



# Update - Stay Connected

September 23, 2020

## In Person Teaching – How Would We Get There?

Review this message carefully; it details the process for bargaining a change to our working conditions, information on risk designations, and LWEA's guiding interests.

Two questions that members continue to ask are 1) what's bargainable? and 2) what are my rights?

### Is it Bargainable?

LWEA bargains working conditions and wages. Scan the table of contents in our contract and you'll see items related to working conditions (e.g., workday, class size/load, academic freedom, evaluations) and items related to wages (salaries, leaves). As with the school closure in the spring and our return to school this fall, LWEA and the district negotiated the working conditions for our members in these new, temporary situations. LWEA is the exclusive bargaining representative for certified employees of the Lake Washington School District. LWEA's role as the exclusive bargaining agent for certified staff compels the district to negotiate with us on these matters.

At the same time, LWSD must fulfill statutory requirements mandated by the state. OSPI's [Reopening Washington Schools Planning Guide](#) outlines five "key statutory requirements for reopening schools": Instructional Hours/Days, Attendance/Enrollment, Assessments, Learning Standards, and Grading. That same document also mandates school districts meet OSPI, Department of Labor & Industries, and Department of Health health/safety requirements in their reopening plans. Please take a moment to read that section, pages 20-23.

So what parts of the district's reopening schools plan are bargainable? First, anything inconsistent with OSPI's guidance or mandates will certainly be discussed. Next, the conditions under which we will work while implementing OSPI's directives. In other words, the **district determines HOW** they will meet the statutory requirements, and in negotiations **the LWEA and the district jointly work out WHAT** the work will entail. We can't bargain a reduction in instructional hours/days; we can't bargain a different attendance or grading policy; we can't bargain to drop national or state assessments or learning standards. This is the work we must do by law. We also share interests and values with the district. We value health and safety, student and staff well-being, racial equity, excellent instruction, communication and connection with families, just to name a few. We can bargain the conditions for the work we must do and the conditions for the work we want to do.

### Members Rights.

WEA/NEA are the organizations responsible for securing these rights for you through legislation and legal decisions. Additionally, workers in Washington state have protections provided through the Governor's declarations related to the state of emergency. These protections ensure that you have access to a healthy, safe working environment and job and wage security.

### Our interests

- Health and safety of students, staff, and the Lake Washington community.
- Manageable caseloads.
- Clean work environment that meets the highest level of safety.
- A work environment that facilitates staff operating at the highest level.

The Lake Washington Education Association way has meant that we will focus on getting this done right and with our members at the table. We will work to update you as we negotiate through this process with our district partners.

Howard Mawhinney – President  
Katie Badger – Vice President

# Prevent COVID 19 Burnout



## How Toasted Are You?

When the COVID-19 pandemic first hit, teams across UW Medicine jumped into gear to flatten the curve and keep the community safe. Now, two-thirds of the way through the year, the adrenaline is wearing off and, for many, energy reserves are wearing down.

“In the next phase, we need to collectively pay attention to where people are at emotionally and with their well-being,” says [Anne Browning, PhD](#), founding director of the UW Resilience Lab and assistant dean for well-being at the University of Washington School of Medicine. For Browning, it’s important to pay attention to your well-being [several months](#) after a crisis because this is when the initial shock wears off and you may start to experience lower lows. During this time, it’s common to feel overwhelmed by or disinterested in work.

Some good news? Even in stressful times, there are ways you can help fight burnout, promote your well-being and feel more resilient.

How do you know if you’re experiencing burnout?

What can you do to be more resilient?



Burnout can look different for different people. Do you fit the profile? Now what? For some easy self-help, see Anne Browning’s simple advice:

<https://huddle.uwmedicine.org/people/in-the-community/how-prevent-covid-19-burnout>

**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:**

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**Primary Rep:**

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

**Intermediate Rep:**

[Mary Kay Weinmeister](#)  
Rockwell / 425-936-2670

**Middle School Rep:**

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

**High School Rep:**

[Rachelle Horner](#)  
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**Specialists Rep:**

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

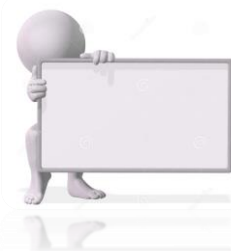
**Special Services Rep:**

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

**Ethnic Minority Rep:**

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

**LWEA -  
this is your union!**



## Rep Assembly Meeting Schedule 2020-21

September 8    October 20    November 10    December 8    January 12  
February 9    March 9    April 20    May 11    June 15 (tentative)

All meetings will be held virtually via Zoom until it is deemed safe to meet in person.

**Meeting Times:** Secondary Issues 4-4:30, General Assembly 4:30-5:30, Elementary Issues 5:30-6

Have you ever wondered what your building reps do for you?

### Roles and Responsibilities of Building Reps

#### **Advisor**

- Help members interpret the contract
- Work collaboratively to help resolve conflicts
- Support the building's decision-making process and operating procedures
- Resolve issues at the lowest level possible
- Help members recognize the roles and responsibilities of the principal

#### **Communicator**

- Ensure that members receive communications from the Association
- Serve as the contact person for LWEA (ballots, surveys, etc.)
- Hold building meetings
- Communicate member input and concerns to LWEA
- Communicate agenda and minutes of building-level labor-management meetings

#### **Representative**

- Attend and participate in monthly LWEA Rep Assembly meetings
- Attend meetings between members and the principal if requested
- Participate in monthly, building-level labor-management meetings

#### **Advocate**

- Listen without passing judgement, seek information and clarification
- Maintain the legal responsibility for "duty of fair representation"
- Ensure that contractual rights are upheld
- Convey building concerns as well as positive information to the principal
- Communicate the benefits of LWEA membership

**Thank your reps today.** Would you like to talk to your building rep but aren't sure who they are – here is a list of reps by building: [Building Reps 2020-21](#)



## 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. 28**

School Board Mtg

**Sept. 29**

Competency Teams Meetings

**Oct. 6**

Exec Committee

**Oct. 12**

Columbus Day



## We want you on our Instagram and Facebook!



LWEA members are our biggest heroes! We know that many members are putting in extreme hours to meet student needs remotely, and some members are facing the challenges of working in person with special needs students. We want to showcase this hard work and dedication. Send us **pictures** of you at work in your remote or in-person teaching space, along with **1) your name, 2) what/where you teach, and 3) how you feel about teaching despite a pandemic right now (just 1-2 sentences)**. We will be posting to Instagram and Facebook. Share pictures/answers using this [Google form](#) (need to be logged into your Google account to use) or email Katie Badger at [katie.badger@washingtonea.org](mailto:katie.badger@washingtonea.org).



## A FRIEND IN NEED

We have a member in need of **Shared Leaved**. Please consider donating by filling out a donation form and sending it to HR. One of RHS's long-time IA/Para Educators, Diane Lindquist, is in need of donated sick time. She has had a major medical event that requires many weeks of rehabilitation. If you would like to donate some time to her, check with your office manager for a Donation form. Thank you.

## Can You Help?

Large-scale disasters cause tremendous devastation and strife to families. If you would like to help, please consider [making a donation](#) to the NEA Oregon Wildfires Relief Fund and/or the NEA Hurricane Laura Relief Fund. All proceeds will help NEA members and their families affected by these disasters.

## FOR SALE:

**Leather Recliner Loveseat**, \$400 OBO. Great condition. Dark Brown with cream stitching. Both sides recline to almost flat. Manual opening levers on sides. You would need to pick up.

Contact Paula Clements, [savemyturtles@gmail.com](mailto:savemyturtles@gmail.com) for more information.

You are not alone

