

Student Discipline: What is a teacher to do?

We know that the first step to helping students learn is when teachers design engaging and multi-faceted lessons. We also know that for students to learn they need to be engaged in their learning without interference.

However, sometimes our best intentions are interrupted by disruptive behaviors by student(s). This can be frustrating for students and teachers alike. To help support learning and give teachers tools to use with all students, teachers can exclude students from their classroom when these behaviors violate the disciplinary standards of the building.

Under the law, teachers must have tried other interventions first (except for emergency situations), but if these other attempts to change the behavior are not successful then you have the ability to exclude the disruptive student(s) from the classroom for the remainder of the class period/day or until the principal or designee and the teacher have conferred, whichever occurs first.

When using this student discipline tool, make sure that you notify your principal that you are using the “exclusion law” as soon as possible. In addition, clarify with your administrator who will be responsible for notifying the parents that the student was excluded from class and the reason for the exclusion. This notification must be done in a language the parent understands which may require a translator.

In the past, the “exclusion law” did allow for the student to be removed for a longer time period. However, with the revision of **WAC 392-400 Student Discipline**, it scales back the length of time to the remainder of the class period/day. The **WAC 293-400 Student Discipline** also works to clarify definitions, processes and the difference of between exclusions, suspensions, and expulsions.

For more information about student discipline you can read about other rights you have as a teacher in the [Student Discipline brochure](#) found on the LWEA website.

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Wine & Wisdom

Race and Equity: Leading Courageous Conversations

So your school has a building equity team – now what? Learn what it's about, gain strategies, and collect resources that can help you lead courageous conversations with others.

Randy Paddock, WEA Equity and Diversity Coordinator, will join us to lead this discussion.

See [flyer](#) for more information.



Here's a great benefit for LWEA members!

If you're a member of LWEA, did you know that all our professional development classes and workshops are free for you as a benefit of membership? While we require a pre-paid registration fee to hold a place in our classes, if you show up and attend the entire class, we refund your fee at the end of the class. This is a great benefit, especially for classes like WEA Jump Start. For example, if you complete Jump Start, we'll refund your \$250 registration fee after the class is over. It pays to be a member of LWEA!

Professional Development for Subs

Elementary Curriculum Basics for Substitute Teachers

This basic introduction to the format of the Wonders and EnVision curricula used in all LWSD elementary classrooms will expose substitute teachers to the philosophy, materials and resources of the literacy and math programs. Participants will examine teacher and student print materials as well as access online sites, locating resources typically found in teachers' sub plans.



Toolbox for a Successful Substitute Teaching Experience

This overview of the substitute teacher's day starts with what is expected of a sub, then covers instruction tips, safety procedures in schools, classroom management including working with Special Education students, and how to maximize your value to a school.

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You need to know about annual leave

Throughout the year we get many questions about annual leave (personal days) and how these days can be used. Here's our annual rundown of some of the things you may want to know about using your annual leave:

- Each full time certificated member is given 3 annual leave days at the beginning of the school year; part-time staff members are prorated according to their FTE.
- Annual leave can be used for any reason.
- To use an annual leave day, simply log on to the sub system and indicate the date/times you will be using the day. A limit of 35 people can use annual leave on Fridays or days connected to a holiday or school break. On all other days, the limit is 40. The sub system will not allow you to take an annual leave day if the system is at the limit for the day. If the system does not allow you to enter the day, do not try to put the day in as release time or anything else. Please try to give at least 48 hours notice for the day if at all possible.
- Specialists who do not get substitutes are not included in the daily limit.
- Annual leave can be used in either full or half-day increments but not in hourly increments.
- Be sure to keep track of how many days you've used. Check your Employee Access regularly to see your leave balance—it's listed in hours (1.0 FTE = 7.5 hours per day).
- Annual leave can't be used on either the first or last day of the school year, or on full-day LEAP Days without prior approval.
- When deciding how you want to use your annual leave, please remember that there are no other leaves available for business obligations you might have, school events for your children, family reunions, or other events.
- **Please note: Calling in sick for personal events is not allowed. It puts you at risk for disciplinary action and violates the professional code of conduct.**
- Unused annual leave can be cashed out at the end of the year at the sub rate (\$175), or carried over to the next year on a 1-for-1 basis (up to a maximum accrual of 5 days).

If you have any questions, please contact your building rep or the LWEA office for assistance.



Need help with voting?

Do you need more information regarding a candidate or ballot item in the upcoming election?

You can go to [WEA Voter Guide](#) to get information on candidates and initiatives that are pro-student and pro-union. (from your personal device during non-work hours).

Remember—ballots must be postmarked by November 6 in order to count in this election.

Marketplace

Ads are run in the Update on a first come, first served basis. All ads need to be in written form. Send directly to [Sheila Hagerman](#) in the LWEA office.

All ads are subject to the approval of the LWEA Executive Committee and may be edited for length.



Oct 25

Newbie Night

Oct 30

PGP/PGE Course

Oct 31

Ghosts & Goblins

Nov 3

Game Based
Learning Course

Nov 4

Daylight Saving Time
"Fall Back"

Nov 8

Cert 101 Course

Bad weather can affect schools

When the wind, rain, flooding, and snow arrive, it's important to fully understand the intent of contract language that we have related to inclement weather and reporting to work (see Section 12.10).

In the event the District determines the need to delay the start of school, teachers are to report to work one hour before the newly announced start time.

If you don't get to work because of inclement weather conditions, you may use annual leave (after calling in).

Staff who report to work on a day when school closures are announced late (after 5:30 AM for secondary staff and 6:30 AM for elementary staff) shall be paid 2 hours at the time card rate (\$50/hour). This is intended to compensate those individuals who have already left for work before the school closure announcement was made. "Announced" means the time at which the District notifies the media, not the time the media makes the announcement, nor the time you are actually notified.

Best way to get notified – download the Flash Alert app and subscribe to LWSD notifications.

FOR SALE

Lenox Fine China – Weatherly Eight - 5 piece place settings, Two – 9" oval bowls, Two – 9" round bowls, One – 16" platter \$1,000 Contact Michael Chapin 425-885-7346 or musichapins@gmail.com LIKE NEW

Fostoria Crystal Stemware – Reception 8 Water Goblets & 8 Wine Glasses \$200 Contact Michael Chapin 425-885-7346 or musichapins@gmail.com LIKE NEW

Housemate in Sammamish:

Female housemate wanted for a large, spacious bedroom w/private bath in Sammamish. Plenty of parking & beautiful spacious lot w/wrap-around porch and patio. An option for a furnished bedroom or an unoccupied bedroom. Includes W/D, utilities, wireless network and storage. Initial 3 month lease – then option for longer. \$850/month Owner is Para Educator/Teacher Contact Julie at 206-235-9998

BelRed Dentists:

We provide top-notch oral care in general dentistry and specialties including endodontics, periodontics, and pediatric dentistry. Located in Redmond. Call us at 425-641-5000 or visit our [website](#)

