



# The Flash



November 11, 2010

## Customer Service Counts

Character Counts! Week is October 17-23. This month we will be featuring the six core ethical values from the foundation of Character Counts! Each of the Six Pillars is associated with a certain color.

**Citizenship—Purple—as in the regal purple representing the state.** Do your share to make your school and community better. Cooperate. Get involved in community affairs. Stay informed; vote. Be a good neighbor. Obey laws and rules. Respect authority. Protect the environment. Good customer service is reflected in good citizenship.



## WCSD Salaries Published Correction

The wages paid to Waterloo Community School District employees are required to be published annually according to Iowa Code 279.35. This would report all wages paid to each WCSD employee from July 2009 through June 2010. For those whose contract runs September-August, the wages published are the combination of July and August wages paid from 2008/2009 contract plus the September through June wages paid from the 2009/2010 contract.

Please Note: Salaries were previously published in error. Teachers were over reported by an additional two months and non-12 month administrators by an additional one month. Apologies are extended for any inconvenience this may have caused.

## Policy Updates

The following policy changes have been approved by the Board and updated on our website:

[200.2 Board Organizational Meeting](#)

[200.5 Annual Meeting](#)

[206.0 Board Officers](#)

[303.0 Administrators](#)

[402.6 Organizations](#)

[415.1 Teacher Dismissal](#)

[415.2 Classified Employee Dismissal](#)

[704.2 Approval and Payment for Goods and Services](#)

[706.6 Employee Use of District Vehicles for Commuting](#)

[707.5 Internal Controls](#)

[900.7 Volunteer Services](#)

[901.1 Tobacco-Free Environment](#)

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## Professional Development



Credit Course information on Characteristics of Effective Instruction can be found at:

<http://www.waterloo.k12.ia.us/teachinglearning/index.php?pageid=756>.

Contact Penne Jackson, ext. 10135, if you have any questions.

## Closed Dates

Principals are being reminded to check the Flash for closed dates for personal leave days. This is for days in which the 15 per day district wide (as provided in the WEA master agreement page 20) has been reached; please advise your teachers/secretaries of the closed dates. Please contact Kathy Barfels, ext. 10125, if you have any questions.

**Closed Date: Nov. 12.**

## American Education Week

The week of November 14-20 marks the annual national observance of American Education Week—a time for saluting our public schools and the relationships between teachers, students, and parents. The purpose of the week is to focus attention on the important role education plays in our country and its future. Wednesday of this week is Educational Support Professional Day. Friday is Substitute Educators Day. American Education Week is organized by the National Education Association.

## Latino Program Offered at YWCA

The YWCA of Black Hawk County is offering a free 15-week parenting program for Latinos that starts November 19th. Transportation, a meal, and child care will be provided for each session. Please see the attached flyer, *Latino Program*, for more information or contact Michele Gutierrez or Domingo Pedro at the YWCA at 234-7589.

## MidAmerican Energy Tip of the Month

Tip of the month—Seal It Up

Seventy-five percent of a building's total air loss is from subtle leaks. Check the inside and outside of your home or business for places where air may be leaking, such as around windows and door frames, places where pipes or wires enter the structure, or around electrical outlets. Use caulk to seal cracks and small crevices, and purchase pre-cut foam insulating pads for outlet boxes.

## Health & Nutrition Facts

### *Live Healthier*

Do your kids rush through dinner and bolt from the table? Try these ideas to build quality family time into your dinner hour.

- Keep the conversation light. Focus on the events of the day or fun weekend plans ahead. Praise your children for a job well done at school or home.
- Take turns. Ask each person to tell one interesting thing he or she learned during the day.

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## Health & Nutrition Facts cont.

- Play a game. Try the “name game.” Start with the name of someone famous. Go around the table, taking turns calling out another well-known person or character with the same first or last name (example: George Washington, Curious George, George Washington Carver.)



## Ask Us First

The Flash has been featuring a Question & Answer section addressing questions employees have concerning the District. In addition to submitting your questions to the School & Community Relations Department via email to [millers@waterloo.k12.ia.us](mailto:millers@waterloo.k12.ia.us), or dropping a note to Sharon Miller through interoffice mail, you may call our anonymous “Ask Us First” phone line at ext. 10AUF (10283). Look for all questions to be answered in the “Ask Us First” section in upcoming Flash articles or if relevant to only one building, the answer will be presented in your staff meeting or bulletin. The questions and answers will also be posted on a weekly basis online at <http://www.waterloo.k12.ia.us/employees/index.php?pageid=1178>. All names will remain confidential.

## What's Up In Your Classroom



Do you have an assembly coming up, a guest speaker visiting your classroom, or a project or lesson you'd like to let Waterloo know about? The School and Community Relations Department would really like to hear from you if you have an event or activity that you would like publicized. Contact our department by either emailing Sharon Miller at [millers@waterloo.k12.ia.us](mailto:millers@waterloo.k12.ia.us) or calling ext. 10161 to let us know about your upcoming event. We would like to get your school and the District positive media coverage.

## Employee Bulletin Board



Did you know the WCSD has an employee bulletin board on our website? This is a great place to advertise personal items for sale, etc. It's also a great place to publicize employee activities, such as sporting events and sign-ups. Please click on the following link to go to the site [www.waterloo.k12.ia.us/employees/bbboard/](http://www.waterloo.k12.ia.us/employees/bbboard/). Click on “Start a New Discussion” to add your comments. Discussions will be deleted monthly.

## Channel 19

To view the weekly schedule of the district's Channel 19, go to <http://www.waterloo.k12.ia.us/schoolcommunityrelations/index.php?pageid=828>. The schedule will be updated weekly to show the channel's programming of Board Meetings, “In Our Schools,” “Super Conversations,” and “Sights and Sounds.” WHS Career Interest Academies, Lou Henry/Hoover Young Writer's Workshop, and Winter Weather are showing now.

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## **Instructional TV or Video Production Requests**

If you need a video production of an event, please remember to submit our online form at <http://www.waterloo.k12.ia.us/employees/VideoProductionRequest.php>.

For instructional TV requests or the playing of any professional development videos, go to [http://www.waterloo.k12.ia.us/employees/tv\\_request\\_form.php](http://www.waterloo.k12.ia.us/employees/tv_request_form.php). All requests for TV/video services should be made through these on-line forms. In the near future, instructional TV videos will be made available on our website.



## **Flier Distribution**

**Main Street Waterloo:** Fliers will be distributed to all Pre-K through 5th grade students in regard to Downtown Lights the Night Christmas Event.

**Girls Scouts of Eastern Iowa:** Fliers will be given to K-5 grade girls about recruitment.

**Waterloo Leisure Services:** Brochures will be distributed to all 2-6 graders about programs.

**Do you want to submit an article to the Flash? Please send your article or information to Laurie Wery in the School & Community Relations Department by noon Wednesday. Questions or comments may also be directed to [weryl@waterloo.k12.ia.us](mailto:weryl@waterloo.k12.ia.us)**

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