

# PERSPECTIVE



Central Valley Education Association

January 2012

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## Half Time

We are nearly half way through the school year. For the Association some of the most difficult work for this year has not started. We will be electing officers and representatives in our local as well as at the state level. We will be bargaining a new contract this spring. The TPEP pilot will be concluded and the results will inform the final iteration of the rubrics involved, and then we turn it all over to OSPI and the state TPEP Steering Committee.

We have a VERY important M&O levy before the voters. It is in the best interests of our students AND ourselves to really support that effort.

In addition, we will have to wait to see what will be coming from the legislature in terms of budget. Most likely, it will not be good news.

Through all of this we must forge on doing the best we can to give our students a quality educational experience and to prepare and support them as they go into "test mode" for the various state-mandated high-stakes tests.

We must work together in order to be successful in all of these endeavors. As I reflect on the history of CVEA, I am confident that collectively and individually we will be up to the task. I am also confident that better times are ahead; that the economy will eventually recover; and that common sense will prevail in the education reform debate.

Thanks for all you do! *Steve*

## Red for Ed(ucation)

Several buildings have suggested and supported wearing red on Wednesdays, at least through the levy election, as a means of keeping members focused on funding for education. It began as a call for buildings across the state to wear "Red for Ed" on the state-wide Day of Action.

Many of the buildings in our district have taken staff pictures with everybody in red and sent them to the CVEA office. We have, in turn, forwarded them on to WEA Eastern and they have forwarded them to the WEA Office in Federal Way. These pictures are now posted on the WEA facebook page and the number of buildings across the state that have participated continues to grow. WEA Eastern and the CVEA office also feature displays of these pictures. There will be many opportunities to engage in other ways in the fight for funding of public education as we move forward. Is your building wearing "Red for Ed" on Wednesdays?



Mary Ann Sullivan at the WEA "Day of Action" in Olympia, Nov. 28th.

## Accommodations and Modifications in the General Education Classroom

Accommodations enable students with disabilities to access the general curriculum and demonstrate his/her knowledge of course content by making adjustments to the way the student shows his/her understanding. Accommodations are designed to reduce the impact of the disability and increase the likelihood that the student's performances accurately reflect his or her knowledge of the academic material. Accommodations may include such things as using Braille to read, using a computer or other device to allow the student to demonstrate understanding through programs such as speech-to-text or text-to-speech, software to assist in writing, etc. Other accommodations may include an interpreter in the classroom for an individual student, more time for completing assessments or a quieter place to test.

Modifications allow students with significant limitations in their academic or physical skills to participate in the general curriculum by modifying (changing) the course content, assignments, or assessments.

The general education teacher(s) are crucial in the process of defining and implementing student accommodations and modifications in the general education classroom. A student who requires accommodations or modifications will

have a 504 plan or an IEP and the general education teacher can provide significant insight as these plans are being developed. After the plan is developed, the general education teacher(s) is required to implement the accommodations/modifications, as written in the student's 504 plan or IEP, in their classroom.

The special education case manager, the building 504 coordinator and other district staff are available to assist the general education teacher in determining how to implement the required accommodations/modifications for each identified student in their classroom.

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This article is one of a series of articles called for as part of a Memorandum Of Understanding (MOU) to dispense information around special education issues as part of our last contract negotiations. It will appear in District newsletters as well as in the Perspective.



### **CVEA Executive Board Policy Manual**

About a year ago, the CVEA Executive Board began an ongoing process to establish a Policy Manual. This was one of the recommendations that came from Tremper and Associates (the accounting firm that does our annual audit), as being in better compliance with the IRS regulations.

The Policy Manual is supposed to be guided by our Mission Statement, so we re-established that and it is:

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**The mission of the Central Valley Education Association is to contribute to excellence in education in the Central Valley School District through professional training and support of its members.**

Mission Statement as approved by the Executive Board on Feb. 1, 2011

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To date we have policy statements on Stipends, Mileage Reimbursement and Conflict of Interests. We are working on one for Grievance Review/ Arbitration Consideration and one for CVEA elections.

The Policy Manual will continue to be enhanced as we move forward in order to establish routine procedures to assure consistency. Any member wishing to review the Policy Manual is welcome to contact the CVEA office in order to make arrangements to do so. Each CVEA Executive Board member will also have the most current version of the Policy Manual. Each Board member must sign the Conflict of Interest Agreement each year as per IRS regulations.



