

Friday, August 31, 2007
Provided by the Kennewick Education Association
(509) 783-6319
www.kennewick-ea.org
mshaw@washingtonea.org

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Labor Day - a day off for the "working man".

QUICKNOTES

For those who are new to the Kennewick School District, the Kennewick Education Association sends out these "Quick Notes" on Fridays each week. (Most of the time we'll try to make sure they really are quick, but sometimes, like today, they may more aptly be called the "Not-So-Quick-Notes"...). Not only is there information about KEA, WEA, and NEA, there is information about district deadlines, workshops, important upcoming dates, ads, etc. By quickly scanning the bold titles, one may discern which articles need more detailed reading.

BARGAINING TEAMS

In the last QN I failed to thank the individual members who served on our bargaining teams...

Thanks so much to the negotiations teams who not only did an outstanding job during actual negotiations, but also met during the year in labor-management meetings. Please thank these individuals personally for their commitment to every member.

Extra-curricular Team –Cheryl Culwell, Darlene Harris, Doug Minnich, Mel Nance, Keith Duncan, Phill Dron, Ted Weber, and Jan Fraley

Certificated Team –Kim Berna, Heather Dodd, Michele Farthing, Mary Shaw, Stephanie Steadman, Rob Woodford, Jan Fraley, Barb Pisel-Wilbur and Bev Boothe. As well, Cheryl Garvey did an outstanding job as our facilitator.

Many thanks and deep appreciation for a terrific job!

As mentioned in last week's Quick Notes, the work of the Extra-curricular Team isn't finished yet, so their commitment is ongoing.

BENEFITS FAIR

The Benefits Fair is next week, Wednesday, September 5, 2007, from 2 to 6 p.m. in the Park Middle School commons. There will be representatives from many medical, dental, and insurance groups, as well as information on the phone plan you can get through the district. Please attend to receive information, pamphlets, etc. KEA will have a booth so stop by with questions, comments, and hellos.

WORKSHOP RE: IRS CHANGES

If you have 403(b) plans (also known as tax sheltered annuities or TSAs) there will be a workshop you might want to consider attending. The IRS is instituting a few changes which will restrict and limit some options. These new regulations will take effect on Monday, September 24, 2007, so time is of the essence. The workshops, offered by Matt Riesenweber of Waddell and Reed, are going to be at the KEA office on September 12, 2007. Two identical sessions will be offered and will last approximately one hour each:

Session 1: 3:00 PM to 4:00 PM

Session 2: 4:15 PM to 5:30 PM

Choose whichever session fits your schedule. You do not have to be a client of Waddell and Reed to attend these informational meetings.

UPCOMING CLASS

A class entitled “Dealing with the Three D’s: Disruptive, Disrespectful and Discouraged Students,” is going to be offered at ESD. Educators can earn one credit from EWU (or 10 clock hours). The class, which will be held four consecutive Tuesdays beginning on September 18th, will be taught by Ernie Chapin and Darryl Banks. The registration form is posted on the KEA website at www.kennewick-ea.org, under Special Links.

CERTIFICATED CONTRACT ITEMS NEW THIS YEAR

Changes were bargained this summer under the following areas:

Binding Arbitration

In-Building Substitute Coverage

29th Year Employee Compensation

Curriculum Rate

Summer School and Tri-Tech Summer School

Advisory

Academic Excellence

Insurance Benefits

VEBA Health Reimbursement Plan

VEBA Sick Leave Conversion Medical Reimbursement Plan

Building Professional Development Committees

Peer Assistance and Review Panel (PAR Panel)

Consulting Peer Educators (CPEs)

Building Curriculum Committees

Tuition Reimbursement

National Board Certification

Paid Substitutes for Case Management (classroom Special Services teachers only)

Overload Guidelines

Calculating Overload at Elementary Schools (except Special Services and Elementary Specialists)

Site-Based Decision Making

Appendix Item: Building Site Council Budget Items

Sections that are in **bold** type are explained below. Quotation marks indicate the exact new language of the Certificated Bargaining Agreement (CBA). ~~Double strike through~~ indicates language that was removed. Items that were changed only slightly are not explained in this edition of Quick Notes. When our contract is ratified by the school board (both sides in the negotiations process must ratify a contract), it will be put on our website and members will be able to access it electronically.

