



# Update - Stay Connected

September 2, 2020

## First Week: Familiar Routines and New Learning

Over the last few weeks, many members have shared with me how they've been preparing for the start of school. Consistently, members have said that they are excited, overwhelmed, optimistic, anxious, relieved, weary, and grateful. I also felt a mix of emotions last week, during a LEAP week like no other: I'm proud of the creativity, dedication, and passion of our members, and I have struggled with incredible amounts of new learning, destressed with exercise and some Yacht Rock, and been comforted by some familiar experiences (anyone else toss and turn the night before the first day of school?) and routines.

Here's what I've been up to since the start of LEAP week:

- Attending Teams Live sessions and RHS building meetings during LEAP week.
- Setting up my Teams and getting ready for my first week of class.
- Helping pack up the LWEA office. (We've moved! Into storage temporarily.)
- Touring our new office space. (It will be ready in November.)
- Problem solving with specific groups of members around the start of school.
- Helping new building reps get set up to work with staff.

When we started negotiations this summer, our bargaining team was overwhelmed with our task. As we turn our attention to working with students in a remote setting, there will be moments where you feel overwhelmed. The advice we shared with our bargaining group in June remains relevant for this moment: ask for help when you need it, establish routines that will help you avoid burnout, and engage this important and monumental task one step at a time.

Lastly, I want to acknowledge that this school year will present everyone with challenges: we are experiencing several crises at once. And some of our members are feeling the weight of these crises more acutely. Our Black members continue to experience unending racial trauma. Our educators of color carry a double burden of both experiencing racial injustice and unfairly having to explain it when asked *because* they are educators of color. Our members who are parents are teaching while simultaneously caring for their own children. Some of our members are struggling with their mental health. Some of our members must teach in-person with our most vulnerable students who cannot access remote learning.

When you feel lost, remember that teaching is relational. It is a calling for those who care deeply and feel deeply. Find your way back through your relationships with students and colleagues.

Katie Badger, LWEA Vice President and Interim President



## LWEA Member Survey

Welcome to the 2020-21 school year! In order for your union to better support each of you, we sent a short survey to your home email. If you did not receive the survey, first check your trash then contact [Lama Chikh](#). Your feedback will assist us in knowing how we can support you best during this year. It is a short 10 question survey and should only take 3-5 minutes.

Thank you for all of your feedback and have a great start to the new school year!

Gerry Wilson and Katie Badger

## FAQ for Specialists

If you are a Counselor, Librarian, Elem PE, Elem Music Specialist, ELL, SN, Highly Capable or TOSA: see the [Specialist FAQ](#)

## Know This ..... Use of Personal Devices

LWEA discourages you from using your personal devices (cellphone/personal computer/etc.) for your work as a public-school teacher. **Anything sent over your district email is considered public record. Any files/materials related to your work as a teacher that you create and save on a personal device are also considered public record.**

Anything that creates a record related to teaching while using a personal device is subject to a public records request. Apps like your work Outlook or Teams allows you to contain all the records created in relation to teaching inside those apps. That makes it easier for a teacher to hand over all relevant records if they are subject to a public records request because everything is in one “spot”. Our guidance from WEA legal is that *if* you do opt to use your private device (cellphone/personal computer/etc.) for work, that you find a way to archive those files/documents/pictures in such a way that you can locate them and turn them over easily if asked by the district. If you use your private device (cellphone/personal computer/etc.) for “public work”, then it could be subject to disclosure and public records requests. For this reason, you should not have work materials related to your position as a teacher on a private device.

## “Attendance” in Remote Learning

In bargaining this summer our teams discussed that LWEA represented members would try to treat a student absence like we would any other missed class. The missed instruction/learning could be made up at the teacher’s discretion. We worked to build connection time into the day and in a larger block on Wednesday for teachers to connect and support students as their needs dictate.

Attendance can now be captured in multiple ways, not just live attendance. It is not ideal that a student never attend a live lesson, but if they access remote work, that can be counted as attendance per the new attendance [WAC](#) (OSPI [Bulletin](#) on emergency rule regarding absences). If a student is not attending any live lessons, you should work with your building to perhaps use your equity hours to support students.

