

Update

September 27, 2011

Federal Way Education Association



Professional Development and Staff Meetings!

By Jason Brown, FWEA President

I know the majority of us in education put in countless hours above and beyond the contracted work day with little or no acknowledgement for the “extra effort” on behalf of the kids we work with each day. On the other hand, when staff make the decision to forgo a training or other state mandate, they often get labeled as non-team players, union loyalists or just plain lazy. I don’t know about any of you, but personally, I’m sick and tired of the phrase that inevitably comes after such a decision is made... “Just do it for the kids.” Why in the world do they think we’re all here in the first place?! It certainly isn’t for the hefty paycheck or the mounds of support we get from our state legislature!

This brings me to staff meetings. I am still perplexed as to why it’s such an issue, each and every school year, for all of us as a District to understand the meaning of **“up to 36 hours”** as defined in the collective bargaining agreement.

Why is your staff meeting in the first place? If you’re meeting just for the sake of meeting, what’s the point? Time is valuable and you have way too much on your plates to be wasting time that could be spent on what you -- as the practitioner -- know to be in the best interest of your students. Staff meetings are a shared decision and how to use that time should be a whole staff decision.

Staff meetings should not be used for whole-group professional development for which you would otherwise be paid and/or time sheeted. Rather, staff meetings should be used for the everyday nuts and bolts that occur within a school, team building, and items staff feel they need to support their own growth and well being. Ask your site’s Association Rep for a copy of the

“Shared-Decision Making” handout that covers the ins and outs of staff meetings. My recommendation is that sites not agree to use them for whole-group professional development.

Horizontal Move paperwork is due in Human Resources no later than October 25th. You must turn in official transcripts with the approval form and/or original clock hour registration forms or a clock hour transcript with the approval form completed and signed by you and your principal. Copies will not be accepted as a "hold" for originals. Clock hours must be completed by August 31, 2011 to use them for a salary move this year. If you have questions regarding your total credits or what credits are in your file, please check Employee On-line before calling Human Resources.

Calendar of Events

Oct. 7th ~ TGIF, RoundTable Pizza

Oct. 12th ~ School Board Candidate Public Debate, FWHS, 5 p.m.

www.federalwayea.org

Retirement Seminar

Back by popular demand, FWEA is hosting another two-day WEA Retired seminar, **January 13-14, 2012**. We held two last year and both filled up quickly. You can download the registration form on the FWEA web site www.federalwayea.org! Don't end up on the waiting list, register today! The seminar is limited to 25 people and will cover:

- ✓ Social Security
- ✓ Medicare
- ✓ Healthcare
- ✓ Long Term Care
- ✓ VEBA
- ✓ Financial Planning
- ✓ Estate Planning
- ✓ Deferred Comp
- ✓ Staff Retirement and more!

This seminar is offered by WEA retired members who have actually "been there, done that" and come with a wealth of knowledge! The size of the class is kept intentionally small as it provides participants the opportunity to connect with the presenters and get their questioned answered face to face. The whole purpose of this seminar is to educate members on these topics and provide them with the resources and support they need.

Member Benefits

Many of you are probably aware of NEA Member Benefits; benefits we have as an NEA member. You may think these benefits are limited to insurance and credit cards, but the NEA Member Benefits Program is much, much more than that and it would be worth your time to visit the web site www.neamb.com! Insurance, loans, investments, discounts, and professional products. There is a featured library with helpful articles and resources about Money, Everyday Living, Health and Wellness, Professional Resources, and Travel and Leisure just to name a few. Visit today!

TGIF, October 7th

Mark your calendars! You are invited to join us on Friday, October 7th at RoundTable Pizza in Federal Way between the hours of 4-7 p.m. for our annual TGIF! Bring your colleagues, your friends, your family! Everyone welcome. Join us for free pizza and fun conversation. Flyers in buildings now!

Planning Time!

Each 1.0 FTE receives a minimum of **180 hours** of scheduled planning time. Planning time does not need to occur each day so long as the staff member will reach their 180 hours by the last day of school. Planning time occurs in a minimum of 20 minute blocks.

A staff member must have 180 hours of scheduled planning time prior to the start of the school year. Fire drills, emergencies, early snow day release, etc. are inevitable and are not required to be "given back" to the employee. It's assumed that one may not reach the 180 hours of planning due to occurrences such as these. So long as they are "scheduled" for 180 hours, they are within the letter of the contract.

The Want Ads

Tree Service: Rainier Tree Service, Inc. Trim, prune, remove, bushes, hedges, trees. Licensed, bonded, & insured. Over 40 years experience. Free estimates! 253-927-3553.

DJ Service!: Elementary Family Fun Nights with Tune City DJs. Games, prizes, bubble machines and more! Visit us on the web www.tcdjs.com!

Random Thought of the Day

If Carmen San Diego and Waldo ever got together, their offspring would probably just be completely invisible.