

Update



October 24, 2011

Federal Way Education Association



Clock hours and salary moves

by Kelly Sherry and Kari Gray

There has been some confusion about clock hours and movement on the salary schedule, and who does what at the ESC. Hopefully this article will help clear up any confusion on this issue.

Kari Gray – Continuous Learning Center for FWPS

My responsibilities to FWPS staff are the following:

- I coordinate all CLC classes with Instructors from our District.
- I post classes on the CLC website for FWPS employees to register.
- Once a FWPS clock hour class is completed, the Instructor turns in the clock hour forms/ payments to me for processing.
- Once a FWPS CLC class is processed, I then post your purchased clock hours to your FWPS transcript.
- The transcript you see on the CLC site is ONLY FWPS clock hours.
- After I process your FWPS clock hour In-Service Form, I send you the yellow copy. It is your responsibility to turn this in (or a FWPS transcript) to Kelly Sherry in HR for salary moves – **this is not automatically done for you.**

Kelly Sherry, Certificated Compensation Specialist, HR

One of my responsibilities is processing horizontal moves for all FWEA members. When you have completed a clock hour class or a class for credit and want to move on the salary schedule, you would turn in the original paperwork (i.e. original clock hour registration forms or official transcripts) to me in HR. You need to attach the approval form completed and signed by you and your principal for all credits and clock hours, except FW clock hours.

You can either turn in clock hours as you complete them, wait until the end of the school year, or wait until you have enough credits/clock hours to move on the salary schedule.

When turning in an official transcript, please do not write on it.

All credits and clock hours are posted as quarter credits. Ten clock hours are equal to one quarter credit and one semester credit is equal to 1.5 quarter credits.

Quick reminder that horizontal move paperwork is due in Human Resources no later than October 25th.

Calendar of Events

Oct. 31st ~ Halloween

Nov. 6th ~ Daylight Savings Time
Ends

Nov. 8th ~ Election Day – VOTE!

How can we put students first when we continue to put school employees last?

by Jason Brown, FWEA President

Teachers and other education employees have been taking it on the chin for quite some time, getting blamed for everything from failing kids to the economic crisis. For some reason, lawmakers, absent parents and a system that no longer allows teachers to teach, are not a part of the "failing schools" equation.

Most teachers are good at their jobs -- when they are allowed to do their jobs. And that is the primary problem with our public schools. Teachers are not allowed to teach anymore. Or rather, they are told how to teach in such great detail and required to document what they are teaching in such great detail and expected to spend so much time teaching students to pass the tests that will prove the teachers have paid such great attention to detail that the teachers don't have time to teach the information and skills their students need.

I personally don't put all the blame on the local Districts. The pressure we all feel is a direct trickle-down effect starting at the top.... more specifically, our state legislature's inability to do its paramount duty under the Washington State Constitution.

There are far too many lawmakers throwing around their "great ideas" for how to "fix" public education. Teachers aren't treated or viewed as professionals by the majority of elected leaders in this State, most of who believe that because they once attended school, they are now qualified to teach school and to tell teachers how to do their jobs.

Since the publication of "A Nation at Risk," we have seen a narrowing of curriculum, a tightening of accountability, and a plethora of ideas that have been proposed and discarded. My proposal is that we return to letting teachers teach our students in the ways we know work best.

Don't get me wrong, I am not against change; however, I am against change that benefits a few to the detriment of many. How much money has been invested in programs and state mandates that educators knew from the start didn't support classrooms and wouldn't improve student learning? How much money could be saved each year if our opinions, as practitioners, were taken into account?

Until politicians get out of education, we can't afford to get out of politics. What can you do, you ask? Write letters to the editor, contact your legislators, speak to family, friends and neighbors outside of education, vote, stay informed and most importantly... stay united!

Contact time explained

Contact time language, page 39, reads:

Delivering instruction: Each staff member will be scheduled for nine hundred (900) hours of instructional contact time over the course of the student calendar year for the purpose of delivering instruction or instructional support to the students.

The State's basic education act requires a **minimum of 900** instructional contact hours per year. It could be more but can't be less without specific waivers from the State Board of Education. A simplistic way of looking at it would be to look at a typical day. I realize this might look a little different in every school, so this is a generalization:

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|--|-----------|
| • Teacher Contracted Day | 7.5 Hours |
| • Professional Time
(the 30 minutes before and after school that used to be WAC time) | 1.0 Hours |
| • Planning Time | 1.0 Hours |
| • Duty Free Lunch | 0.5 Hours |
| • Net Instructional contact time | 5.0 Hours |

5.0 hours of instructional contact time per day multiplied by 180 school days equals the required **minimum** of 900 hours of contact time.

Currently we have seven (7) waiver days (three data days and four student-led conference days), so (roughly) staff would need to have a minimum of five (5) hours per day of instructional contact on the other 173 days.



You MUST report suspected child abuse

It's important to know that under Washington state law, you are required to report any suspected child abuse or neglect to Children's Protective Services (CPS) or law enforcement. Failure to do so could result in your teaching certificate being revoked, which would prevent you from teaching in any public school in Washington. (District policy requires you to report to either your counselor, dean and/or school nurse.)

District policy directs principals or their designees to make the report, but under the law, employees are not relieved of their responsibility to report if the principal does not act upon the employee's request. Therefore, it is extremely important that teachers obtain documentation that a report has been made. Reports to CPS must be made as soon as possible, but in no case later than 48 hours after first suspecting that abuse/neglect has occurred – even if this means you have to call CPS yourself in order to meet the deadline.

Be sure that a report form has been filled out with one copy retained in the building office, one sent to Special Services, and one kept for your files. Keep your report in a confidential, locked filing cabinet and not left out for others to see or access.

Need an attorney?

If you need a lawyer, WEA's Attorney Referral network provides WEA members with attorney services at a discounted hourly rate for personal legal matters (not employment related). Participating attorneys will provide each member with two 30-minute consultations per school year (must deal with two different matters). This benefit allows you to discuss your problem with an attorney to determine whether you need additional legal services. If you need additional services and your problem falls within any of the areas listed below, the attorney's fee will be discounted 30%:

- Real estate matters
- Domestic relations
- Wills and estates
- Traffic violations

Visit WEA's website at www.washingtonea.org, click on Membership, then on Attorney Referral Program.

The Want Ads

Wanted: "Biggest Loser" competitors. Have you always wanted to lose weight? Well now is your chance with the Weight Lose Challenge, starting Oct. 23rd. Top three (3) "Losers" win money. Also, we are beginning Fitness Bootcamps at Allegra Dance Studio, 8:30-9:30 a.m. If you are interested in either one of these, contact Amy Davis at 253-245-9694 or email herbalized@live.com.

Speedy Glass - Auto, Residential & Commercial products and services. All types of glass. Call Lisa Rawley at 253-838-8838 or Tom Hendrix at 425-471-3597 for more information. You can also visit www.SpeedyGlass.com.

CD Excavating: Licensed, bonded and insured, free estimates. Specializes in retaining walls, new lawns, topsoil, tree removal, foundations, pond and water features. Please call 253-921-3952.

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!

Halloween Poem

On Halloween, witches come true;
Wild ghosts escape from dreams.