



The VOICE

May 2008

The Washington District Education Association

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An affiliate of Arizona Education Association and National Education Association

IBN COMES THROUGH...AGAIN!

The IBN Team presented the complete salary recommendation package to the Governing Board on Thursday, April 10th. The quality of the recommendation is a reflection of collaboration between employees and District administration. District administration worked diligently to maximize both ongoing and one time money available for employee compensation. Employees worked collaboratively to create a package that made the best use of available dollars while meeting as many interests as possible. Our unified approach allowed WESD to put forward a package that is better than many of our benchmark districts. The package passed unanimously by the four Governing Board members present: Bill Adams, Bev Kraft, Tee Lambert and Chris Maza. The IBN Team also met on April 16th to follow-up and discuss unresolved topics that have minimal to no budgetary impact. Below is a summary of the Governing Board approved package:

TEACHERS

*Individual Increase= .725% of Current Salary

*Market Increase= \$635

*Compression Relief= Dollar Amount for Each Year, added to Beginning of Lane, then brought to Minimum (if Below) ... Note This Years System Targets Teachers in Years 11 Thru 15

*One Time Service Award= \$175 for Teachers in Years 1 thru 5, \$275 for Teachers in Years 6 Thru 10,
(Paid in December) \$375 for Teachers in Years 11 thru 15, Etc.

*Prop. 301 Performance Pay= 80% Based on School Improvement Plans (as in Previous Years)
20% Based on Teacher Supervisory Process (based on Self Assessed Rubric)

*Stipends= Re-approved Current Stipends for Teachers

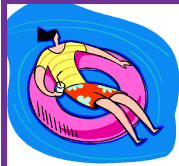
- Highly Qualified Special Education \$1000
- Highly Qualified 7th & 8th Math \$1000
- Highly Qualified 7th & 8th Science \$1000
- Program Coaches \$1000
- Doctorate \$1000
- National Board Certification \$4000

ADMINSTRATORS, PROFESSIONAL EMPLOYEES & CLASSIFIED

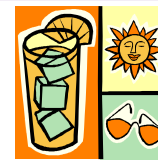
*One Time Service Award= \$1,100 (based on FTE) (Paid in Two Equal Amounts in December & May)

*Stipends= Re-approved Current Stipends for Certified Professionals

*Anomaly= Increased Starting Pay for Electricians, Plumbers, HVAC & Working Supervisors;
Adjusted Pay of Current Employees to Avoid Compression; Placed Music Therapists on Social Worker Salary Schedule



The Voice Continued



April Representative of the Month

Meet Randall Rudder!

Randall Rudder is the new Building Representative for Cholla Middle School. This is Randall's second year teaching at Cholla Middle School. He stepped up and took charge when the request came to him! He jumped right in and began attending Building Rep Meetings and has even attended the AEA Education Day at the Capital. He is looking forward to becoming more involved in the district and in the WDEA. Randall serves on the Planning and Steering Committee and was also on the recent Reading Adoption Committee. He helps teachers and WDEA have a voice and deserves to be recognized for his efforts to take charge and get involved!

Thanks for all you do for members Randall!

Submitted by Laurie Richards, Cholla Building Representative and Area 8 Delegate

Installation Dinner 2008

The Washington District Education Association Officer Installation and Recognition dinner will be held Tuesday, May 13, 2008, at the Phoenix City Grille at 5816 N. 16th Street. There'll be a Meet and Greet time from 5:30-6:00 P.M. with dinner being served at 6:00 P.M. . This is an opportunity to meet with your local WDEA reps and officers in a casual setting and congratulate yourself on a year of hard work. The officers for 2008-09 will be installed and awards will be presented. We hope to see you at this festive event!

If you would like to come, please RSVP to Peggy Pitts-Miller at (602) 347-6652 with your entrée choice: **P.C.G. Pasta**—sun dried tomatoes, broccoli and penne pasta tossed in a roasted garlic and chardonnay cream sauce (with or without chicken), **Rose Lane Chicken** - seasoned with tarragon and pan roasted, served with horseradish mashed potatoes, vine ripened tomatoes, asparagus and natural pan jus; **Cedar Plank Salmon** - horseradish citrus crust served on a smoking cedar plank with seasonal vegetable and roasted potato sauté; **16th Street Beef Pot Roast** - with horseradish mashed potatoes, caramelized onion bourbon gravy and crispy root vegetables

We hope to see you all there!

Calendar

Dates:

May 6	Small Group Meets with Supt.
May 6	Executive Board Meeting
May 13	Installation Dinner
May 20	Exec. Board Meets with Supt.
May 20	Literacy Night
May 26	No School: Memorial Day
May 28	Last Day for Students
May 29	Last Day for Staff



Literacy Night

Mark your calendar! On May 20, the WDEA will be hosting a kick-off to the Public Library's Summer Reading Program: Extra! Extra! Read Your Way to the Ballpark. The event will be held at four of the Phoenix Public Libraries: Cholla, Juniper, Acacia, and Yucca. The Glendale Public Library may participate as well.

We are partnering with the district to spread the word about the importance of reading during the summer. School Board members, the Superintendent, District Administrators as well as WDEA leaders and members will be there. Students can win prizes and sign up for library cards. Refreshments will also be served.

We need your help to make this event a success! Please tell your students and staff members about it. We will be distributing flyers and Library Card Applications prior to the event, so be on the lookout!

If you would like to help out, please contact Sara Hester at Shaw Butte School (602) 347-4254.