



Update - Stay Connected

June 11, 2020

I am writing to notify you of significant changes in LWEA.

On Tuesday at the Rep Assembly I shared this statement from Howard: *"I want to express my admiration and gratitude for your efforts during the COVID outbreak. Unfortunately, our work is not yet complete. Next fall will be every bit as challenging as the past three months have been. I am extremely saddened that I will not be with you for a significant part of the summer as the LWEA collaborates with the District on plans for reopening schools in the fall. As of Monday, I have asked Vice President Katie Badger to temporarily assume the responsibilities of the President of the Association. This decision follows an emergency Executive Meeting last Friday at which I detailed an unexpected and serious health concern requiring immediate surgery. The minute I am able to do so, I plan to return to the LWEA and resume my responsibilities. See you soon."*

Last Friday, our Executive Committee unanimously approved a motion for Howard Mawhinney to be placed on paid leave while he recovers. Per Howard's direction to our Executive Committee, as Vice President I will assume the responsibilities of the President until Howard's return.

Many of us know Howard through his work as a teacher and in our organization, and I'm sure many of us will be keeping him in our thoughts over the next few months. If you would like, please send cards to the LWEA office: 10604 NE 38th Pl, Suite 212, Kirkland, WA 98033. There will also be a collection bag outside the LWEA office where you can drop cards. For more information on ways to help, contact [Terri](#).

As Howard recovers, we have reorganized our communication channels. We are asking for your patience. Questions and concerns can always be directed to your building rep or as follows:

- For questions from **Elementary staff, Counseling Specialists, ESAs, and SpEd Teachers**: LWEA Uniserv Director Katie Bishop (KBishop@washingtonea.org)
- For questions from **Secondary staff, Elementary & Secondary: Librarian, Itinerant Music/PE Teachers, ELL/SN Teachers**: LWEA VP Katie Badger (Katie.Badger@washingtonea.org)
- For questions regarding the **Professional Fund, Leaves, and SEBB**: Terri Neely (TNeely@washingtonea.org)
- For questions regarding **LWEA membership and enrollment**: Lama Chikh (LChikh@washingtonea.org)

I want to remind you that LWEA functions because many of our members are involved. Our organization's work is initiated, conducted, and sustained by our members, including our elected executive board, our building reps, our budget committee and our elections committee, our competency teams (organizing/communicating, advocacy/leadership, and budget/finance), our affinity groups, plus members who continue to participate in various bargaining groups and initiatives. LWEA is always seeking ways to engage the expertise and passion of our members in union work. If you are interested in becoming involved, send me an email at katie.badger@washingtonea.org

While the role of President is new for me, I've been around LWEA and the district for some time. I'm closing the books on year 22 of teaching, and next year will be my 20th with LWSD. I've spent my entire life in public schools and became involved in LWEA because someone asked me to participate. The more involved I became, the more I noticed... "Hey, that's a problem. What are we doing about it?" I found building rep work rewarding and was elected to our Executive Board. Last year I ran for Vice President to support and play a part in growing member involvement in our union.

My goal over the summer is to bring continuity to our organization. That means we will continue to bring members together as we build a strong, relevant union, and that many members will have a hand in the work.

Please have a relaxing summer. Make sure that you can receive our updates on **summer bargaining**: join our text line (text LWEAINFO to 414-11) and ensure that we have your home email on file. To update home email contact [Lama](#).

In Solidarity,
Katie Badger

**In
this
issue**

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- **LWEA School ReOpening Survey (3)**
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- **Deadlines: Prof Fund, Contract Sign, Annual Leave (4)**

BLACK LIVES MATTER

Black Lives Matter Seattle-King County has called for a statewide day of action in support of all black lives in Washington state on Friday, June 12. WEA and LWEA support members who wish to participate in this day of action.

How you can participate

- Silent march; details [here](#).
- Contact your [elected officials](#).
- Donate.
- Educate yourself on how to be anti-racist and not non-racist. We have some tools on [our website](#).

Our advice to members who want to participate on the June 12 day of action

- DO: Flex your day or use an annual leave day; our workday is 7.5 hours. Be mindful that for some it is the last student day to turn in work so avoid cancelling student meetings. Abide by the [Code of Professional Code](#).
- DON'T: Do not use a sick day to attend. Don't defame your employer.

Further Action

- Educate yourself on [being an ally](#).
- [Speak at a school board meeting](#) or [contact the Board of Directors](#). LWEA Executive Committee is organizing members to attend the June 22 Board of Directors meeting. We will share information over our text line about how you can participate. Have you joined? Text LWEAINFO to 414-11.
- Change your practice.



