

West Virginia Professional Educators

A Student's Mind Is Too Precious To Be Bargained For

Website: wvprofed.org

Volume 24, No. 4

Summer 2018



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Don't Forget the Three R's This Summer: Relaxing, Refreshing, and Renewing Your Involvement in WVPE!

This is an exciting time for WVPE! Since January membership has increased, and many educators will be on the rolls in the year ahead. The Executive Board met in June, and plans are being made for the 2018-2019 school year.

Now, more than ever, WVPE needs its members to jump in and keep the organization growing. Listed here are ways each member can become involved with a few more "R"s....

❖ **Request** WVPE brochures, new educator booklets and posters to keep at your work location. Keep some printed materials in your desk and share WVPE's work and benefits with your colleagues.

❖ **Review** WVPE's benefits, philosophy, and reasonable dues and share this information with prospective members. Many may be pleased to know that while WVPE does not endorse political candidates, we are active on state issues and are represented by a legislative liaison to voice our members' concerns.

❖ **Rejuvenate** or organize a county chapter. If there are ten or more WVPE members in your county, you are ready! County chapters can do many things to help grow membership and promote our profession; ac-

tivities could include granting scholarships, participating in orientations or back-to-school events, bringing in WVPE Staff or other guest speakers to your area, and offering opportunities for members to meet. Make your presence known in your county. Contact any Executive Board member for information on county chapters. Chapters in counties such as Logan, Hardy, Upshur and Wood would be happy to help you.

❖ **Recycle** this newsletter. Be sure to read the information herein, and then pass the newsletter on to a prospective member.

❖ **Recruit** new members by inviting substitutes, counselors, school nurses, administrators to join as members or friends. Substitutes can join for \$75.00 per year.

❖ **Remind** members you know
(Continued on page 2)

In This Issue...

- President's Message
- Editor's Corner
- From the Desk of the Associate Director:
David Gladkosky
- Important Contract Information for Teachers

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ALSO SERVE ON THE EXECUTIVE BOARD

Editor's Corner



Libby Surface

As I drove home from the WVPE Executive Board meeting in June, my thoughts revolved around the word “independent” and its many applications: I want my students to be independent workers; West Virginia’s birthday and motto; Independence Day and July 4 activities, etc. I hope WVPE members realize the value of belonging to an **independent** professional organization. WVPE makes its own constitution, philosophy, annual goals, future plans, and organization decisions. WVPE does not subscribe to any political party or agenda; WVPE members are free to make independent decisions concerning statewide issues. WVPE members can rely on the organization to support them if needed, and to provide educators with the benefits needed such as liability insurance, personnel assistance, legislative representation and updates, and information.

I hope you are enjoying your summer days, and that you will consider how you can become an involved member of WVPE in the coming year. Please make note of the articles herein detailing WVPE’s work around the state, contract information and the President’s message on your rights.

Don’t Forget the Three R’s (Continued from page 1)

that they can join as “continuous” members. This is a convenience for members and eliminates the need for tracking down members each fall.

Need more information? Contact any member of the staff or Executive Board. We are here to make West Virginia’s students a top priority and



President’s Message

Alicia Mullins

I hope everyone is getting a much-needed rest after a unique school year! While many outside of education often misunderstand summer vacation, we teachers know that it is essential to have this time to recharge our minds, renew our spirits, and reconnect with our families. In that time of rest, I’d like to share a few thoughts with you about the philosophies and practices of WVPE.

WVPE believes that children are the first priority in education. Every decision we make and goals we create are done in hopes of improving the educational process and environment for students. WVPE also fully supports you in disciplinary action. If you are in a situation where you have been disciplined or treated unfairly due to a policy violation, WVPE wants to remind you that you have fifteen days to file a grievance and request a hearing or conference to attempt to resolve the matter. In addition, as a member of WVPE, we highly recommend that you call our grievance manager, Susan Adkins, in

that situation. Both of our grievance coordinators, Susan Adkins and Don Bucher, are so great to work with and will advocate for you and guide you through the process.

I also want to take a moment to make sure you’re informed about WVPE’s position on teacher strikes. We were founded on the belief that students deserve an uninterrupted education. Please do not misconstrue this as lack of support, we are working diligently to advocate for the goals set by our members. We believe that change to our system can be made through following proper, legal channels. In the event of a strike, WVPE encourages you to make an informed decision about your position and participation in an illegal strike. Some may choose to work, some may choose to stay home, some may choose to join the strike. In any case, if you find yourself in a disciplinary situation at work directly related to a strike or work stoppage, WVPE offers you representation.

Looking for Leaders!

The Executive Board is currently seeking and contacting members who have expressed interest in increased involvement and helping to grow membership. Membership is on the rise, but more hands are needed! Please contact David Gladkosky, or any Executive Board member, if you are able to serve in any capacity.



WVPE IS ON FACEBOOK!

Be sure to “like”
West Virginia
Professional Educators
today!

From the Desk of the Associate Director: David Gladkosky

I had the pleasure of traveling to visit schools in several counties this school year, including my WVPE spring membership “drive”. Word of our beliefs, commitment to education, and support to West Virginia teachers is spreading! I welcome ideas from members on how to make WVPE even more visible and viable.