**LWEA Office is relocating. We will move into our Redmond location later this year.**

**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:

Mary Kay Weinmeister  
Rockwell / 425-936-

### 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:

Cathey Hettinger  
Barton / 425-936-2480

**LWEA -  
this is your union!**



**We want you on our Instagram!** Send us pictures of your remote teaching this week, and we'll be posting to Instagram this week and next week. Email pictures to Lama Chikh at [LChikh@washingtonea.org](mailto:LChikh@washingtonea.org)



## WEA Canvas Trainings

Here are some reminders about the WEA Canvas trainings:

- The trainings are paid for by an OSPI grant so they are open to everyone.
- Registration is free for participants
- Clock hours are provided for all trainings and are free to participants
- The **trainings are asynchronous** (self-paced) so participants can register at any time as long as they finish the training by June 30, 2021

### High Leverage Practices for Inclusive Classrooms - 15 Clock Hours

Participants will learn a set of equitable practices that are integral to the support of student learning in the general education setting. These 22 practices can be systematically taught, learned, and implemented by all educational professionals working with all students. The course will be organized into 4 separate essential functions: collaboration, assessment, social-emotional/behavioral, and equitable instructional practices.

<https://forms.washingtonea.org/forms/pdncanvas?cevid=6108>

### Intelligent Lives: An Inclusionary Practices Journey – 6 Clock Hours

During this course, participants will watch a segmented documentary about three pioneering young American adults with intellectual disabilities. Participants will engage in discussions and reflections and explore connections to educational practices that support the inclusion of students. Participants will:

- Understand the history and context of exclusionary education for people with intellectual disabilities
- Reflect on your understandings and beliefs about intellect and how it is viewed/used in education
- Explore educational practices that support the inclusion of students with intellectual disabilities

Registration Link: <https://forms.washingtonea.org/forms/pdncanvas?cevid=6109>

### Standards Based Grading to Promote Inclusion and Equity – 10 Clock Hours

Teachers will learn how standards-based grading can foster equitable learning environments that celebrate student growth and respond to student needs. Participants will learn about the “why” of grading and explore concepts of success vs. punishment, how we communicate with grades, and if our grades mean the same thing as our colleagues. With the support of research and classroom artifacts, teachers will articulate their own grading philosophy before creating a plan to integrate content-area standards into rubrics, learning targets, and gradebooks. This collection of resources will help you examine the purpose of grades in your classroom and transform your grading practices from points into passion for learning.

Registration Link: <https://forms.washingtonea.org/forms/pdncanvas?cevid=6085>

## 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. 4**

First Day of School Kinder

**Sept. 7**

No School – Labor Day

**Sept. 8**

Exec Committee Mtg

**Sept. 15**

Rep Assembly Mtg



## A New School Year and Another Attempt To Weaken Our Union

It's back to school time, and along with everything else, it also harkens the return of anti-union propoganda to our members from the Freedom Foundation.

This fall, we are seeing some new tactics by the group, as they try to undercut the value and protections of union membership. But their end-goal is the same, to reduce our power and strength in fighting for public education and the role of strong unions in advocating for our students and ourselves.

The Foundation isn't going away, nor are their attacks on our union. They haven't been successful so far. Let's keep it that way. By remaining united and strong, we can maintain the progress we have made, and continue to advance our efforts to provide more student supports and eliminate inequities that hold back our most vulnerable students.



**Together We Are Strong!**

## SEBB Help for New Hires

If you are a new hire and need help setting up your SEBB benefits you can schedule an appointment with American Fidelity. Click [here](#) to set up an on-line appointment. Appointments for new employees are available August 14 – September 30.

## Vacation, Discretionary/Personal, Sick Leave Balances

### Enter all leave taken in 2019-2020 by September 4

Enter all leave in Employee Access for the 2019-2020 school year and have it approved by your supervisor **no later than September 4**. Year-end balances will be adjusted in September if leave balances are over the maximum allowed per employee labor agreements or the law. **Frontload accruals for 2020-2021 will not appear in your leave balances until late September.**

### FOR SALE

**DeWalt 12" Miter Saw** includes Rigid miter saw stand with adjustable arms. Unused extra blade included. Excellent condition \$250. AND **Colonial Grandfather Clock** Full chimes. Excellent condition. 79 X 21 X 12. \$400 Photos available. Andrea Cothran (RHS)

[cothranpartyof2@gmail.com](mailto:cothranpartyof2@gmail.com)