



Update

January 31, 2019

Teachers Returning from Leave for 2019-2020

Teachers who have been granted a leave of absence without pay and benefits for the current 2018-2019 school year will be returned for the 2019-2020 school year to the same building/program assigned to prior to the leave, provided such position is available and the leave did not exceed one full year.

Human Resources (HR) will notify teachers on such leaves in early February 2019 that they are obligated to notify the District of their intention to return upon the expiration of their leave no later than March 1, 2019. Should a teacher fail to notify HR of his/her intention, the District will assume that teacher has resigned effective the last day of school of the 2018-2019 school year. The teacher's position will be deemed vacant and subject to fill or elimination based on staffing needs.

Teachers must submit confirmation to HR on or before March 1, 2019 that they will proceed with one of the following:

- Return from leave for the 2019-2020 school year;
- Resign or retire their position; or
- Request an additional leave of absence for the 2019-2020 school year.

These requirements apply only to voluntary leaves of absence and do not apply to teachers on leave due to illness. Refer to LWSD/LWEA Collective Bargaining Agreement Section 19.11, Leave of Absence, for more information.

**In
this
issue**



- Paid Family Medical Leave Premiums (2)
- Dues are **NOT** Tax Deductible(2)
- Cash Out Sick Leave? (2)
- ADK Scholarship (3)
- Career Fairs (3)
- Member Lobby Day (4)

Paid Family and Medical Leave Act Premiums - Get the Whole Story

Lots of misinformation is circulated about the PFMLA (Paid Family and Medical Leave Act). Here's the complete story. First off it is more like an insurance premium than a tax. Secondly, the way the law is written any organization (like LWEA) that has a contract in place as of 1/1/2019 (like we do), is exempt from this requirement until we bargain a new agreement. Therefore, any portion of a LWEA members' salary that is part of that bargaining agreement, is exempted from the collection of that premium until 2021. As part of our 2021 bargaining, we can negotiate how much of the premium is paid by the district and how much is paid by the member. However, the LWEA does not represent coaches. So, if a member is also a coach, that member's coaching stipend is subject to the premium collection. That employee premium amount is .2533%. In other words, on a \$4,800/yr stipend, the coach would pay \$1.01 to the Paid Family and Medical Leave fund.

Howard Mawhinney – President/Lake Washington Education Association



Union Dues are

NOT Tax Deductible

Union dues are no longer tax deductible – tax reform changed this previously allowed deduction. Check out this link to find out more:

<https://www.hrblock.com/tax-center/filing/adjustments-and-deductions/deducting-union-dues/>

Disregard the information from last weeks Update – apologies for the confusion.

A big thanks to Thomas Mihara, RHS, for catching this error.

If you have any questions, please contact [Terri Neely](#) in the LWEA office.

Cash out your sick leave?

Each January, employees have the opportunity to convert last year's unused sick leave to cash. As designated by state law, employees must first accumulate 60 days of unused sick leave. After that point, any unused days from the prior year's allocation (not your total accumulated sick leave) can be cashed-out on a 4-for-1 basis.

Those who qualify for the Annual Sick Leave Buy Back received an e-mail on January 24, from Alyce Bredehoeft, indicating that it's possible to buy back their unused 2018 annual accrual sick leave minus any days that were used during the calendar year 2018. **(if you did not receive an email you are not eligible to buy back sick leave at this time)**. To participate in the Buy Back program, you must notify [Alyce Bredehoeft](#) in Payroll of your intent. Payroll will send out the appropriate paperwork which must be signed, and the **original returned to the Payroll Office by February 8, 2019.**

Anyone considering a cash-out of sick leave should be reminded of these points:

- You can accrue up to 204 days (1,530 hours) on the books. Your sick leave days can also be used for yourself and for seriously ill or injured spouses, partners, children, parents, and grandparents. You may want to consider building your balance up to the maximum of 204 days before cashing out days so that you're covered for the maximum amount of time.
- When you retire, you can cash out up to 180 days on a 4-for-1 basis and put that money in a tax-free account (VEBA) to pay for medical expenses after retirement. If you're planning to teach until you retire, you may want to build up your sick leave balance to at least 180 days so that you have a tax-free fund to help with post-retirement medical expenses.

LWEA Office

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ADK Scholarship

The Beta Iota Chapter of Alpha Delta Kappa, the international honorary organization for women educators, is pleased to announce a \$500, nonrenewable scholarship for a certificated female staff member currently employed in the LWSD.

The scholarship must be used for courses that are required for professional employment or advancement with either a Bachelors degree in the field of education that is different from any previous area, a certification program (CTE, Pro Cert, National Board), or a Masters degree in any area of education.

The deadline to submit applications for the 2019 scholarship is 11:00 PM on Tuesday, April 30, 2019. The winner of the scholarship will be awarded at the annual Retirement Tea in June at the LWSD Resource Center.

Scholarship applications are available by contacting [TERRI NEELY](#) in the LWEA office.

We all know great teachers, please share this information!



Educator & Administrator Career Fair

Saturday, February 2
11 a.m. – 3 p.m.



Lake Washington High School
12033 N.E. 80th Street
Kirkland, WA 98033

- Hiring for all teaching and administrative positions.
- Please bring resume to share
- Apply online at:
www.lwsd.org/employment/careers
- For more information, visit:
www.lwsd.org/employment/career-events



Why Lake Washington School District?

- Community support
- Student-centered
- Professional development
- Technology
- Tradition of excellence

Can't Make the Career Fair this Saturday

Mark Your Calendar for our next Career Fair on

Saturday, March 9 @ the Resource Center 9AM – 12PM

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.



Feb 2

WEA United for
Safety Conf

Feb 5

Executive Comm Mtg

Feb 6

LWEA Elections Open

Feb 14

Valentine's Day



Feb 14-18

Mid-Winter Break

Feb 18

Pres Day/Lobby Days



VACATION:

Enjoy the **Sandpiper Cottage in Oyhut Bay** (Ocean Shores). Fully furnished, stocked kitchen, W/D, gas fireplace, + ADA ramp in back. Sleeps 4+ Coffee house, bistro & grocery store nearby. Lots of family activities and places to go (lake & ocean). Contact Karen (rental manager) at 360-209-1886 ext 1, M-F 9-5. (Pam Drake, RHS)

FOR SALE:

2003 Honda Odyssey: Dark blue, great condition. Only 82,000 miles. Well maintained, one owner. \$5,500 Kathy Dennis (Redmond EI) 425-200-0922

2019 WEA Member Lobby Day

The 2019 WEA Member Lobby Day will be held on Monday, February 18th, President's Day, at the Governor Hotel in Olympia. The hope is that holding Lobby Day on a holiday will enable more WEA members to join the annual lobby day activities. Members are invited to join the LWEA Lobby Team leaders at 9:30 in Olympia for scheduled visits with legislators from the 45th (and possibly 48th and 1st) beginning around 10:00 AM. This is LWEA members opportunity to visit with legislators to promote the 2019 WEA Legislative Agenda and voice any concerns about specific legislation.

Together We Are Strong

