

# Watch along the Kanawha

NOVEMBER 2006

## “With Your Help, We Can Do It!”

### KCEA Proposes Incentive Pay in KCS Attendance Policy

Kanawha County Schools is in the process of developing an attendance policy for all employees. This policy was initiated last year by the board and our President, Dinah Adkins, proposed a positive approach—providing monetary incentives for employees who do not use days allotted each year by the state. Hopefully, \$70 per day could be returned to employees who did not use each day.

KCEA contends that most employees are responsible and dependable. The current evaluation policy now provides a plan for dealing with any employee who commits fraud (by using a sick day as a vacation day). It

isn't necessary to punish all employees for the actions of a few. KCEA believes leave days (sick, bereavement, personal), provided by the state, should be used appropriately. However, we do not believe the county should implement punitive actions for the improper use of these days without just cause.

Incentive pay would give a much needed boost to the morale of county employees. Such a plan would send a message that hard work and high standards are appreciated. It is much cheaper than paying for a substitute, and sends the right message. Let's hope the KCS Board agrees!!

#### KCEA OFFICERS

- Dinah Adkins-- ..... Co-President
- Cynthia Lemon-- ..... Co-President
- Debbie Kitchen-- ..... Co-Vice President
- Josh Stowers-- ..... Co-Vice President
- Donna Bailey-- ..... Recording Secretary
- Jerry Marsali-- ..... Corresponding Secretary
- Connie Winter-- ..... Treasurer

### DRUG TESTING

The KCEA and WVEA do not support random drug testing. We have nothing to hide, but we do respect the privacy and rights of the employees of Kanawha County Schools and members of our organization.

There are privacy concerns and legal issues to be considered. If teachers are to be tested, all administrators should be included in such a plan. The incident which prompted the discussion of drug testing should be considered carefully. Had that incident not occurred, would the board be considering drug tests?? Probably not!

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1558 Quarrier St. • Charleston, WV 25311

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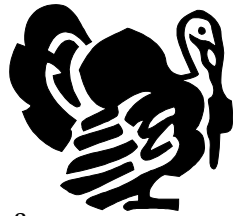
**Cynthia Lemon**  
Co-President

Member Comments and Suggestions For Future Articles are Invited  
by Writing to the Editor at the above address or  
you can e-mail the editor at [dhadkins@charter.net](mailto:dhadkins@charter.net)

## Thanksgiving Break

Enjoy your week at Thanksgiving with family and friends!!

Thanks, in part, to the continual efforts of KCEA, the calendar this year includes a week-long break at Thanksgiving. We believe family time is important. In addition, a calendar with this break prevents a large number of employee and student absences.



*It's A Good Idea...*



## COME JOIN US AT OUR MONTHLY MEETINGS

- Find out what's going on in Kanawha County and at the Legislature.
- It's a great opportunity to talk with teachers from around the county. Elementary, middle school, and high school teachers attend and participate in conversations concerning important issues.
- After the work is finished, we enjoy drawings for door prizes. Recently a member won a night at the Stonewall Jackson Resort. Some were lucky enough to be awarded cash cards and gift certificates from the Parent Teacher Store. Other members won coupons for dinners at local restaurants or other gifts.

### Gift Certificate

awarded to

*Lucky Someone*

from

Your Friends at KCEA

Martin  
Luther  
King, Jr.  
Day

**1-15-07**



## WVEA/KCEA To Rally at the Legislature

WVEA is the organization which is always in the forefront when it comes to proposing and supporting pay raises for educators in WV. Our efforts have been successful in filling in the gaps in the salary scale, as well as working to provide pay raises for all employees.

We were the first to propose a three-year pay increase. We haven't stopped working since that day to see that it is implemented. As a critical part of our Legislative Agenda, it takes priority with our state and local leaders.

On January 15, 2007, our organization is gathering forces to promote the 6% pay raise for employees. Make plans to join us on Martin Luther King, Jr. Day at the Capitol. Together we'll send a message to our legislators that it's time to bring West Virginia up from the bottom of the pay scale.

Our public schools work and provide the backbone for economic development. If West Virginia is truly "open for business", it's time to implement the pay raise which supports those individuals entrusted with educating the work force in our communities.



# National Input...

Josh Stowers, our local Co-Vice President, has input at the national level in his role as the newly elected NEA Director. He is enthused and motivated to take on this national office. His ability to speak up for Kanawha County and West Virginia will allow our area important input. He is our voice at the NATIONAL level.

Important upcoming events at the national level:

- Re-authorization of No Child Left Behind--this legislation will soon be up for reauthorization. This will be our chance to make significant changes and fight the harmful amendments to public education. The national voucher program significantly impacts public school systems.
- NEA's 12 point plan for reducing school dropout rates. NEA recognizes this crisis in the dropout rate and is taking a proactive approach to curb this disturbing trend.

## KCEA WEBSITE

Visit <http://webpages.charter.net/kcea> for updates and local information.

Our teacher "In the Spotlight" this quarter is Daisy Evans, physical education teacher at Pt. Harmony Elementary in Cross Lanes.

John Richmond, Webmaster.

