

### **Personal Note**

In the month of October, I had to be out due to a surgery that I had to have at the end of September. I had been struggling with a health issue for several months, which became severe enough to impact my physical well-being. What this taught me is that we really need to pay attention to our bodies. Since my surgery and subsequent full recovery, I can say very optimistically that I have not felt this good in a long time!

I also want to thank VEA's Vice President Dave Henderson who stepped up and into the role of VEA President for the month of October. This tells me that we have a strong leadership team, one of which I am proud to be a part of as the leader of VEA.

### **Restoration of furlough days**

VEA continues to be in discussion regarding the restoration of our furlough days. Due to ongoing negotiations with CSEA, the District has asked VEA to not discuss how many days at this time that may be restored. We hope to be able to share this information prior to our holiday break. Repayment of the furlough days deducted will most likely not occur until the February paycheck.

If there is any impact of our negotiated calendar for the remainder of the school year, this will have to be re-ratified by VEA membership.

### **Evaluations**

Evaluations continue to be an ongoing issue between VEA and site administrators. Please keep in mind that your evaluation plan should clearly outline and delineate what your administrator can expect to see and/or receive depending upon the plan. Anything that your administrator asks that is outside the scope of the agreed upon plan should result in a conversation with your site administrator as the first step in the grievance process. Your site administrator cannot change the plan without your consent. This includes the number of observations, both formal and informal. This should be clearly defined in the evaluation plan.

Please contact your VEA site level director, listed below, if you believe that your evaluation has not been handled correctly.

*Elementary:* Loree Tackmier, [loreet22@hotmail.com](mailto:loreet22@hotmail.com), Teri Nutt, [terinutt@aol.com](mailto:terinutt@aol.com), Katie Vevoda, [veaelemdirector@gmail.com](mailto:veaelemdirector@gmail.com).

*Middle School:* Katherine Catanzarite, [rete45r@yahoo.com](mailto:rete45r@yahoo.com), Lynette Henley, [henleyl@aol.com](mailto:henleyl@aol.com).

*High School:* Scott Heinecke, [scottheinecke@sbcglobal.net](mailto:scottheinecke@sbcglobal.net), Rob Raven, [robaven60@gmail.com](mailto:robaven60@gmail.com).

*Special Ed:* Deanna Dunn, [dspecialied@live.com](mailto:dspecialied@live.com).

### **Principal Survey**

VEA is currently conducting a survey on principals. The school site that completes the most surveys based on percentage (to make it fair) will be eligible to win gift cards for 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> place. We hope to have a large percentage of people completing the survey. This survey should not be seen as only for those principals that some may view as being ineffective, rather we hope to have a good cross section of people completing the survey so that we can highlight those schools that have good working/collaborative relationships between staff and administrators. Please complete the online survey by going to [myvea.org](http://myvea.org).

### **Walkthroughs**

VEA recognizes that teachers and other educators value and appreciate timely feedback on their teaching practice. We are in support of the Superintendent's directive that school site administrators should be visible on their campuses and should be visiting classrooms daily. Site administrators have been directed to observe classrooms for at least two hours every day. VEA welcomes their visibility on our campuses.

Administrators can come into any classroom at any time to do an "informal" walk through. They can take notes. However, these walkthroughs cannot be used for evaluative purposes. I am suggesting members do two things.

First, members should politely approach the administrator and request that a copy of the notes be placed in their mailboxes. If they are told "no," then members should put their request in writing and ask for a response in writing.

Second, when the administrator leaves, members should briefly document the visit – what was the teacher and/or students doing, date, who was the visitor, etc.

If administrators are claiming that these walk-throughs are non-evaluative, then the only way to make sure of this is for unit members to protect their contractual rights and be assertive in asking for documentation. If you are refused, then document on your own to prevent anything relating to a walk-through from turning up on an evaluation as this may invalidate the evaluation.

### **CTA Conferences**

VEA members should have received fliers from their VEA Site Representative regarding the CTA Conferences that are scheduled for the remainder of this school year. If you are a VEA member, VEA will pay for the cost of the conference and reimburse you for the majority of your costs associated with the conferences. Please go to <http://www.myvea.org/wordpress/community-resources-2/teachers/cta-conferences/> to complete the online form.

### **Retirement Dinner**

Two years ago, VEA had a very successful and wonderful VEA retirement dinner. We are again in the process of planning our next VEA Retirement Dinner scheduled for May 18, 2013. In order to get an accurate number of those attending, we are asking that those planning on attending complete the online form by going to <http://www.myvea.org/wordpress/community-resources-2/teachers/2013-vea-retirement-dinner/>. Registration will close for the dinner by early May. Remember that VEA pays for the cost of the retiree's dinner and one guest. If you are not retiring and are planning on honoring a colleague by attending the dinner, we anticipate a cost of approximately \$50.00 for your meal. Please complete the online form if you plan on attending, but are not retiring.

### **Chevy's Social**

Our next Chevy Social is scheduled for Monday, January 14<sup>th</sup>. We hope to see you there!

