



# Update - Stay Connected

September 5, 2019

## Welcome to the 2019-20 school year!

Your union, the Lake Washington Education Association, takes great pride in serving the needs of our members. We work for you...actually, we are you. We are the totality of over 2,000 members. The teachers, counselors, library media specialists, school psychologists, SLPs, OTs, PTs, and other Support Specialists of the Lake Washington School District. Through your Executive Committee, Building Reps, and countless others who volunteer their time to support their fellow members, our goals are:

- To advocate for members' legal, professional, contractual, and human rights.
- Be an integral part of educational decision making in the Lake Washington School District.
- Promote the professional growth of members.
- Foster increased community support for and involvement in public education.
- Provide timely, transparent communication among all LWEA members and leadership.

We believe our job is to make your job easier, so you can spend your time on what you do best – teaching, counseling, working with students, collaborating with colleagues.

Members of your Executive Committee are:

- President – **Howard Mawhinney** / LWEA
- Vice President – **Katie Badger** / LWEA and RHS
- Ethnic Minority Rep – **Maryziel Galarpe** / Blackwell Elementary
- Special Services Rep – **L. Cookie Grant-Suggs** / Dickinson and Rush Elementary
- Specialist Rep – **Marilyn Hargraves** / Lake Washington HS
- Primary Rep – **Patti Cook** / Rush Elementary
- Intermediate Rep – **Cathey Hettinger** / Barton Elementary
- Middle School Rep – **Kyla Thompson** / Finn Hill MS
- High School Rep – **Rachelle Horner** / Eastlake HS

This group is responsible for fulfilling the programs and policies as determined by the Representative Assembly (our building reps) of the LWEA. The Executive Committee exercises the general authority of the Representative Assembly between its meetings. As defined by our Constitution and Bylaws, the term of office for these positions is one year and office holders may run for re-election.

**In  
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## Know Your Contract Language:

### Missing Sub Plan

Reminder: Create your building sub plan in accordance with the following contract language:

#### Section 12.8 Covering Classes

Section 12.8.1 Whenever an employee is asked to cover classes by an administrator in an emergency because no substitute is available and if the employee loses planning time, the employee shall be compensated at the Timecard rate pay (\$50/hr) for the missed planning time.

Section 12.8.2 Each building's leadership team and principal will create a plan for the predictable and equitable assignments of specialists and other staff to cover unfilled teacher absences. At the elementary level, specialists will include librarians, music and PE teachers. The plan is to be created by October 1 of each year. In situations where there is no one else available, teachers may be pulled from professional development trainings in District to cover unfilled teacher positions at their own buildings. Use of teachers in their first or second year of teaching to cover unfilled teacher absences will be minimized to the extent possible.

Section 12.8.3 To address the impact of elementary P.E., Music and Librarian specialists needing to realign lesson plans for classes that are cancelled when they are required to serve as a substitute, such specialists will be compensated based on the following:

1 to 3 ½ hours of substituting    1 hour Timecard pay  
Over 3 ½ hours of substituting    2 hours Timecard pay

**Work with your principal to create a Missing Sub Plan by October 1.**

## Duty Free Lunch, Split Assignment, Travel Time, Extended Work Day

#### Section 12.5 Duty Free Lunch Period

Employees will have a duty-free lunch period of thirty (30) continuous minutes per workday.

#### Section 12.6 Split Assignment

Should a teacher be given a split teaching assignment requiring the employee to travel between buildings during their work day and/or week, a meeting with the employee and principals will be held to assure that there is agreement regarding the teaching assignment and expectations. The employee may request an Association representative attend this meeting. Individuals who have a split assignment are expected to attend one set of meetings required of other staff. Those individuals who teach a curriculum and who are directed to attend a particular meeting, such as Curriculum Night, in more than one (1) building will choose to be paid at their hourly rate or receive compensatory time, as mutually agreed upon by the individual and the administrator.

**Section 12.6.1 Travel Time** Employees who have a split assignment will have scheduled reasonable time, including packing and setting up for such travel. If the employee is scheduled to travel during his/her planning period, such employee will be paid for the planning time lost due to such travel. Split assignments, wherever possible, will be kept within the same learning community and/or neighboring schools.

**Section 12.6.2 Extended Work Day** In cases involving extending the workday beyond contractual limits, the District shall adjust the workday. Additional time shall be paid at the teacher's per-diem rate. During any additional unassigned time, the teacher shall be assigned to assignment-related tasks.

### TEACHERS SUPPORT LWESP



Show your support by wearing a "I Support My Classified Colleagues" sticker at work until a fair settlement is reached.