### **INCENTIVE FOR ANNOUNCING RETIREMENT**

Are you thinking of retiring this year? The CVSD is offering a financial incentive to announce your retirement early again this year. If you officially notify the District before February 15 of your intent to retire, the District will put \$1000 directly into your VEBA account. If you announce after February 15 but before March 1, it will go down to \$500. Remember that this benefit is tax-free and will be available to help cover medical costs immediately and premiums when you retire.

The CVEA would encourage you to consider this option if retirement is in your immediate future.



## RECIPIENTS OF 2011 NATIONAL BOARD CERTIFICATION

Central Valley continues to demonstrate a commitment to excellence in education. One example is National Board Certification. The following list identifies the newest members joining the ranks of those who have accomplished certification:

Taunya Luckey	Bowdish MS	Early Childhood- Young Adulthood: Exceptional Needs Specialist
Kacie Hoard	CVHS	Adolscence & Young Adulthood: English Language Arts
Erika Krumpelman	CVHS	Adolscence & Young Adulthood: English Language Arts
Adrienne Schoenberg	CVHS	Adolscence & Young Adulthood: English Language Arts
Cheryl Holm	Greenacres MS	Early Childhood- Young Adulthood: Library Media
Jason Putz	Greenacres MS	Early Adolescence: Mathematics
Mary Hansen	UHS	Adolscence & Young Adulthood: Mathematics

### Read this if you're on Plan 3!

This month, Teachers' Retirement System Plan 3 (TRS 3) members will be able to change their defined contribution level if they choose to do so. Until several years ago, the original choice a teacher made at the onset of the plan was irrevocable unless he/she changed school districts.

This is particularly good news for teachers who made an original rate decision that is no longer the best one for them.

Plan 3 is made up of two parts--a defined benefit portion and a defined contribution portion. In the defined benefit portion, the employer contributes an amount calculated by Dept. of Retirement Services that will ensure you receive a set pension based on a formula at retirement ( $1\% \times \text{years of service} \times \text{average earnings from your 5 highest consecutive years}$ ).

In the defined contribution portion, the employee selects a percentage of his/her salary to go into an investment program of his/her choice. How well these investments do determines how much of a retirement benefit the employee will receive under this part of the retirement plan.

From now until January 31, 2012, you can change the percent-



age of your salary that you want to invest in the defined contribution portion of your retirement plan. Here are the six choices available to you:

- Option A: 5% of pay at all ages.
- Option B: 5% of pay until age 35, 6% of pay from age 35 - 44, and 7.5% of pay at age 45 and above.
- Option C: 6% of pay until age 35, 7.5% of pay from age 35 - 44, and 8.5% of pay at age 45 and above.
- Option D: 7% of pay at all ages.
- Option E: 10% of pay at all ages.
- Option F: 15% of pay at all ages.

To determine what your current investment rate is, simply follow these steps:

1. Find a recent paycheck and a calculator.
2. Locate the section of your check marked "Deductions."
3. Find the amount listed under "TRS Plan 3."
4. Find your gross pay, which is listed towards the top right-hand corner of your check under "Gross Pay."
5. Divide the amount listed under "TRS Plan 3" by the amount under "Gross Pay."
6. Move the decimal point two places to the right to find the

percentage of your salary you're contributing towards your TRS 3 plan.

If you're satisfied with this percentage and want to keep it as is, you don't need to do anything further. The IRS may rule against the ability to change contribution levels, however, so it's possible this could be the last chance you'll have to modify your plan without having to change school districts to do so.

If you want to change the percentage you're contributing, you can do so by simply filling out a change form and turning it in to Payroll by January 31, 2012. Forms are available at this site.

For more information on TRS 3 investment options, visit the Department of Retirement Systems' website at [www.drs.wa.gov](http://www.drs.wa.gov) or call 1-800-547-6657.

Thanks to Lake Washington Education Association for allowing us to run this article from their newsletter "UPDATE".



Beth Lindow and Vicky Arnold on the 12 hour bus trip to Olympia on November 28.

