

March 7, 2019

Social Media – Know Your Rights Before You Post

Free speech, personal blogs, & public employment

Do teachers have the same rights to free speech as the rest of the country? Not really. It is a general rule that school employees can be disciplined for off-duty conduct if the school district can show that the conduct had an adverse impact on the school or the teacher's ability to teach. Over the last few years, this general rule now has the support of a growing number of court decisions.

Social media such as Facebook or Twitter are providing opportunities for many teachers to test the boundaries between free speech and common sense. Don't school employees have the right, on their own time, to post about their private lives without fear of losing their jobs? Not really, and especially so if the post includes sexually explicit or other inappropriate content and is viewed by students. Teachers have been terminated because they posted their drinking habits, sexual practices, sexually explicit pictures and/or videos, or have used social media to carry on inappropriate relationships with students.

We advise the wise use of social networking. Don't post anything you don't want the entire community to see. This community includes your students, their parents, and their lawyers.



**In
this
issue**



- LWEA Equity 4 All Conference (2)
- Freedom Foundation Again (2)
- Prevention Safety Conference (3)

- Educ Support Professionals Week (3)
- Daylight Savings Time (3)
- Shared Leave Request (4)



Developing student-focused strategies to close the achievement gap and increase student academic success.

LWEA Equity 4 All Conference

Register Today!



Saturday, March 23

8:00 AM – 3:30 PM

International Community School

11133 Northeast 65th Street, Kirkland

Participants will engage in meaningful learning opportunities and examine practices in schools and classrooms for the purpose of developing student-focused strategies to close the achievement gap and increase student academic success. Examples of 2019 LWEA Equity for All Conference topics include the following: Understanding the Diverse Cultures of our Community, Institutional Racism and Implicit Bias; Developing Culturally Responsive Strategies for the Classroom; Techniques for Infusing Restorative Justice Practices into the Classroom; and Ways to Meet the Needs of All Learners.

See [flyer](#) for more information and Registration Link

Freedom Foundation Is At It Again

We've just learned of yet another new tactic of the Freedom Foundation to try to attack our union rights. This time, they have mailed a packet to school district HR directors in attempt to define how to interpret and apply the Janus decision related to dues deductions and other union rights. Of course, WEA disagrees with key points the FF is pushing.

The main purpose of this message is to alert you to the new tactic. If you start to see unusual questions, actions or challenges related to union rights coming from your HR department, please notify your council staff and work with them on how to best address the issues.

As we've noted before, we should expect the FF to continue these attacks on our union and membership, in part because they continue to fail. Our union is as strong as ever. We will continue to notify you whenever we learn about a new tactic. In the meantime, don't forget that we have information and materials [online](#) and in EdCommunities for your use to communicate pro-union messages with your members, and how to define the anti-union groups who oppose our ability to fight for students, public education and union rights.

WEA, and our locals, are united and strong in advocating for our students, public education, and ourselves. Working together, we have fought for – and won – historic increases in funding and negotiated significant salary increases for many of our members. Our work is not done, and we need to remain united to secure salary gains for all members, restore local levy flexibility, improve student safety, and expand professional development opportunities for all.

Together, we achieve great things for our students

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Prevention Safety Conference

Are you prepared for a crisis at your school or worksite? As school employees, you know the importance of being aware and alert to your surroundings for the safety of your students, parents and fellow colleagues. We are offering a one-day safety conference in N.W. Washington.

Registration is free to WEA members.

What: WEA's Partners in Prevention Safety Conference

When: Saturday, March 23, 2019 -- 9 a.m. - 2 p.m. (boxed lunch served)

Where: Southridge High School -- 3520 Southridge Blvd., Kennewick, WA

Hear from experts in the field on suicide awareness and prevention, bullying awareness, active shooter training, how to de-escalate student behavior and other exciting topics. Learn and practice valuable and enriching tools and techniques you can use before, during and after a crisis. View all course descriptions [here](#).

[Register here](#). Questions? Contact [Robbye Sanchez](#) at 253-765-7019.

Education Support Professionals Week, March 11-15



Take time to thank the classified staff in your building who work so hard to keep LWSD schools running. They keep the walls standing!!

Don't Forget - Daylight savings time

Starts this Sunday, March 10



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.



March 8
Leap Day

March 12
Rep Assembly

**March 13 &
March 14**
Behavior Support for
Special Education
Students

March 15 - 17
NEA Leadership
Summit

March 19
Erasing Debt

March 20
Wine & Wisdom

Shared Leave Request

- **Suzanne Womble**, Assessment Specialist at the Resource Center, is expecting a baby in this month. She is requesting leave donations for her longer-than-expected medical/maternity leave. Thank you so much for your support!

FOR SALE:

2012 Subaru Forester: 2.5X Premium - \$12,000. Excellent condition, 79,250 miles. Heated seats, blue tooth, sun roof, maintenance always done per recommended schedule. Pictures available. Contact Grace Brady at gbrady17@gmail.com

Convertible Bug! 2007 VW Beetle 5-speed transmission, 53K miles. \$5,850 Some cosmetic issues (door was keyed, wear mark in top) and cruise control does not work. Super clean and fun car to drive! Contact Nelson Taggart nelson_taggart@hotmail.com (Karyn Taggart, Kamiakin)

Microfiber Couch and Loveseat: FREE to good home. Burgundy solid color – camel back with attached cushions. About 10 years old, have been in the living room and vacuumed regularly. Email for pictures: mjnelsonartist@gmail.com or call 425-828-0844. (Melissa Nelson, ICS)

nea Click
& Save

Corporate Rates
on Tax Software

Have you filed your taxes yet? We wanted to remind you that members of NEA have access to special pricing on popular software. Remember, the earlier you file, the sooner you will get your refund.

[Explore Your Options >](#)

Top 3 Tax Services for Members:



Save Up to \$20
+ Earn 5x WOWPoints



25% Off
+ Earn 5x WOWPoints

credit karma

Max Refund Guarantee