

# wasa Hotline

STAY CURRENT:  

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### From the Executive Director



**Joel Aune**  
WASA Executive Director

Greetings From WASA,

For many of you, the last two months have been difficult to say the least. The State Legislature’s actions last spring created enormous challenges for school districts. The results of those actions are neither adequate nor equitable, as districts now have differing capacities to

fund employee compensation, programming, and operations. In exchange for more state funding, districts have less local funding available to them, which limits both resources and flexibility.

Many of the districts that are staffing beyond the prototypical funding model are severely challenged, as levy authority has been reduced. The limits in levy funding make it extremely difficult for districts to meet a host of critical needs that remain unfunded or partially funded by the State.

Elimination of the SAM and the Staff Mix Factor will continue to be problematic if not addressed. The regionalization adjustments for employee compensation, while well intended, have created more inequities among school districts. These inequities were further exacerbated by the legislation language concerning compensation, which was unclear. The lack of clarity, combined with funding that is neither adequate nor equitable, formed the perfect storm within which you have been operating these past few months.

Surprisingly, it appears several lawmakers did not fully understand the legislation, the complex problems embedded therein, and the harmful impact on schools and communities. From others, we hear of “*McCleary* Fatigue” and that there is little appetite to revisit these issues in the upcoming legislative session. This is not acceptable, and we need to be persistent in our efforts to remind legislators that ample funding for K–12 continues to be the paramount duty.

School leaders must continue telling their story to educate staff, community, and lawmakers to the specifics of the legislation and the problems school districts face in the future. Some of you are already engaging legislators, staff, and community patrons to clarify the reality of the current landscape and open up a dialogue to discuss adjustments and solutions that are needed to rectify flaws within the legislation.

To support school leaders, WASA is working to develop a message strategy for you to consider along with ideas and resources that could be utilized to support this important work. We hope to make these resources available later this fall so that you can initiate communications in advance of the next legislative session. We believe that working to take control of the message by communicating proactively will be important as you educate your community, engage legislators, initiate processes to make budget adjustments as necessary, and return to the bargaining table.

The leadership you have shown during the past two months, during an incredibly difficult time, has been extraordinary. Amidst the most trying of circumstances, you have been professional, courageous, principled, and unwavering in your commitment to the students in your schools. Your continued leadership will be critical as we seek to find solutions to the difficult problems that lie ahead. Telling the “real” story to clarify the current reality is an essential step in mobilizing your community to advocate for the adjustments necessary to fix this broken legislation.

Thank you for the example you set and the leadership you provide each day in your communities. You are engaging in work that will continue to make a material difference for kids.

Best Regards,  
Joel

## Upcoming Awards & Scholarships

### Dr. Howard M. Coble Scholarship for Under-Represented Educational Leaders

Designed to assist talented, under-represented educators to pursue graduate studies that prepare for central office leadership positions.

**Application Process:** February 19–April 1, 2019

### Doyle E. Winter Scholarship for Administrative Leadership in Education

Designed to assist talented and committed educational administrators as they enhance those skills and abilities needed to serve as educational leaders in the field of K–12 public education.

**Application Process:** March 1–April 25, 2019

### PEMCO Robert J. Handy Most Effective Administrator Awards

One highly effective superintendent, central office administrator, or building administrator will be selected from a small district (up to 500 students), medium-sized district (501–2,000 students), and large district (over 2,000 students).

**Application Process:** January 16–March 21, 2019

### WASA HONORARY AWARDS State Awards

The state awards include the Golden Gavel, Barbara Mertens Legacy, Service to WASA, and WASA Leadership.

**Application Process:** March 1–May 1, 2019

### Region Awards

These awards are handled at the region level and include the Award of Merit, WASA Student Achievement Leadership, Twenty-Year, Retirement, and Community Leadership.

**Application Process:** March 1–May 2019 (deadlines vary by region)

### Superintendent of the Year

The Superintendent of the Year program is designed to recognize the outstanding leadership of active, frontline superintendents.

**Application Process:** May 1–October 1, 2019

*To review the criteria for the various awards, visit the WASA website at <http://bit.ly/2g3DV0W>. More information will be included in future editions of Hotline.*



## Spotlight on a WASA Diamond Level Sponsor:



The relationship between WASA and PEMCO Insurance can be traced all the way back to PEMCO’s founder, Robert J. Handy. As a former math and journalism teacher, Handy sought to create a company that provided exceptional products and benefits for the education community. From the start, he supported key associations in the education community like WASA. This support remains a priority for current CEO Stan McNaughton, and now, over 30 years later, the relationship between WASA and PEMCO remains strong.

While PEMCO insures all residents of Washington and Oregon, the company and its staff are still deeply committed to serving and supporting school employees. Their Board of Directors is made up entirely of former educators and much of PEMCO’s philanthropy is directed toward the education community. PEMCO’s mission is to free communities to worry less and live more. They do this by offering insurance for autos, homes, condos, renters, and boats, and giving a discount exclusively for educators.

PEMCO also has a commitment to shining a light on excellence within the education community. They do this through the Robert J. Handy Most Effective Administrator Awards, as sponsors of the OSPI Teacher of the Year Awards, and in partnership with KCTS9 with Golden Apple Moments.