# Elections: Candidates

The following members are running for elected positions;

## **OFFICERS**

### **President-**

Steve Lalonde (incumbent)

### **Secretary-**

Mariann Torretta (incumbent)

Vicki Arnold

### **High School At-Large-**

Vicky Jensen (incumbent)

### **Middle School At-Large-**

Monica Larson (incumbent)

### **Elementary At-Large-**

Keith Hoekema (incumbent)

### **Special Services At-Large-**

Heather Graham (incumbent)

## **REPRESENTATIVE ASSEMBLIES**

### **WEA RA Representative-**

DM Freed

Cheryl Sampson

Scott Knowles

Josh Kaiel

Vicki Arnold

Vicky Jensen

### **NEA RA Representative-**

Vicki Arnold

# Candidate Statements

These statements and any additional statements will appear in the February edition of the Perspective as well.

### **Steve Lalonde- President**

I am running for a 2nd term as president of the Central Val-

ley education Association. I have endeavored to do this job to the best of my ability. I believe that I have been readily accessible, and if elected will continue to do so. The 1st year was a pretty steep learning curve even though I've been involved in the Association for a very long time. The 2nd year seems to be going more smoothly and I have generally figured out the rhythm of this job.

We are in very trying times for everyone, and it is no less true for the Association. Decrease in dues as a result of the pay decrease and fewer certificated members has made the financial element of this job a little more difficult.

At this point we have all positions and committees filled. We have updated and reestablished the Constitution and bylaws, and have begun developing a policy manual. I am on track for 2 visits to every building in the district by the end of the year. That may not sound like much, but it involves 48 lunch time visits.

I appreciate your support in this 1st term, and asking for your support for a 2nd term. I will be diligent in executing the responsibilities of his office should you reelect me.

### **Mariann Torretta - Secretary**

I have served proudly as your CVEA secretary for the past 2 years. (Prior to that I was one of the building representatives for University Elementary.)

I have grown in knowledge and appreciation for the job of secretary. I have learned and experienced a great deal. I have much admiration for the dedication of our officers. I personally have devoted time and energy into taking

accurate, detailed notes to ensure that everything that occurs in our executive board and representatives' meetings is recorded. This is a protection for us as well as documentation. I strive to be consistent in the quality of work that I do for you and our union.

I have taught special education classes at the middle school and elementary levels in our district for the past 31 years. I have had the privilege of working with many fine special and general educators. I know the experiences, struggles and victories of both groups. This year, I am experiencing a career change as a substitute or guest teacher. This has given me a chance to be in your buildings and to listen to you. I have enjoyed meeting and getting to know many of you.

I am seeing how devoted our certificated people are to their students. I know how hard each and everyone of you work for them and our district. Let me assure you that we (the executive board) hear your concerns. We take those concerns to the SEAT meetings.

I have experienced, first hand, the support of our union through a very stressful time and know how valuable the union is to us.

I would like to continue to work as your secretary. I want to be the voice for special educators in our executive board and SEAT meetings.

I thank you for your support and would be grateful to continue in the capacity of your union secretary.

Thanks a million!

Mariann Torretta

### **Vicki Arnold - Secretary**

We cannot live only for ourselves. A thousand fibers connect us with our fellow men; and among those fibers, as sympathetic threads, our

actions run as causes, and they come back to us as effects.

- Herman Melville

My name is Vicki Arnold and I am running for CVEA secretary. I know that many of the teachers in the district know me, but for those of you who don't, I want to give you a brief biography of myself. I have been a professional educator since 1979. Over the years I have taught High School and Middle School Health and Fitness, Science, and Technology. I have been an Athletic Director, Principal Designee, and have coached several sports. I am currently serving on our building leadership team and for the past 4 years have been the coordinator for a 21st Century Learning Grant. My union work started with serving as a building rep, being on both the Team of 12 and Team of 5 for contract bargaining, to ending with serving as the Vice-President of the CVEA. My decision to resign in that position was for personal and family reasons. However, during that time, I was still involved with the union as a building rep.

I am now in a position to again want to dedicate myself to serving my peers as an Executive Board member. In making this decision, I asked several of my colleagues to please describe why they would vote for me. The following are some of the responses I received.

