



Lake Washington Education Association

Welcome to LWEA

August 2018

On behalf of the Lake Washington Education Association, I would like to welcome you.

LWEA is an organization of certified education professionals of the Lake Washington School District, nearly 1,900 classroom teachers, psychologists, counselors, SLPs, occupational and physical therapists, library media specialists, and more.

We are responsible for negotiating with the school district on behalf of our members over wages, hours, and working conditions. We serve to protect the rights of our members, advocating on their behalf. We assist them in resolving conflicts, answer their questions, offer suggestions, and listen to their concerns.

In this packet and on our website, you will find a variety of materials which describe how your local association works and how you can become an active participant. In addition, we have information regarding various aspects of your employment – salary schedules, calendars, leaves, student discipline, explanation of the days in your working calendar, and our LWEA sponsored professional development.

We publish a weekly newsletter, the Update, in which we share news of the Association:

- Information about member benefits
- Dates and descriptions of upcoming LWEA professional development classes
- Available educational resources
- Information about current educational issues

I would like to extend an invitation to you to become a member of the LWEA. You will find a membership form in your packet attached to a green LWEA cover sheet. All you need to do is complete the form and return it to our office (district inter-office mail works well). It is not necessary to send any money with the form. Once enrolled, your dues will be automatically deducted from your monthly paycheck. Better yet, your LWEA dues can be applied toward the \$2,000 Professional Fund election. The Professional Fund reimbursement election form and directions for its completion can also be found in this packet.

Once again, welcome to our community of educators. We look forward to working with you to make your schools the best they can be and make your teaching experience in the Lake Washington School District a successful and positive one. Please feel free to call on me, your Executive Committee members, and the staff of the LWEA if you have any questions, suggestions, or concerns. We look forward to hearing from you.

Have a great year!

Howard Mawhinney
LWEA President

Know the rights guaranteed to you by your contract

- You will not be discriminated against and the provisions of the contract will be applied without regard to your domicile, race, creed, religion, color, national origin, age, sex, marital status, sexual orientation, gender identity or the presence of any sensory, mental or physical disabilities.
- Complaints shall be called to your attention as soon as possible. Anonymous complaints or complaints that have not been called to your attention may not be used in any disciplinary action against you.
- In an attempt to resolve problems at the lowest level, principals shall encourage anyone making a complaint to discuss the issue with the person(s) involved.
- You have the right to have a representative of the Association present when being formally reprimanded or disciplined. It will be your responsibility to contact the Association to arrange for representation.
- If you are threatened with injury or need to come to the aid of another person about to be injured, teachers are authorized to use reasonable force toward a student or other person.
- You have the right to exclude disruptive students from your classroom for up to 2 days for **EACH** disruptive event. The student **CANNOT** be returned to the classroom before the designated time is up without the teacher's permission, or until the teacher and administrator meet and decide otherwise.
- You have the right to appeal to the Director of Special Services regarding the resources, assignment, and/or program for continuously disruptive students whose behavior disrupts the educational process.
- You are guaranteed 3 days of annual leave per year with the ability to accumulate up to 5 days. Check your contract for specifics.
- You are entitled to 5 days of bereavement leave with pay in the event of a death in the immediate family or your household.
- On the first day of each school year, each teacher is credited with 12 days of Illness/Injury Leave to be used for the illness and injury of the employee, the employee's spouse or domestic partner/significant other, parent, parent-in-law, grandparents, and the employee's children.
- Each full time teacher is entitled to \$2,000 in the Professional Fund per year for the following purposes:
 - 1) Reimbursement for tuition or for workshop/ conference fees; or
 - 2) Instructional materials or other professional expenditures; or
 - 3) Dues for professional organization (including your LWEA dues).

Do you have a problem, concern, or question? Be sure to get advice early—please don't wait.

Contact your Building Rep, Executive Committee Rep, LWEA President, or UniServ Rep right away!



Lake Washington Executive Committee & Staff

President: **Howard Mawhinney**
LWEA / 425-822-3388

Vice President: **Gerry Wilson**
Muir / 425-936-2640

Primary Rep: **Patti Cook**
Rush / 425-936-2690

Intermediate Rep: **Ben Corey**
Rockwell / 425-936-2670

Middle School Rep: **Kyla Thompson**
Finn Hill/ 425-936-2340

High School Rep: **Katie Badger**
RHS / 425-936-1800

Special Services Rep: **Sarah Cooper**
Juanita Elem/ 425-936-2570

Specialist Rep: **Marilyn Hargraves**
LWHS / 425-936-1700

Minority Rep: **Maryziel Galarpe**
Blackwell / 425-936-2520

UniServ Rep: **Jennifer Silves**
jsilves@washingtonea.org

Office Manager: **Sheila Hagerman**
shhagerman@lwsd.org

Administrative Assistant: **Terri Neely**
terrineely@lwsd.org

How does LWEA help?