In-Building Substitute Coverage –

“1) Every attempt will be made by the building principal to cover classes without disrupting certificated assignment.”

“4) At the elementary level, when no other options are available, requests to cover classes will be made in the following rotation: P.E. teacher, music teacher, librarian.”

“5) At the elementary level, a P.E. teacher, music teacher, or librarian will receive an additional one-half hour of per diem pay for each full day he or she covers a class to compensate that teacher for having to readjust his or her teaching schedule.”

29th Year Employment Compensation– ...an employee “must have 27½ years of teaching experience by the first student day of the school year. An employee hired after Sept. 1, 2007,” must have 27½ years of teaching experience “in the state of Washington” by the first student day of the school year.

“A team comprised of administrators, 29th –Year Mentors, and the KEA president or his or her designee will create a database of options for teachers to self-select projects to meet the requirements of the 29th –Year Mentor program. Mentor projects will not be limited to the options in the database. Membership on the committee may fulfill the requirements for the 29th –Year Mentors.” .

~~Advisory – To access these funds, employees must sign a payroll sheet that will be in each high school’s front office during each of the 10 advisory weeks.~~ “To access these funds, teachers will complete a district form twice each school year and submit those forms to their building administrators on or before the payroll cutoff date in January and on or before the payroll cutoff date in June. Payment for advisory will be made on the January and June payrolls.”

Insurance Benefits –

Eligibility:

“Health care plans are available for individual employees. In addition to themselves, individual employees may also cover their spouses and/or families.”

Health Care Pool:

The district contribution to the health care pool is ~~\$300,000~~ “\$390,000, of which \$90,000 was added due to the suspension of a CPE position in the PAR program.”

VEBA Health Reimbursement Plan –

“The district and association have adopted the VEBA Health Reimbursement Plan. The district agrees to facilitate employee contributions to the plan. Each eligible employee must submit a completed and signed membership enrollment form to become a plan participant and be eligible for benefits under the plan.”

“Organization and management of the plan will be subject to mutual agreement of the district and association. A copy of a Memorandum of Understanding between the district and association about organizing and managing this plan can be found in the appendix of this contract.”

“Employees must vote annually to adopt this plan.”

Tuition Reimbursement –

The district will contribute ~~\$35,000~~ “\$41,600” annually for these purposes. Employees will receive up to, but no more than, \$75 for each quarter credit, up to a total of 10 credits (\$750) annually. Application for these funds will be managed on a first-come, first-served basis.

“This fund may be used to reimburse employees for the cost of one Praxis II test annually.”

This fund ~~will~~ “may” not be used to reimburse employees for costs related to clock hours.

Paid Substitutes for Case Management (classroom Special Services teachers only) –

These substitutes will be made available four times each year and ~~can~~ “may” only be requested for Tuesdays, Wednesdays, and Thursdays. “These hours must be spent in the employee’s assigned building.”

“At the discretion of the Special Services teacher, up to two of these days may be used outside of contracted workdays, with teachers receiving casual substitute pay for compensation. To claim these hours, employees must submit the appropriate documentation to the Special Services Department on or before the last day of June.”

DATES

Sept. 3	Labor Day – NO SCHOOL
Sept. 5	Begin Counting Overload
Sept. 5, 2 -6 pm	Benefits Fair @ Park MS
Sept. 11, 5-7 pm	Executive Board Mtg. @KEA
Sept 12, 3 – 5:30pm	403(b) Workshop - Matt Riesenweber, Waddell and Reed @KEA
Sept 25, 5-7	KEA RA @KEA

HAVE GREAT THREE DAY WEEKEND!

Mary and Marsha

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RATIFICATION MEETINGS FOR KEA CONTRACTS

Ratification meetings were held on Tuesday, August 21, 2007, for both the Extra-curricular and the Certificated Contracts. The Extra-curricular Contract was not ratified, so the Extra-curricular bargaining team will reconvene in the next week or two and try to hammer out an agreement we can live with. The Certificated Bargaining Agreement was ratified by an almost-unanimous vote of the members that attended the meeting.