- Dedicated to staff and students
- Concerned with the direction education is going and how that affects staff and students
- Knowledgeable in education law including special education
- Willing to work hard and go the extra mile
- Not afraid of a challenge
- Not easily defeated or scared
- Able to think outside of the box

- Willing to support you (even if she doesn't agree with you)
- Good listener
- Good problem solver
- Has gained the respect of staff members by proving her actions are for the greater good
- She takes the time to research, asks questions, and seems to have the knack to view both sides of a debate
- She is not afraid to state her opinion.
- She can and did make a difference in the union before
- She has the ability to balance several tasks and activities at the same time and has fantastic organizational skills
- Fights to uphold the rights of the contract

Please consider voting for me as Secretary of the CVEA. To sum up everything I stand for, I can put it in two words, "Do something".

#### **Vicky Jensen - Exec. Bd.**

As your CVEA High School Representative for the past few years, I have become much more familiar with the job I have been elected to. I believe my #1 priority to the members is to gather information and ideas from the professional teachers in our district. As new educational issues surface, old ones continue to cause us to reflect on our effectiveness. We need to voice our opinions professionally and give our best effort to insure meaningful change takes place. With this in mind, I hope to assist our members by focusing on issues that directly affect our teaching climate. Currently, several issues come to mind. I want to work with our district and continue to provide and maintain a campus environment where great teachers can blossom. This will require

thoughtful coordination of student programs. We, the teachers in the classroom, need the professional freedom to implement new, cutting edge strategies, that suit the needs of our student population. I will always strive to be a good spokesman for all of our teachers. I have a strong appreciation for the importance of our economic situation. We can not afford to continue rolling backwards. The WEA mantra, from our Rally in Olympia says it all...."Enough is enough!" The next negotiations process is critical and one that will not be taken lightly. A survey of members expectations will help guide our team. The reinstatement of our professional training days is of paramount importance. Those in-service days help reinforce our focus on those areas of emphasis that promise the most positive results for our students. That place is in the classroom, with their students, during the school day. I also want to continue to participate in the implementation of our new teacher/principal evaluation tool. Constructive feedback will help our district adjust and develop a tool that is fair, measures specific and valuable teaching skills, and is meaningful as well as informative. I would appreciate your vote and ideas in the days to come.

Loyally,  
Victoria Jensen

#### **Monica Larson - Exec. Bd.**

Dear CVEA Members,

My name is Monica Larson and I've been teaching in Central Valley at Evergreen M.S since 2002. I began my teaching career in Grandview, Washington in 1999 where I taught fifth grade for three years. I made my way back to the Spokane area where I was born

and raised and wished to raise my own kids. I reside here with my husband Floyd, and two kids Tom and Erica.

I've been a part of the education association of Washington state since my first year of teaching back in 1999 and am now proud to be apart of the education association in Central Valley. Central Valley has been a very positive experience for me. I have served as a building rep for five years at Evergreen MS, and the middle school rep. executive board for the last four years. I would love the opportunity to serve another year. I've been very vocal and progressive in assuring the right of teachers to be protected.

I would continue to do this if given yet another chance to be your voice.

Thank you,  
Monica Larson

**Heather Graham- Exec Bd.**

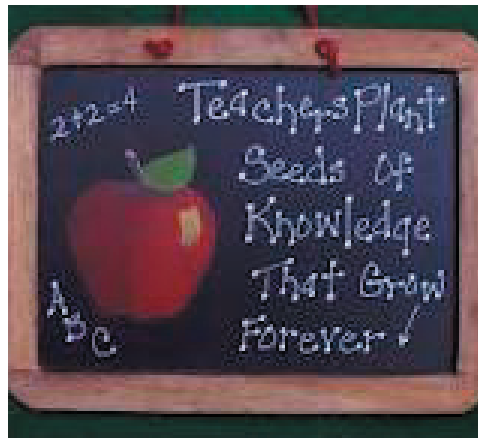
I feel like I have just barely got my feet wet during this first year serving as Special Services Executive Board member at Large. I would like to continue to represent the ESA's in our district and bring their concerns/ issues to CVEA, SEAT, and the bargaining table.

**Cheryl Sampson- WEA RA**

I have attended the past 3 WEA rep assemblies, the first year as a volunteer and the other two years as a CVEA representative. I am fascinated with how the organization works and would like to continue to attend. I feel like I represent the ESAs in CVEA, as well as having a pretty good understanding of the issues for teachers after working in many of the schools in CVSD over the past 16 years.