SAGA, the Sexuality and Gender Affinity group sponsored by LWEA has finished our Pride video. Thanks to everyone who participated. <https://www.wevideo.com/view/1726129655>

We truly appreciate your support in helping us get this group established and engaged.



Pass the Pencil video message to students and families

As we close in on the end of the school year, we want to share a message with students and families. Karyn Taggart has created a FlipGrid that allows you to be a part of our LWEA message. Use this link <https://flipgrid.com/6cb18bf5> to record your message ASAP. Karyn will stitch them all together into a video.

LWEA Office

10604 NE 38th Place, Suite 212

Kirkland, WA

425-822-3388



Office Staff

Office Manager: [Terri Neely](#)

Admin Assistant: [Lama Chikh](#)

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

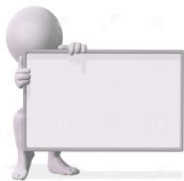
Special Services Rep:

[Cookie Grant-Suggs](#)
Rush / 425-936-2690

Ethnic Minority Rep:

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

**LWEA -
this is your union!**



LWEA Fall 2020 School Re-Opening Survey

While we are unsure about the exact composition of re-opening schools in the fall, here is what we do know:

- Our interests continue to be health and safety, equity, economic security, flexibility, and managing sensible workloads.
- LWEA has recruited a team of members who represent different interests across LWEA to guide and inform our conversations with LWSD.
- LWEA has secured dates to meet with LWSD to hold interest-based conversations about the reopening of schools.

We need to hear from ALL of our members! That means you.

Our team and LWEA leadership need your input.

Help guide our thinking on what re-opening the fall will look like.

All LWEA members should have received the survey on their home email. If you did not receive the survey, please contact [Lama](#) with your home email.

OSPI School Re-Opening Guidance

LWEA members- OSPI has released their guidance on next year. It is a 55-page document. Find the link to it here: <https://bit.ly/2MRiG40>

One thing is certain in our initial review- our year will begin in a different format. Our interests remain the same: health and safety, equity, economic security, flexibility, and managing sensible workloads.

We are taking the time to read, assess, and understand the full impacts of this document on the Lake Washington school district. One of our guiding interests has been to provide correct information as fast as we can, but we do not want to sacrifice accuracy for expediency. We appreciate your patience in this stressful time.

Our bargaining team will be reviewing this document to help guide us at the table to understand what is required and what is optional. To understand our local considerations also fill out our bargaining survey. Your input and the state guidance will be powerful tools at the table this summer.



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.



June 12

Contract Signing Deadline

June 15

Prof Fund Deadline

June 17

Exec Committee
Informal

June 20

Relax

COUNTDOWN!!



Professional Funds Deadline:

Your Prof Fund must be received by Monday, June 15

- ✓ Submit your [Professional Fund](#) documentation.

Ways that you can submit your information:

- Drop off your Professional Fund documents at the LWEA office, 10604 NE 38th Pl, Kirkland, Friday between 9am – 4pm or Monday between 9am – 2pm. There will be a drop off box outside the office door, Suite 212. I will do a pick up at 2:30 and deliver to the RC.
- **Electronic submissions will not be accepted.**

Signing Your 2020-21 Contract

There are approximately 7% of certificated staff that have not signed and submitted their contract for the 2020-21 school year. If you fall into this category, look for an email from HR and follow the directions on signing. **Tomorrow is the deadline!!** DO NOT contact HR to see if your contract has been submitted. If yours was not received or was incomplete, you were notified directly by Bill Rosen – check your email.

Employment contracts for the 2020-21 school year were delivered electronically via Skyward Employee Access. The first contract is the *Base Contract*, which covers the 180 workdays. The second is the *Responsibility Contract*, which outlines the professional duties necessary for certificated staff to perform outside their regular work day and also includes compensation for LEAP days.

Both contracts must be reviewed and electronically signed to ensure you have a teaching contract for the 2020-2021 school year. Failure to electronically sign and submit both contracts by **June 12, 2020** will be deemed a resignation, and the District will consider your position vacant and move to fill it accordingly.

Annual Leave

LWEA and LWSD have agreed to allow employees to accumulate up to 60 hours of annual leave in the 20-21 school year. In the 21-22 school year, annual leave accumulation will return to 37.5, per section 19.9.2 of the 2017-2021 LWEA/LWSD CBA. Your unused annual (personal) leave will be **automatically cashed out** at the sub rate of pay (\$184 per day). If you want to carry over days to next year, you must notify the district prior to June 30, indicating that you want to carry over your unused days (from the 2019-20 school year). Unused annual leave is carried over on a 1-for-1 basis.

Send your request to leave@lwsd.org – by June 30, 2020. Keep a copy of your e-mail and the auto-reply response from the District for your records.