PEMCO is proud to be a longtime partner of WASA and provide continued support to the association and its members. For more information on PEMCO Insurance go to [pemco.com](http://pemco.com).

## AASA Legal Assistance Increased

Beginning in July 2018, the Legal Assistance plan has doubled for AASA members. AASA now reimburses up to \$2,000 for the initial membership year, increasing by \$2,000 for each additional year of continuous active membership, with a maximum not to exceed \$20,000 (subject to a \$500 deductible per claim). To see the complete list of items covered by AASA’s Legal Assistance program, go to the Membership tab on the AASA website at [www.aasa.org](http://www.aasa.org).

**ARE YOU  
CONNECTED TO  
WASA?**



Be sure to follow us on Facebook and Twitter for information on upcoming conferences and workshops, legislative news and updates, and school news.



## Spotlight on a WASA Diamond Level Sponsor:



Providing “Safe Successful Schools” is why Washington Schools Risk Management Pool (WSRMP) exists and why they partner with WASA. Its mission and WASA’s mission intersect in developing safe and effective school districts in which students achieve and succeed. A heavy emphasis is placed on “safe” because WSRMP does a lot more than provide liability and property coverage; they are prepared to go the extra mile to meet members’ unique needs for coverage and risk management services. They can, and do, think outside of the box!

For example, one of the member districts had an outdated badge ID system for staff, students, and volunteers and the vendor no longer provided the service because it was no longer cost effective for them. Under WSRMP’s Mitigation Grant Program, the district was able to purchase a new photo ID printer system and WSRMP paid half of the cost. The result is that this district has current badges which allows everyone to know at a glance who is authorized to be in the building.

Another example is their research into anonymous reporting tools. These are apps loaded onto district staff and student cell phones which allow immediate and anonymous notification of events such as fights, bullying, sexual abuse, and acts of violence. WSRMP is working with two of their member districts to pilot these tools. Who better than our schools to tell us if anonymous reporting tools are effective in a school district setting? Furthermore, they can use their experience to inform OSPI, legislators, and others as they seek statewide solutions for school safety.

Yet another example of “thinking outside the box” is the work of WSRMP’s Sexual Abuse Prevention Advisory Committee (SAPAC) made up of district staff, pool staff, attorneys, and investigators. WSRMP is creating a model for a Compassionate Care Team within schools to support administrators as they meet with families and communities following crisis events such as student suicide, sexual abuse, and school shootings.

The Washington Schools Risk Management Pool’s mission is, “We exist in partnership with our members to provide their staff and student communities a safe and protected educational environment, while protecting member financial resources.” Students accessing their education, graduating, and prospering is a shared value the company has with WASA and Washington schools.



Registration is open for the 2019 AASA National Conference on Education to be held at the Los Angeles Convention Center, February 14–16, 2019. The theme for this year’s conference is “Effective Leadership Creates Success.” AASA members can register and secure housing at <https://www4.cmrrg.com/aasa2019/>.

## Want to Tell Your Story?

WASA is looking for stories on the great learning and teaching taking place in our Washington schools. To “Tell Your Story,” please send information, pictures, materials, etc., to Tricia McCosh at [pmccosh@wasa-oly.org](mailto:pmccosh@wasa-oly.org).

## welcome new members

Jane Al-Tamimi, Federal Way PS  
Robin Andrus, Cheney PS  
Whitney Chiang, Federal Way PS  
Sean Clayton, Federal Way PS  
John Draper, Klickitat SD  
Corrina DuRocher, Yelm CS

Diane Ellis, Federal Way PS  
Kate Frazier, North Thurston PS  
John Gummel, Pioneer SD  
Gloria Henderson, Lake Washington SD  
Susan Kontos, Clover Park SD  
Matthew Lambert, Central Valley SD  
Shelley Langston, Sequim SD  
David Martell, Ephrata SD

Nancy Morris, Willapa Valley SD  
Debbie Oakley, Spokane PS  
Cathie Seevers, Olympic ESD 114  
Jane Stavem, Lake Washington SD  
Stephanie Terry, Pioneer SD  
Libby Thompson, Walla Walla PS  
Craig Tutt, Federal Way PS  
Kathleen Werner, Taholah SD  
Rona Williams, Spokane PS



Do you know someone who wants to join WASA? Tell them to visit [online](#) and sign up today!

## Event Calendar

### 2018 WASA FALL CONFERENCE

October 9 | Four Points by Sheraton Seattle Airport South  
Register at [www.wasa-oly.org/Fall18](http://www.wasa-oly.org/Fall18).

