings with no increase in PLC Compensation. We didn't agree to those changes.

LEA did indicate that that we were willing to negotiate that topic during contract talks. The District didn't want to do that, so we were a little surprised to see voluntary PLC leadership trainings being offered this fall. We have a problem with LEA members being expected to volunteer to do work that really is essential to their practice. The district has assured us that this class is not essential, nor required, and is strictly voluntary. I take that to mean it will have no negative impact on your future work as a PLC Leader.

Know Your Contract

Responsibility (Article 5, Sec. 18, part B2, page 39)

We recognize that basic education funding does not compensate staff for the time necessary to complete all the required educational duties. There are responsibilities that are performed beyond the normal workday or calendar year, for which additional compensation will be provided when required to be performed.

(Note, Occasional meetings with a parent may be an exception. Occasional means: occurring or appearing at irregular or infrequent intervals; occurring now and then.)

Lost Planning Time (Article 3, section 17, C3 page 21)

When an elementary classroom employee is allowed less than a weekly average of forty continuous and uninterrupted minutes of planning time per student contact day or a secondary employee is not allowed one period of planning time for each instructional contracted day, the employee will be compensated for the lost time at the individual's per diem rate.

(Note: When you are required to give up planning time you should be compensated for that time)

The District Leadership have indicated to us at ERC (employee relations committee) that they have no plans to pay compensation that they didn't pay in the past. We do not agree with the district's interpretation and will process denial of extra pay vouchers through the normal grievance process.

Cascade Middle School Snowflake Bazaar

2821 Parkview Dr., Longview, WA

Sat. Nov. 17, 2018 9am – 3pm



Musical Performances by Cascade Middle School Students
Handmade Crafts From Local Vendors & Cascade Families
Student Made Holiday Crafts Sale
Raffle!

Interested in renting a space?

Pick up a rental form in the front office during school hours

Questions: Email denyeart@longview.k12.wa.us or lnelson@longview.k12.wa.us

Proceeds from space rental/raffle go to our Children's Fund, a fund used by teachers to help CMS students in need & also to pay for group activities. By supporting this bazaar you are supporting CMS students!

Retirement Calculator

NEA Member Benefits is offering a great way to determine if you are taking the right steps to be ready for retirement. Answer a series of questions, and your retirement forecast is quickly calculated for you. The [Retirement Calculator](#) can also help with concrete steps you can take to improve your retirement future.

Location: WEA Lower Columbia UniServ | 2240 Robbins St.

Longview, WA 98632

Saturday November 10th, 2018 9:00 am - 12:00 pm

Key topics include:

TRS and SRS Plan 2 and Plan 3, 403(b) and 457(b), Social Security

Retirement Health Care Options (Medicare, PEBB, VEBA)

Register for this seminar:

<https://my.valic.com/SeminarRegistration/Index.aspx> Registration Code: WEALON11AA

LEA Board of Directors

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President – Ray Clift 360-636-2411

Vice Pres. Secondary– Dena Enyeart

Vice Pres. Elementary– Ann Odegaard

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Monticello – Sunny Strock

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Northlake - Jennifer Hoffman

Olympic - Kathy Duncan, Susan Force

RA Long
Hanna Burlison, Paul Jeffries

Robert Gray - Julia Holmes

St. Helens—Fred Hanson

Substitutes – Mary VanSickle

LEA Office Address

2240 Robbins Street

Longview, Washington 98632

360-636-2411

Social networking – protect your career

While social networking, such as Facebook and Twitter, is an effective way to keep in touch with friends and family and to connect to the broader world, school employees need to take precautions to make sure their posts don't jeopardize their careers. Here are some suggestions to protect you in your role as an educator:

- ✓ Make sure your privacy settings allow only your friends to view your profile and your posts. Be aware that privacy settings are not absolute, though.
- ✓ Sort your friends by groups so that those in a work group, for example, don't have access to your posts in your close friends group.
- ✓ Be vigilant what others post about you. "Un-tag" photos of yourself that you wouldn'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 places you "check in."
- ✓ Be careful about linking your Facebook page with other social networking sites. If you update your status on a linked Twitter account, it will publish it to Facebook where others might see it.
- ✓ Don't accept friend requests from current or potential students or their family members.
- ✓ Don't accept a friend request from anyone you don't know personally.
- ✓ Don't join groups that may be considered unprofessional or inappropriate.
- ✓ Don't post vulgar or obscene language, materials, photos or other links that may be considered unprofessional. If you wouldn't want to see it on the front page of the newspaper, then don't post it.
- ✓ Don't post negative information about your students, coworkers, or administrators. Even though you may think it's safe, these things have a way of getting out.

Monitor what's being published about you. Do a Google search on yourself to see what information others can access about you. You may want to set up a Google alert that will send you an e-mail any time you are published. To set up a notification, go to www.google.com/alerts.