



Here is what is new about hiring:

As the district is looking ahead at hiring for the 2015/16 school year, it is implementing a few changes that you need to be aware of.

Letters of Intent : Letters of intent for the 2015/16 year have gone out and staff is requested if they are not returning due to retirement or resignation to let them know as soon as possible. The posting of positions to get the best candidates is important.

Release from Contract: If you sign your contract for the 2015/16 year and then request to be released from your contract the district will need to find a suitable replacement before you are released. There will be a specific deadline for requesting release from your contract. The last date to accept release requests will be July 31, 2015. If no suitable replacement is found by August 14 2015 you will not be released. Before you sign your contract for the 2015/16 school year consider that this is a one year binding contract.

Early Hiring/Recruiting: The district is proactively recruiting and possibly looking at offering positions prior to knowing specific openings (i.e. elementary positions). Factors which have led to this proactive hiring processes are

- Substitute shortages
- The struggle to find qualified candidates for mid-year openings , even in areas where usually are found multiple qualified candidates.
- Whether or not I-1351 gets funded, McCleary calls for lower class sizes especially in k-3 and this may require more hiring.
- More money in schools to meet McCleary will result in additional hiring.
- Possible increase in retirements as the economy recovers....and teacher exhaustion.

Reminder: If you leave before the end of the year your sick leave may be prorated.

Peninsula Education Association – Affiliated with Washington Education Association & National Education Association

5209 Pt. Fosdick Dr. N.W. Gig Harbor, WA 98335 Ph# 851-8710

email president@pea.comcastbiz.net

President	Jim Falcocchio	851-8710
Vice President	Carol Rivera (Goodman Middle School)	530-1600
Secretary	Jennifer (Prince) Bookman(Gig Harbor High School)	530-1400
Treasurer	Karin Ashabraner (Goodman Middle School)	530-1600

Visit Peninsulaea.com

National Board for Professional Teaching Certification

National Board Certification is at the highest credential in the teaching profession and is a voluntary process established by the National Board for Professional Standards. Certification is achieved through rigorous performance-based assessments that can take 1-5 years to complete. Holding a valid NBPTS certificate satisfies the ongoing 150 clock hour requirement for 10 years of a teaching certificate, or the requirements of the Washington State Professional Certificate, whichever is applicable.

For information visit the National Board for Professional Teaching Standards website or call 1.800.22teach.

CONGRESS needs to hear from you!

Since adopted by Congress 12 years ago, "No Child Left Behind" has made **NO** significant progress in closing achievement and opportunity gaps for students. Instead, it has perpetuated a system that delivers unequal opportunities and uneven quality to America's children, making it impossible for educators to do what is most important—instill a love of learning in their students.

In 2001, before "No Child Left Behind" was passed. There were 6 federally-mandated tests per student, Now there are 17 per student—and that's on TOP of all the other state and local assessments that teachers administer..any wonder you are not really teaching??

NEA..WEA..PEA .. Is asking Congress to do three things:

1. Create more opportunities for all students to receive a quality education by replacing the one-size fits-all, top down approach.
2. Allow more time for students to learn and more time for teachers to teach. Testing is taking away learning time, and creates an environment where the arts and elective are missing.
3. Ensure that every student has a qualified educator who is given the power and authority to do their job and lead on behalf of their students.

Congress need to hear form you! They are poised to reauthorize the Elementary and Secondary Education Act. **Click on <http://educationvotes.nea.org/get-esea-right/>**

Call Congress today: 866.331.7233 (call at home)

OLYMPIA need to hear from you!!

WEA OLYMPIC has created a unique opportunity for all to hear your concerns about: Health Benefit Equity, Class Size, Reforms. Professional Pay , Pension, the Rule of 85, Full Funding, I-1351, and McCleary funds, which are locally negotiable.

Your opinions will be will be posted on facebook, twitter, instagram or all three with the hashtag#morthanCOLA.

March 13th if FULLY FUND FRIDAY

Wear Red for Public Ed...Get your building together (everyone) to pose for statements to your legislators and post tag WEAolympic @weaolympic.

We CAN make a difference if we take the time and GET INVOLVED!!!

Who will be the new P E A president, vice president, treasurer and secretary?

Nominations will be open for all four leadership positions beginning in March.

Elections will be held in early May.

The Peninsula Education Association plays a critical role in the district. It has bargained ERS, planning time, benefits, duty free recess for elementary teachers, workday schedules, release time language, sick leave share, prep periods, class size, assignment and transfer language, case loads, collaboration Wednesdays and much more. Your local association is dedicated to working and representing you. The leaders play an important role. Officers, Bargainers, Rep Council members all represent you and work for you.

Please reflect on who you want working for you. There are many wonderful leaders in your buildings some are seasoned veterans and some are energetic newcomers to the profession.

PEA needs a good mix to represent you and your concerns. Who do you want advocating for you?

Nominations will be open at the next Rep Council meeting March 9, HBHS Commons, 4:15

All members are encouraged to attend council meetings to listen, learn and voice opinions.

IT's YOUR ASSOCIATION? WHO WILL REPRESENT YOU??

March:

2....NEA;s Reach Across America (Dr. Seuss's Birthday)

Music in Ours Schools Month

8...Daylight Saving time/ International Women's Day

National Middle School Month

11..Johnny Appleseed Day

Women's History Month

17..St. Patrick's Day

Youth Art Month

19..Absolutely Incredible Kid Day

20..First Day of Spring

March 9-13 Classified School Employees Week

Looking for Diverse books:

Visit diversebooks.org

Colorincolorado.com

Disabilityinkidlit.wordpress.com

Diversityinya.tumblr.com

Leeandlow.com

Americanindiansinchildrensliterture.org

Read Across America... Read Read Read

Do our discipline structures help, or hurt kids?

Learn more about stopping the school-to prison pipeline. NEA's GPS Network has a special group dedicated to the issue.

Visit gpsnetwork.org as a group member, you can join discussions about legislative efforts to end the pipeline, and also find reading and resources, including links to recent webinars with NEA leaders in this field.

Join the Conversation...your NEA!!!

Know your contract!

Section 5.3 Workday pg.15

The workday shall not exceed seven and one-half hours per day inclusive of a thirty(30) minute duty-free lunch period. Such a day shall normally commence one-half hour before the instructional day observed by the individual school, but may vary by mutual agreement between the employee and the building administrator.....ESA employees work need to be balanced.