Here are highlights from recent WV State Board of Education meetings:

- A report of the NAEP (National Assessment of Educational Process), known as the nations educational report card, was presented. It shows slight improvements in the % of students in the 4th & 8th grade that are “at or above proficiency”. 32% scored at or above proficiency in reading. Nearly 35% scored at or above proficiency in math. This still puts our WV students below the national average of 40% but progress is being made. For more info, visit <http://nces.gov/nationsreportcard/>.

- Superintendent Paine stated that 38% of our classes are being taught by non-certified personnel. A new Virtual program is being evaluated which would make use of 2 retired math teachers to assist non-certified teachers with the PRAXIS requirements to become certified.

Good news is that our WV Preschool program has been nationally recognized by the National Institute for Education Research, as maintaining high quality standards with a 76% participation rate, earning a position in the top 3 in the US.

- Schools are finding new ways to serve and assist students and their families, and a good example is the inception of the Lawyers in School Program, sponsored by a grant from Legal Aid of WV. The grant offers funding for lawyer access to parents right in their students’ school. It has had a positive effect on student academic performance. Another success story is the Graduation

WVPE 2018-2019 Ballot

Members may complete the ballot sent via Survey Monkey or complete and return this paper ballot. Please mail the ballot to Alma Page, 10587 Charleston Road, Red House, WV 25168 before July 15.

Vote for One:

President: _____ Jackie Mc Daniels, Upshur County
 _____ Write In: _____

Vice President: _____ Beth Post, Upshur County
 _____ Write In: _____

Recording Secretary: _____ Libby Surface, Wood County
 _____ Write In: _____

Note: All other Executive Board positions are appointed by the WVPE President.

2020 Coaches Program which fosters mentoring relationships with students having various issues and helps them focus on graduation.



- WV currently has a rise in graduation rates! For families needing assistance this time of year, summer student feeding sites can be accessed by texting 877877, then text “food”, then text a zip code. The nearest sites will be texted to your phone.

- As we look to the upcoming school year, Dr Paine and the WV State Board members have agreed on 4 goals : implement an aggressive plan to improve math achievement, develop and expand principal leadership, build leadership capacity within the WV Dept. of Education, and look at improving student and school safety.

WVPE continues to monitor the progress of solving PEIA issues and the process that the PEIA Task Force is taking to solve them. The public outreach hearings brought out concerns of affordability, accessibility, and predictability as well as concerns with co-pays, the formulary drug list, and border county issues with medical facility flexibilities. It is the hope of the Task Force to have a new plan before November. The PEIA Finance Board has adjusted the tiers to prevent a hike in premiums that

would have in effect, counteracted the pay raise. Other teacher organizations have hinted at a possibility of another walkout if the entire PEIA dilemma isn’t solved by October.

We hear concerns from our members about what to do if we find ourselves looking at another walkout. First of all, WVPE has never endorsed any work stoppage, but remember too that we don’t dictate to our members what they should do. That is up to you. Members are free to make the choice that works best for them. WVPE will still support you in your decision, and will represent you if you need advice or mediation. One suggestion would be, to talk with your principal BEFORE the work stoppage begins and let them know what you intend to do. If, during the work stoppage, schools remain open, your options would be to stay at home, or either join or cross the picket line. This puts our members in a difficult spot. Many teachers can’t afford to miss work, and/or are concerned with the well being of our students, and simply don’t believe that striking is an option. There is also the possibility of colleagues to become angry and offer threats if you don’t participate. If this happens, notify the police immediately and contact WVPE for representation.

WVPE will continue to work diligently on the issues, representing you through our contacts in the legislature, the Governor’s office and the Dept. of Education. Contact us with questions and suggestions. We are here for you!

WEST VIRGINIA PROFESSIONAL EDUCATORS

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Important Contract Information for Teachers

Editor's Note: At some point in your career, you may be moving to a different county and/or have questions about your contract. WVPE Grievance Manager, Susan Adkins, compiled this information.

All teachers are required to fulfill their contracts with the local board unless prevented from doing so by personal illness or other just cause or unless being released from their contract by the local board of education. Failing to fulfill your contract could result in your not being able to teach in any county in the state for a period of 12 months. This occurs when the county Superintendent requests the State Department of Education to put a hold on a teacher's credentials. Not all county Superintendents make that request, but several do. It's important for you to know that so you don't get caught up in this conse-

quence should you decide to take a job in another county or move to another state.

If you decide you do want to take another job in another county or move, it is important that you notify the county of your intent to resign as early as possible. A teacher can be released from their contract anytime during the year provided the Superintendent and board do not object.

Any classroom teacher who resigns their employment with a county board, and the resignation is to become effective on or before July 15 of the same year and after completion of the employment term, may do so at any time during the school year by written notification of the resignation. This will automatically extend the teacher's public employees insurance coverage until August 31 of the same

year.

If you find that you need or want to resign during your contract or shortly before the school year begins, it is always prudent to talk to the Superintendent. If there is no objection, the Superintendent has the right to release you from your contract without any negative consequence. Of course, conversely, the Superintendent also has the right to refuse to release you. That's why earlier is always better (and preferably before you sign your written contract for the next school year). If you find yourself with a problem regarding your contract, you can always contact Susan Adkins, Grievance Manager, and get assistance with this issue. Susan can be reached at 304-429-8434 or 304-633-5515 (cell) or via e-mail at gladkins23@aol.com.