**DM Freed – WEA RA**

Attending WEA Assemblies for 15 years has been a way to stay connected with events before they affect us. It has been my pleasure to represent our membership and vote on issues that are crucial to our well being.



**Central Valley Random Facts**



**Across**

- 2. Our district graduation rate is 8\_.5%
- 4. Energy \_\_\_\_\_ upgrades in 13 schools are projected to save \$126,000 each year.
- 6. This cafeteria program is saving an estimated \$8000 per year in lower garbage fees.
- 8. The governing body of the CVEA is the \_\_\_\_\_ Representative Council.
- 10. Levy \_\_\_\_\_ is supplemental funding given by the state to school districts with lower property values that the statewide average.
- 11. Central Valley SD has been recognized in the top \_\_\_\_% of highest performing districts in the state.

**Down**

- 1. Color associated with the actions taken by the association to defend education funding.
- 3. Over the past three years the CV District has experienced over \_\_\_\_\_ million dollars in cuts.
- 5. Retirement announcement \_\_\_\_\_ is \$1000 or \$500.
- 7. Ten CVEA members went to \_\_\_\_\_ on Nov. 28.
- 9. This provides more than 22% of the district's operating budget.

## Meet the Candidates

There will be a general membership meeting prior to the Representative Council Meeting on Tuesday, February 21 to meet the candidates for Executive Board and to take nominations from the floor. The meeting will be held at Cuppa Joe's, 4:00PM at 213 S.University. All members are invited. Members are also welcome to stay for the Rep Council meeting which will follow.

## Association Membership Data

CVEA has 775 members at this time. That makes us the 24th largest association of the 397 in the state. Because we have over 750 members we have to do a full audit every year to meet IRS regulations.

## The Office Manager

Jeff Brown has been involved with CVEA for 46 years. Jeff taught English at University High School in the same classroom for thirty one years. He served as President of the CVEA from 1988 to 1990 and again from 1995 to 2001. He retired at the beginning of his second term and continued to serve as president. When he finished his terms as president, he recruited Steve Lalonde to stay on part-time as Office Manager. He has trained and assisted three Presidents since taking over as Office Manager; Kent Richardson, Dick O'Brien and now Steve Lalonde.



Jeff has been a real asset to CVEA for many years, and continues to play a significant role.



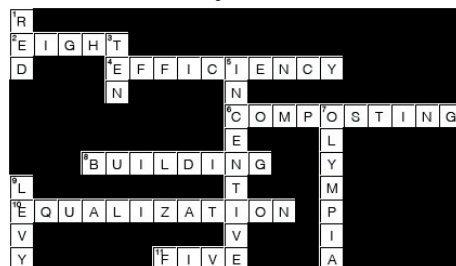
## WEA Federal Way

WEA's central office is located in Federal Way. The WEA President and Vice President have offices here, as well as the President of WEA Retired. The rest of the building houses staff and support operations.

## Washington State Supreme Court Upholds Lower Court Ruling in NEWS Lawsuit!

Thursday morning, January 5th, the Washington State Supreme Court announced it's decision on the State's appeal of the McCleary v. State (NEWS) lawsuit. The ruling says that the Washington State government is failing to meet its constitutional duty to fully fund basic education for all of our state's children.

## Central Valley Random Facts



**"Enough is enough!"**



Central Valley presented a united front in Olympia. (left to right) Cindy Sothen, Daryl Hart, Jay Rowell, Randy Kendrick, Jerol Olson and Mary Ann Sullivan were among the fourteen people from Central Valley School District, representing Central Staff, Principals' Association, and CVEA.

## CVEA Executive Board

### President -

Steve Lalonde  
Office - 926-0201  
Cell - 842-6768  
email - cvea@aol.com  
fax - 891-9183

### Vice President -

Scott Knowles  
Opportunity Elementary  
228-4550

### Secretary/Treas -

Mariann Torretta  
Substitute Teacher

### Elementary Rep -

Keith Hoekema  
Broadway Elementary  
228-4100

### Middle School Rep -

Monica Larson  
Evergreen  
228-4780

### High School Rep -

Vicky Jensen  
University High School  
228-5240

### Special Services Rep -

Heather Graham  
Greenacres/Liberty Lake  
228-4200 / 228-4300