**WHEN YOU NEED ANSWERS!**

**WVEA Help CENTER**

**1.866.568.WVEA**  
TOLL-FREE HOTLINE OPEN  
8am to 6pm Monday - Friday

**www.wvea.org**  
email your questions to the  
WVEA Help Center anytime

## CELEBRATE! NOVEMBER 12-18, 2006

<p><b>12</b></p> <p><b>Student Leaders Day</b></p> <p>Aspiring teachers are convening in Denver, Colo., to celebrate the beginning of American Education Week.</p>	<p><b>13</b></p> <p><b>National Kick Off Celebration</b></p> <p>Join NEA in kicking off American Education Week 2006!</p>	<p><b>14</b></p> <p><b>Invite Parents to School Day</b></p> <p>Invite parents into the school for a firsthand look at their children's school day.</p>
<p><b>15</b></p> <p><b>Education Support Professionals Day</b></p> <p>Celebrate the secretaries, classroom aides, maintenance workers, cafeteria workers, bus drivers, nurses and others who provide invaluable services year-round.</p>	<p><b>16</b></p> <p><b>Educator for a Day</b></p> <p>Encourage community leaders to serve as "educators for day" for a hands-on school experience.</p>	<p><b>17</b></p> <p><b>Substitute Educators Day</b></p> <p>Honor the educators who are called to act as substitutes in the temporary absence of regular classroom teachers.</p>

**WVEA MEMBERSHIP AUTHORIZATION**



**WVEA/NEA/KCEA 2006-2007**  
 1558 QUARRIER ST.  
 CHARLESTON, WV 25311  
 TELEPHONE: 304/346-5315 or 1-800-642-8261

KANAWHA

COUNTY EMPLOYED

SOCIAL SECURITY NUMBER

AREA CODE HOME PHONE

E-MAIL ADDRESS

WORK LOCATION

	FIRST	MIDDLE	LAST	TITLE
NAME				
ADDRESS				
CITY				
STATE			ZIP	

**CHECK THE COLUMN THAT APPLIES TO YOU:**

ASSN.	<input type="radio"/> PROFESSIONAL	<input type="radio"/> SUPPORT PROFES- SIONAL ESP
NEA/WVEA DUES	\$407.00	\$240.50
KCEA DUES	\$ 23.00	
<b>TOTAL</b>	<b>\$430.00</b>	<b>\$240.50</b>

METHOD OF PAYMENT - CHECK ONE:

CASH (CA)    BILL ME (CI)   Credit Card No.: \_\_\_\_\_  
 PAYROLL (PR)  
 MASTER CARD (MC)    VISA (VS)   Expiration Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

**CONTINUING MEMBERSHIP**

I choose to be a continuing member of WVEA, NEA, and my local Association, and I hereby authorize my employer to deduct from my salary and remit to WVEA, in accordance with the agreed upon payroll deduction procedure, unified membership dues, as may be determined from time to time, and political action contributions as indicated above, for the 2005-2006 membership year and every membership year thereafter, provided that I may revoke this authorization as of September 1 of any calendar year by giving written notice to that effect on my employer and WVEA on or before that date.

The National Education Association Fund for Children and Public Education (NEA FCPE) collects contributions from Association members and uses those contributions to help elect friends of education to federal office. The West Virginia Education Association Political Action Committee (WVEA-PAC) and political action committees connected to local education associations (LEA-PACs) perform a similar function in connection with elections to state and local office. Contributions to NEA FCPE and WVEA-PAC are voluntary and are not a condition of membership in NEA, WVEA, or any of their affiliates. Although NEA FCPE and WVEA-PAC request an annual contribution of \$10 each, these are only suggestions. A member may contribute more or less than the amount suggested or may refuse to make any contribution and this will not affect his or her membership status, rights or benefits in NEA, WVEA, or any of their affiliates.

Federal law requires political committees to report the name, mailing address, occupation and name of employer for each individual whose contributions aggregate is in excess of \$200 in a calendar year.

In accordance with the WVEA Bylaws, a WVEA contribution of nine dollars (\$9.00) for WVEA-PAC and one dollar (\$1.00) for the Ballot Initiative Fund (BIF) have been assessed as part of the WVEA dues. Any person wishing not to participate in WVEA-PAC or BIF should contact the WVEA office prior to November 1. Where objections are made, the member may choose to: (a) divert one or both of the assessments to the West Virginia Foundation for Improvement of Education, or (b) receive a rebate of either one or both of the assessments. Where objections are made the assessments will not be used for political purposes or ballot initiative purposes. If you wish to contribute to NEA FCPE or to make an additional contribution to WVEA-PAC, or your local PAC, write the amount of your contribution in the appropriate box marked with an (\*).

Dues payments and contributions to NEA-FCPE and WVEA-PAC are not deductible as charitable contributions for federal income tax purposes. Dues payments may be deductible as a miscellaneous itemized deduction.

Signing this form constitutes a binding contract to pay annual dues except by following the conditions set forth in the "continuing membership" statement above.

The undersigned hereby certifies that I am a member of the WVEA/NEA upon the date this form is signed.

Date \_\_\_\_\_

***Are you a member of another organization?***

***Simply fill out the form below, keep a copy, and send a copy to payroll and the other organization.***

Name: \_\_\_\_\_ S.S. # \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Please discontinue my payroll deductions in \_\_\_\_\_ immediately.  
 (fill in organization)

Signature \_\_\_\_\_ Date \_\_\_\_\_