



Update - Stay Connected

November 1, 2019

Ever wonder what the role of a building rep is?

Building reps are there to support you, listen to you, and advocate for you. Reps spend many hours volunteering to represent you, and LWEA could not function effectively without them. Next time you see your reps, give them a big thanks for all the work they do on your behalf.

Here are some things that building reps do:

- Help answer your questions about the contract.
- Work collaboratively with building administration and members to help resolve conflicts.
- Ensure that members receive communications from LWEA.
- Represent you at monthly LWEA building rep meetings.
- Hold LWEA building meetings in your building.
- Hold monthly labor-management meetings with your building administration to address building concerns that have been gathered from members.
- Attend meetings between members and administration when members request it.

Here are some things we ask building reps **not** to do, and instead contact the LWEA office for assistance:

- Participate in evaluation meetings of members or represent members who have concerns over their evaluations.
- Represent members in employee discipline.
- Mediate significant conflict between individuals or members of a team.
- Solve problems for individuals without any participation by the individual in the resolution.

When an individual has a concern or an issue, here's what we ask reps to do:

- Listen for understanding without passing judgment.
- Seek information and clarification by asking questions.
- Encourage the individual to document their concern in your building Member Input Form.
- If possible, encourage the individual to address the concern directly in a meeting with administration; offer to accompany the individual if the person is uncomfortable going in alone. The role of the rep in this situation is to take notes, ask clarifying questions, and help the parties reach a collaborative resolution.
- If not possible, bring the concern to building labor management for discussion and resolution. The role of the rep in this situation is to understand the concern as completely as possible (including the point of view of the member, the context of the issue, the impact to teaching and learning, and how the contract may or may not apply) and work collaboratively with administration to resolve the issue.

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Rep Refresh

- **Why:** An opportunity for Building Reps to get together and discuss roles/responsibilities
- **When:** Thursday, November 21, 4:30-6:00PM
- **Where:** LWEA Union Office

Food and drinks will be served.

RSVP: [Terri Neely](#)



Newbie Nights – Join Us

- **Who:** Designed for teachers with 6 or fewer years of teaching experience (if you have more than 6 – come any way).
- **What:** A Professional Development series providing an opportunity to hear from experts on various topics as they share strategies for surviving in the classroom.
- **When:** Wednesday, November 6, 4:30-7:00PM Dinner will be provided.
- **Where:** LWEA Union Office
- **How:** Register by contacting [Terri Neely](#)

Our topic for this session is: **Making It To Winter Break!** We will discuss:

- How to PLAN for work-life balance – tips and strategies to leave work feeling confident for the next day so you can plan activities for you.
- Strategies to keep your students (and yourself) engaged and motivated as the weather turns colder and the days grow darker.

FREE clock hours to all LWEA members.



TEACHERS SUPPORT LWESP



Show your support by wearing your **RED** button every day!

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



Office Staff
Office Manager: [Terri Neely](#)
Admin Assistant:
UniServ Rep: [Katie Bishop](#)

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:

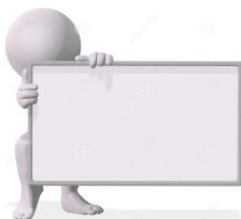
[Cookie Grant-Suggs](#)

Dickinson / 425-936-2530

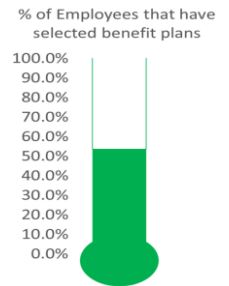
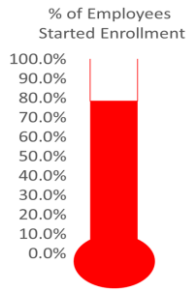
Ethnic Minority Rep:

[Maryziel Galarpe](#)

Blackwell / 425-936-2520



SEBB Update.....Steady Progress



- 2,784 employees that have created a login and claimed their account or about 78%
- 1,903 employees that have selected their plans or about 54%
- **14 days left** before SEBB closes

Benefit Fair

LWSD and The Partner's Group will be hosting a Benefit Fair on Wednesday, November 6th from 3:00-7:00PM at Redmond Middle School. SEBB providers that will be in attendance:

- Kaiser Permanente (3-4 reps)
- Premera (1-2 reps)
- Regence UMP (3-4 reps)
- Willamette Dental
- Delta Dental
- Davis Vision
- Standard (LTD)

Drop-In Dates at the Resource Center

Payroll staff and American Fidelity will be available to assist with enrollment on these dates (No appointment necessary):

- **Friday, November 1st**, 4:00 pm – 7:00 pm
- **Saturday, November 2nd**, 9:00 am – 4:00 pm
- Saturday, November 9th, 9:00 am – 4:00 pm
- Tuesday, November 12th, 4:00 pm – 7:00 pm

SEBB Emails and Robo-Calls

You may have received or will receive an email and/or Robo-call regarding your SEBB enrollment. The messages they contain are VERY important – **if you so not enroll or opt-out of your SEBB benefits by Nov. 15, you will be defaulted.**



**Daylight Savings Time ends
this Sunday, November 3!
Don't forget to fall back!**

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.



Nov 3

Daylight Savings

Nov 4

Cert 101 Teachers

Nov 5

Exec Committee Mtg

Nov 5

Election Day



Nov 6

Newbie Night

Nov 11

Exec Committee Mtg

Social Networking Protect Your Career

While social networking, such as Facebook and Twitter, is an effective way to keep in touch with friends and family and to connect to the broader world, school employees need to take precautions to make sure their posts don't jeopardize their careers.

Here are some suggestions to protect you in your role as an educator:

- ✓ Make sure your privacy settings allow only your friends to view your profile and your posts. Be aware that privacy settings are not absolute, though.
- ✓ Sort your friends by groups so that those in a work group, for example, don't have access to your posts in your close friends group.
- ✓ Be vigilant what others post about you. "Un-tag" photos of yourself that you wouldn't want students or parents to see.
- ✓ Before posting something, ask yourself, "Would I want my (principal, students, parents) to see this?" Be careful about places you "check in."
- ✓ Be careful about linking your Facebook page with other social networking sites. If you update your status on a linked Twitter account, it will publish it to Facebook where others might see it.
- ✓ Don't accept friend requests from current or potential students or their family members.
- ✓ Don't accept a friend request from anyone you don't know personally.
- ✓ Don't join groups that may be considered unprofessional or inappropriate.
- ✓ Don't post vulgar or obscene language, materials, photos or other links that may be considered unprofessional. If you wouldn't want to see it on the front page of the newspaper, then don't post it.
- ✓ Don't post negative information about your students, co-workers, or administrators. Even though you may think it's safe, these things have a way of getting out.

Monitor what's being published about you. Do a Google search on yourself to see what information others can access about you. You may want to set up a Google alert that will send you an e-mail any time you are published. To set up a notification, go to www.google.com/alerts.

FOR SALE

2010 Toyota Corolla LE: Silver, 71K miles, new tires, service records. Excellent condition. \$6,500 Contact Darren 206-778-1073 (Nancy Miller, Frost)

Remember that your ballot must be postmarked by November 5!