HEALTH CARE AND BENEFITS FAIR

This year's Benefits Fair is scheduled for Wednesday, September 5, 2007, from 2:00 to 6:00 P.M. in the Park Middle School Commons. Representatives will be there from all medical providers as well as from various insurance programs. In addition to the usual suspects, Jeff Gilson, the VEBA representative, will be there to answer questions. Jeff will also be attending our first KEA Representative Assembly on September 25, so you'll have another chance to get questions answered if you don't make it to the Benefits Fair. September is the open enrollment month where members may change their benefits. After that, everyone is locked in for the year with the exception of changes for new or reduced family members. Also, short term disability insurance may be added at any time during the year.

IRS CHANGES COMING

Matt Riesenweber, Financial Advisor from Waddell & Reed, is going to hold a workshop on September 12th downstairs at the KEA office. There are some changes to the IRS tax code that will be taking effect at the end of September and Matt wanted to make sure our members were informed about them as soon as possible. To help accommodate both elementary and secondary teachers we have decided to have two sessions, both of which will cover the same information. The first session will be from 3:00 PM to 4:00 PM and the session will be repeated from 4:15 PM to 5:30 PM.

DEFINITION OF LID, BUILDING PROFESSIONAL DAY, FOCUS ON INSTRUCTION, REPORT CARD PREPARATION DAYS

LID – These days are part of each teacher's salary. This year, the actual LID dates were/are August 22nd and October 19th. Anyone unable to attend must either use a sick day or a personal day. To lose this day means a deduction in the 182 day salary.

Building Professional Days – These are extra bargained hours/days. There are 5 specific days bargained that are "use it or lose it." One was the Focus on Instruction day on August 21st. One was August 23rd, when buildings did their ERASR training and teachers worked in their rooms. Another day is the Welcome Back day on August 27th which begins with the assembly at Fuller Auditorium at Kennewick High. The other two are the fall (elementary/middle school) or spring (high school) full parent conference days. Last, there is one full day on Nov. 9th for middle and high school and one full day on Jan. 25th for elementary school.

Report Card Preparation/Early Release Days – When school is released early for report card preparation, teachers must remain in their buildings to complete the contracted work day. When there is a full day of report card preparation, it is bargained as extra

hours and teachers may do the work wherever they choose, as long as the work is accomplished.

CREDITS/CLOCK HOURS FOR SALARY ADVANCEMENT

Remember, if you are going to make a salary schedule advancement due to credits and/or clock hours completed this past year Human Resources must receive the complete documentation by **September 14 at 5:00 p.m.** The contract language states September 15, which is a Saturday so you will need to submit them by Friday afternoon. All credits require an official (unopened) college/university transcript and a course approval form. Clock hour forms must contain evidence of payment, the participant's signature, sponsor or provider's signature and a course approval form. All documents will be date stamped as received in the department. If you tend to use Pony to route things down, remember to consider transit time.

Finally, if you are not making advancement, you are requested to hold your documents until November 1 and forward them at that time.

ESA YEARS OF EXPERIENCE

OSPI Rules and guidelines regarding years of experience for ESA certificate holders will be received by school districts after Sept. 11.

NEW BABIES

Please let Marsha know KEA members from each building who have had a baby over the summer. KEA has special baby t-shirts we send to new babies of teachers. The shirts state, "I'm the lucky kid of a dedicated Kennewick teacher who helps children think & dream." You may either call Marsha at 783-6319, click "reply" to this e-mail, or e-mail her at msteelman@washingtonea.org.

WELCOME NEW STAFF

Please welcome new staff to buildings. Remember, these employees may not know building protocol, rules and expectations. As well, they may not know procedures for forms or deadlines. Please take the time to fill them in and remind them throughout the year when deadlines and due dates are nearing. Also, remember your first year of teaching. Support, encouragement, and inclusion will be most welcome.

DATES

Aug. 27	First Staff Day
Aug. 28	First Day of School
Sept. 3	Labor Day – NO SCHOOL
Sept. 5	Benefits Fair
Sept 12, 3:00 – 5:30pm	Matt Riesenweber, Waddell and Reed

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