#### LWEA Office

10604 NE 38th Place, Suite 212  
Kirkland, WA  
425-822-3388



#### Office Staff

Office Manager: Terri Neely  
Admin Assistant:  
UniServ Rep: Will be announced at  
the 9/17 Rep Assembly

## SEBB Updates

### LWEA Officers and Executive Committee

**President:**

[Howard Mawhinney](#)  
LWEA Office / 425-822-3388

**Vice President:**

[Katie Badger](#)  
LWEA Office / 425-822-3388

**Primary Rep:**

[Patti Cook](#)  
Rush / 425-936-2690

**Intermediate Rep:**

[Cathey Hettinger](#)  
Barton / 425-936-2480

**Middle School Rep:**

[Kyla Thompson](#)  
Finn Hill / 425-936-2340

**High School Rep:**

[Rachelle Horner](#)  
EHS / 425-936-1500

**Specialists Rep:**

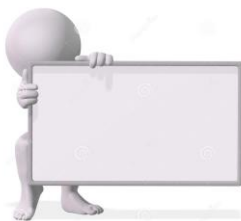
[Marilyn Hargraves](#)  
LWHS / 425-936-1700

**Special Services Rep:**

[Cookie Grant-Suggs](#)  
Dickinson / 425-936-2530

**Ethnic Minority Rep:**

[Maryziel Galarpe](#)  
Blackwell / 425-936-2520



### Time changed for September 18 Facebook Live event:

We heard you! We changed the time of our September 18 Facebook Live event to 5 p.m. to better accommodate school employees' schedules. Employees and Retirees Benefits Division director Dave Iseminger will answer your employees' questions about the SEBB Program during the hour-long session. If you missed our first Facebook Live event on August 21, [view the recording](#).

### Open Enrollment for SEBB Benefits:

October 1 – November 15 is the Open Enrollment period to sign-up for SEBB benefits that go into effect on January 1, 2020. Information can be found on the Staff Portal: [SEBB Benefit Link](#)

### Limited Open Enrollment September 10–19 for Current Benefits:

There will be a limited OE for current employees who need to make a change to their plan choice effective November 1, 2019. Any changes made during the limited OE will only be effective November 1, 2019 through December 31, 2019. If you do not need to make any changes to your current benefits, you do NOT need to do anything during the limited OE period. Your current benefits will stay the same through December 31, 2019. Your SEBB benefits (elected Oct 1 – Nov 15) will become effective January 1, 2020.

## Explain the Days

The LWEA has put together this informational brochure to explain the different days that are provided within the LWEA/LWSD negotiated contract. Use this link to find [Explain the Days](#).

If you have any questions about the days in this school year calendar, please contact the LWEA office for assistance.

## Did you change your name or address?

If you moved or your name changed over the summer, please take a moment to notify us. We try to keep our membership records as up to date as possible and we want you to be assured of receiving the NEA and WEA publications on a timely basis. Contact [Terri Neely](#) in the LWEA office.

Remember that you should also notify the district of these changes.

## Newbie Nights

Join us for the first Newbie Night of the 2019-20 school year. It is a professional development series for newer teachers (fewer than 6 years). At our first session we will discuss: Classroom Management: Why Don't My Students Do What I Tell Them? Come for an evening of hospitality, dinner (free) and the opportunity to discuss and share strategies for surviving the first few years. For more info see this [flyer](#).

## Marketplace

Ads are run in the Update on a first come, first served basis. All ads must include a home email and/or phone number. Send directly to [Terri Neely](#) in the LWEA office.

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



**Sept. 6**

First Day - Kindergarten

**Sept. 10**

Limited Open Enrollment  
Opens

**Sept. 10**

Exec Committee Meeting

**Sept. 11**

Weds Early Release

**Sept. 12**

First Day - Preschool

**Sept. 17**

Rep Assembly

**Sept. 18**

Newbie Night

The New York Times 1619 Project is a comprehensive series detailing the lasting legacy of slavery in almost every area of public life in America. 1619 marks this month's 400th anniversary of the arrival of the first enslaved people brought from Africa to the then-Virginia colony.

**NEA is partnering with The New York Times to distribute this touchstone resource to educators and activists for free.** We hope you will use it to foster real dialogue around issues of racial justice in education, examine policies and practices in your school system and community, and mobilize and take action for education justice.

**[Reserve your FREE copy of the 1619 Project today. We'll also give you resources to help you frame your lesson plan and discussions.](#)**

### Fred Meyer teacher appreciation, 10% discount until September 11

Fred Meyer is offering a 10% discount to teachers **every Wednesday** throughout the summer. This discount is valid to all teachers and school employees with school ID. [View the flyer for more information.](#)

#### WANTED

**Glider and Ottoman:** Looking for new or slightly used glider for new mother. Contact Terri 425-443-2619 (Terri Neely, LWEA)

#### FREE

**Furniture:** One Ikea Kallax storage unit, 2x4, high gloss red. Three Ikea Billy bookcases (2 birch, 1 oak) Email [brittgalen@gmail.com](mailto:brittgalen@gmail.com) (Britt Galen, Kamiakin MS)

#### FOR RENT

**Condo:** 980 sq ft condo w/2 bedrooms, 2 bath, 2 parking spots. W/D included. Ground level, fenced backyard. Small dogs under 20 lb, no cats. Access to residence shared building – BBQ, workout facility, TV/kitchen. \$2100/m including water & garbage. Contact Kari Ely [elykari@hotmail.com](mailto:elykari@hotmail.com) 425-829-5557 (Kari, Rose Hill EI)

#### FOR SALE

**2004 Toyota Corolla:** \$3300 Power doors & windows, AC, CD, auto transmission. Clean record, 139k miles. Contact Alison 206-612-8169 (Alison Short, Bell)

**Portal Virtual Reality Arcade:** Looking for a fun field event for your school group? PVR Arcade in Bellevue, Contact Tim 206-595-4818