### 2018 WASA SPECIAL EDUCATION DIRECTOR ACADEMY

October 10 | Four Points by Sheraton Seattle Airport South

### 2018 WASA MENTOR ACADEMY

October 22 | Four Points by Sheraton Seattle Airport South

### 2018 WASA EARLY CAREER SUPERINTENDENT ACADEMY

October 23 | Four Points by Sheraton Seattle Airport South

### 2018 WASA EARLY CAREER SUPERINTENDENT ACADEMY

December 4 | Zoom Meeting

### 2018 WASA SPECIAL EDUCATION DIRECTOR ACADEMY

December 5 | Zoom Meeting

### 2019 WASA WINTER CONFERENCE

January 28 | Four Points by Sheraton Seattle Airport South

### 2019 WASA/WSSDA/WASBO LEGISLATIVE CONFERENCE

February 10–11 | South Puget Sound Community College/  
Capitol Campus, Olympia

### 2019 AASA NATIONAL CONFERENCE ON EDUCATION

February 14–16 | Los Angeles, CA  
Register at [nce.aasa.org](http://nce.aasa.org).

### 2019 WASA MENTOR ACADEMY

February 25 | Four Points by Sheraton Seattle Airport South

### 2019 WASA EARLY CAREER SUPERINTENDENT ACADEMY

February 26 | Four Points by Sheraton Seattle Airport South

### 2019 WASA SPRING CONFERENCE FOR SMALL SCHOOLS LEADERS

March 4–5 | Wenatchee Convention Center, Wenatchee

### 2019 WASA SPECIAL EDUCATION DIRECTOR ACADEMY

March 20 | Four Points by Sheraton Seattle Airport South

### 2019 WASA EARLY CAREER SUPERINTENDENT ACADEMY

April 2 | Zoom Meeting

### 2019 WASA SPECIAL EDUCATION DIRECTOR ACADEMY

May 1 | Zoom Meeting

### 2019 WASA WOMEN IN LEADERSHIP CONFERENCE

May 4 | Campbell's Resort, Chelan

### 2019 WASA SUPERINTENDENT CONFERENCE

May 5–7 | Campbell's Resort, Chelan

### 2019 WASA/WSSDA/AWSP EQUITY CONFERENCE

May 22 | DoubleTree by Hilton, SeaTac

### 2019 WASA/AWSP SUMMER CONFERENCE

June 30–July 2 | Spokane Convention Center, Spokane

### 2019 WASA INCOMING SUPERINTENDENT CONFERENCE

July 22–23 | DoubleTree by Hilton, Olympia

### 2019 WASA/OSPI SPECIAL EDUCATION CONFERENCE

August 1–2 | Hotel Murano, Tacoma

### 2019 WASA FALL CONFERENCE

October 8 | Four Points by Sheraton Seattle Airport South

## Region Events—October & November

Many WASA regions conduct monthly gatherings and/or provide activity reports in conjunction with ESD meetings (not listed below).

<p><b>REGION 101</b> October 18, 8:30 a.m.–12 p.m. November 29, 8:30 a.m.–12 p.m.</p>	<p><b>PRESIDENT—KYLE RYDELL</b> NEWESD 101, Spokane NEWESD 101, Spokane</p>	<p><b>REGION 112</b> November 9, 10 a.m.–12 p.m.</p>	<p><b>PRESIDENT—NATHAN MCCANN</b> General Member Meeting, ESD 112, Vancouver</p>
<p><b>REGION 105</b> October 18, 8–11:30 a.m.  November 8, 8–11:30 a.m.</p>	<p><b>PRESIDENT—HENRY STROM</b> Topic: Blended/Personalized Learning—West Valley Legislative Priorities, ESD 105, Yakima Topic: Special Education—Monroe, ESD 105, Yakima</p>	<p><b>REGION 113</b> November 28, 8–9:30 a.m.</p>	<p><b>PRESIDENT—JEFF DAVIS, ONALASKA</b> ESD 113, Room Pac/GH/T, Tumwater</p>
<p><b>REGION 108</b> November 2, 12 p.m.</p>	<p><b>PRESIDENT—MARK WENZEL</b> ESD 189, Anacortes</p>	<p><b>REGION 114</b> October 26, 9 a.m.–12 p.m.</p>	<p><b>PRESIDENT—AARON LEAVELL</b> General Member Meeting, ESD 114, Room 202, Bremerton</p>
<p><b>REGION 110</b> October 19, 12–1:30 p.m.</p>	<p><b>PRESIDENT—REBECCA MINER</b> General Member Meeting, PSESD, Renton, Puyallup Room</p>	<p><b>REGION 123</b> November 8, 12–3 p.m.</p>	<p><b>PRESIDENT—WADE SMITH</b> SAC Meeting, ESD 123, Pasco</p>
<p><b>REGION 111</b> October 19, 7:30–8:30 a.m.</p>	<p><b>PRESIDENT—JOHN HELLWICH</b> General Member Meeting, Fife School District Administrative Center</p>	<p><b>REGION 171</b> October 18, 9:30 a.m.–12 p.m.  November 8, 9:30 a.m.–12 p.m.</p>	<p><b>PRESIDENT—STEVE MCCULLOUGH</b> NCESD 171, Cottonwood Retreat Center, Wenatchee NCESD 171, Ponderosa, Wenatchee</p>

## Contact WASA

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### 2018–19 WASA OFFICERS

**President:** Randy Russell, Freeman  
**President-elect:** Krestin Bahr, Eatonville  
**Past President:** Steve Webb, Vancouver  
**Secretary:** Vicki Bates, Auburn  
**Treasurer:** Corine Pennington, Puyallup