



November/December 2017

VOLUME 11, ISSUE 2

Thankful For...

It is hard to believe that over a month has passed since the horrific fires first began and left 79 Windsor students and 19 Windsor staff without homes and so many were evacuated from their homes. It is hard to remember not seeing #sonomastrong or “The love in the air is thicker than the smoke,” on a sign somewhere. But we all remember the tears and faces of all of those who are not victims, but rather are survivors and we all remember our gratitude for the first responders who kept so many more of us safe.

As we move forward, most with a sense of normalcy, we need to remember that many of our WUSD family are still not whole, and may not be for a very long time.

I remember and am thankful for:

- being a part of an extraordinary community that pulls together when times are tough.
- the calm voice of Brandon, our Superintendent keeping us informed and letting us know the status of our schools.
- the focused energy of Lisa, our Director of Ed. Services, making connections and finding support
- the volunteers that manned the evacuation center at WHS, and our custodians, Mario & Victor who kept it clean for everyone who was temporarily calling it home.
- the custodians and maintenance staff that came in, and made sure our buildings were clean and safe for our return.
- our Rotary Club, our We Foundation, the Redwood Credit Union, the Red Cross and all of those that made donations for those effected.
- the High School Students who put on a charity jam session, and John, their teacher for opening his home for donations so people had a place to give and be together.
- ...and so many more whose names I won't be able to list.

We are Windsor. We are a Family. And, as we move past Thanksgiving, and into the Holiday season, hug those you love, share with those who are in need, and as one of my favorite survivors said to me... “use the good china, what are you saving it for.”, when describing what it was like to have it all gone.

Mary Berkey
Director of Human Resources

DATES TO REMEMBER

December, 2017

- 18th – 21st High School Exams, Minimum Days
- 20th – 21st – Middle School Super Minimum Days
- 21st – End of Second Quarter & First Semester
- 22nd – January 5th – Winter Break

January 2018

- December 22nd – January 5th – Winter Break
- 8th – Classes Resume
- 15th – Martin Luther King Jr. Holiday

February 2018

- 12th – Lincoln’s Birthday Holiday
- 19th – Washington’s Birthday Holiday
- 23rd – End of the Second Trimester

For more Information

Please avail yourself to our **District Website**. Under the heading **My WUSD** you will find a **Staff Resources Tab**. Information including Employee Association Collective Bargaining Agreements and the Employee Handbook are there along with buttons that will easily get you to Tech Help, Maintenance Help, Aesop, Aeries and EADMS Resources. We encourage you to use this robust resource.

Recently, we have also begun using the District’s Facebook page @windsorunified to share pictures, information and post positions. This will make it easy for you to share if you are guiding future employees to find out more information.

Lastly, you are welcome to follow me on Twitter @HRberkey. I like sharing pictures of great things I see in the District, Classroom ideas, motivational quotes (I know that surprises you) and favorite food establishments.



Is your Social Media Rated “R”?

Guest Article, shared with permission from Daphne Donaldson, Supervisor of Personnel Management, East Baton Rouge Parish School System

Across the country school district policies are trying to catch up with the Social Media phenomenon. This is not just with regards to student usage but employee usage. More and more districts are grappling with employees, i.e. teachers, paraprofessionals, and principals who post things that are questionable in nature with regards to professionalism or appropriateness. These issues range from teacher-student contact on social media to teachers posting negative information about their students, supervisors, or another employee. I know what you are thinking...What about their First Amendment Rights? Do school districts have the right to regulate what an adult does on social media?

I understand the First Amendment and it is clear with regards to a person's right to free speech, but I guarantee you that our Founding Fathers never could have imagined what we are dealing with today in schools across the country. So, the next time you are about to post something on Social Media, make sure that it is RATED "R" before you post it. Ask yourself...

- Do I have the RIGHT to share this?
- Is this the RIGHT thing to do?
- Am I willing to take RESPONSIBILITY if this post goes viral or shared without my permission?
- Will I REGRET this tomorrow when I am not angry, upset, or in my feelings?
- Is the RISK worth the REWARD of 15 minutes of fame or shame that may come of this posting?
- Am I READY for the social, emotional, verbal, or legal battle that may occur after I post this?

You should probably take a breath consider venting in another manner. We've all been there before but just because it comes up to our brain, doesn't mean it must come out on the internet. In this profession, you will have good days and bad days, but remember whatever you put on the internet, trust me, someone else can take it and share it.

Daphne Donaldson
Supervisor of Personnel Management, East Baton Rouge Parish School System

When You Just Need Work or Life Support

As part of our Health & Wellness plan we all have confidential, free support that's a phone call away.

You may call the toll-free phone number 1-877-397-1032 at any time. You must call Beacon Health Options for authorization and referral before receiving services. Your call is private. **Your conversations will be strictly confidential.**

Benefits of our Employee Assistance Program (EAP) include:

- Counseling Services – 24/7, face-to-face, online, by video, or by phone
- Legal Services (Free 30-minute consultation and discounted rates)
- Financial Services (Free 30-minute consultation and discounted rates)
- Work/Life Services

For more information regarding what is available to you, go to www.achievesolutions.net/cvt.

Unpaid Leaves

Our Classified CBA states:

All unpaid leave requests, including the reasons therefore, shall be submitted in writing to the Human Resources Department. Unpaid leave for up to ten (10) working days shall be granted at the discretion of the Superintendent/designee. Unpaid leave for a period of more than ten (10) working days shall be submitted to the Board of Trustees for action.

Our Certificate CBA states:

The District may grant an unpaid leave of absence upon written request when it is deemed to provide a future value to the District. A permanent unit member may request a leave of absence without pay for a period not to exceed one (1) year. Approval of such leave shall be at the sole discretion of the Board. At the Board's discretion, such leave may be extended for one (1) additional year if requested by the unit member. Time spent on personal leave without pay shall not count toward salary step advancement and sick leave days shall not be accrued, but unused sick leave days held at the start of the leave shall be reinstated upon return. Health and welfare benefits shall not be paid.

All: Please make sure you allow enough time for approval before making reservations. Thanks in advance! Also know that unpaid leave does impact STRS and PERS retirement.