LWEA works when you and your colleagues get involved. Our democratic structure increases in effectiveness as members' ideas, direction, and involvement increase.

Representative Assembly is the monthly meeting where elected reps from each building discuss issues, make policy, and develop programs. Any LWEA member may attend these meetings.

The officers of the Association are the President and Vice-president and each serve a term of one year. These two officers and the seven elected representatives from different categories of membership comprise the Executive Committee.

The Executive Committee meets monthly and assists in the preparation of the budget, sets priorities and goals, develops programs and activities, and serves in an advisory capacity to the Association president. However, all LWEA policy is set by the Representative Assembly.

LWEA's president receives a paid leave of absence allowing him or her to direct the organization full time. The president works in the LWEA office along with a staff of three - one UniServ Rep, and a LWEA office manager and administrative assistant.

LWEA is affiliated with Washington Education Association (WEA) and the National Education Association (NEA).

Involved in politics?

Because teachers are public employees, much of what we negotiate at the bargaining table is impacted by decisions made in the state legislature.

If we want higher salaries, better working conditions, and improved schools, education employees have to be willing to invest their time and money in political action. If we want a state government that adequately funds public education, we must be involved.

LWEA's political activities are organized through the WEA and NEA. You will receive more information on candidates, issues, and legislative action throughout the year.

We encourage you to participate—if we don't stand up for public education—who will?

Whether you decide to get involved is up to you. Your participation in no way affects your membership or status in the Association.



What dues will I pay as a member?

Here is a breakdown of Association Dues for 2018-19:

FTE	NEA	WEA	COMM OUT-REACH	LWEA	PROGRAM	DSL	MONTHLY TOTAL
.76-1.0	16.00	35.92	1.00	30.00	4.75	5.17	92.84
.51-.75	16.00	26.96	1.00	30.00	3.56	3.88	81.40
.26-.50	8.96	17.96	1.00	15.00	2.38	2.58	47.88
.1-.25	5.46	9.00	1.00	15.00	1.19	1.29	32.94

Dues are deducted in 12 monthly installments from September through August. In addition to regular dues, members may choose to participate in the state political action fund, WEA-PAC, which will increase your dues by \$2.25 per month and the national political action fund, NEAFCPE, which will increase your dues amount by \$1 per month.

Do non-members pay dues? No, non-members do not pay dues. However, keep on mind that non-members are not able to participate in LWEA, WEA, and NEA programs, events, and discounts.



Benefits of Membership

Voice and Vote: Your membership entitles you to a voice and vote in all Association activities and business, which also includes contract negotiations and ratification.

Professional Development: The Association works to enhance your skills through caucus meetings, workshops, conferences, and forums on important topics, allowing members to earn clock hours and/or credits.

Liability Insurance: The Association policy provides the best employment protection in the world for teachers. Up to \$1 million in liability insurance is available for NEA members only.

Professional Publications: Prize-winning publications keep you informed and alert to what's happening in education.

NEA Member Benefits: Designed just for NEA members—you can access discounts, tools, purchasing power, and much more. Go to NEAMB.com.

Legal Assistance: You are entitled to two free 30-minute sessions each school year and a 30% discount on attorney fees with network attorneys for personal matters which include: real estate, wills and estate, domestic relations, consumer protection, and traffic violations.

Credit Card Program, Line of Credit, and Credit Plan: These programs can only be accessed by NEA members and are aimed at meeting the needs of education employees.

Home Financing Programs: NEA members can access this program when they are ready to purchase a home or when refinancing the home they currently own. Home equity loans are also available. These programs offers competitive rates, substantial savings, and free mortgage counseling services.

Investment Services: NEA offers Money Market Accounts, Gold Certificate CD Programs, and tax deferred annuities.

Retirement Solutions: You can choose from a variety of diversified investments that can help you build a more substantial retirement nest egg faster than with taxable, short-term investments. These programs have been created for NEA members only.

Insurance Programs: You have access to a variety of insurance plans created just for educators which can help you get homeowners, auto, travel and accident, life, and mortgage protection.

Discounts: Your membership will entitle you to discounts for entertainment centers, travel, car rentals, appliance purchases, car buying, local restaurants, magazine service, cellular phone service, and airport parking.

Position Listing Service: Members can access a listing of current job postings in Washington schools and colleges.