



Update - Stay Connected

October 28, 2020

How Different the Experience

I ran into a friend and former colleague the other day at a grocery store. For many years, our classrooms were in the same wing at Redmond HS. However, after leaving teaching several years ago, my friend went to work for a medical device company, and we had not seen each other for more than a year.

We exchanged good mornings, asked about family and jobs before the conversation eventually migrated to how each of us was handling the pandemic. That is when the conversation took an unexpected turn. To my surprise my friend spoke about all the great home projects he has been able to complete, how he didn't miss the travel requirements of his sales related job and how not eating out most days of the week had allowed him to maintain a healthy diet for the first time in many years. Yes, the hours of screen time were not great, but neither was being away from home 2-3 days per week as his pre-pandemic job required.

That exchange was a strong reminder that everyone is experiencing the pandemic differently. My friend's experience is far different from my own. This is true of educators across the district as well. As one would expect of any organization our size, the experiences (and therefore their concerns and opinions) of our members are varied and nuanced. That is a primary reason why LWEA leadership relies heavily on three tools to guide our decision making: all-member surveys, regularly planned one-to-one discussions, and a database of each member concern we receive.

LWEA leadership values civility in our discussions, both member to member and when working with other organizations, particularly the district. We have a long history of using an Interest Based Bargaining process to logically and systematically work through disagreements between the District and the Association. While that process always takes considerably more time at the table attempting to identify common interests, I believe it also achieves better results.

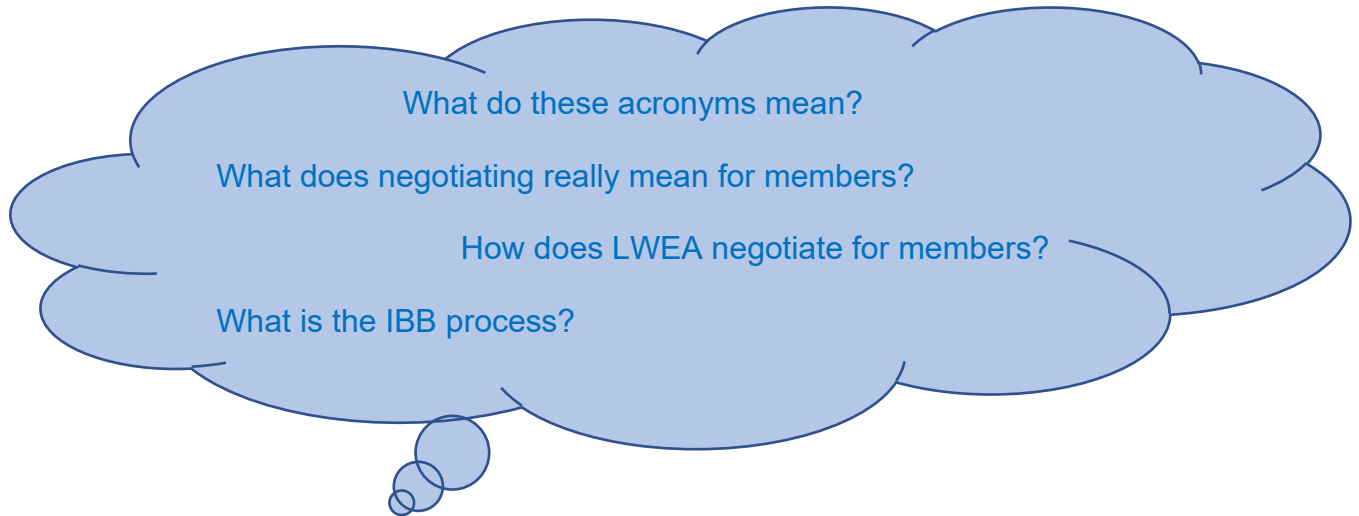
With that said, I also want to be clear that the LWEA prides itself on being a democratically run organization. Majority rule is not a perfect system; it relies heavily on the listening skills, empathy, and judgment of the majority. At the end of the day, we trust that most members will:

- Take the time to fully understand the guidance of health and science authority experts regarding the return to in person instruction
- Understand that we are bound as an Association to follow the law, particularly in regard to federal, state, county, and city health department mandates
- Consider the circumstances, opinions, and needs of all members
- Endeavor to find the common good (for membership and, of course, our students) in our decision-making process

With Respect and Understanding,

Howard Mawhinney, LWEA President

LOU, CBA and DLM



Learn more about negotiations and how our bargaining process works: [3 Forms of Negotiations](#)



Thank your district Psychologists: During the week of **November 9-13**, 2020 schools throughout the United States will celebrate **National School Psychology Week (NSPW)** to highlight the important work school psychologists and other educators do to help all students thrive. This year's theme is "**The Power of Possibility**." The word "possibility" implies hope, growth, resilience and renewal. Possibility suggests that even something as small as a seed can grow into something magnificent. The word "power" implies that things can and will happen. When we focus on what is possible, we have hope that students will grow, thrive and bloom.



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. **Jeff Bowers, Tech Solutions Analyst/Resource Center**, has recently been diagnosed with Stage IV Glioblastoma brain cancer. Please consider helping Jeff and his family as they face this difficult time. Your support and shared leave are greatly appreciated.

Professional Fund Clarification

New teachers to LWSD for the 2020-21 SY received their Professional Funds at the end of August. Returning teachers will receive their Professional Funds deposit at the end of November. The district will email the forms on Friday, if you want to take less than your eligible amount, you will need to email back by November 6th.

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: [Open Position](#)
UniServ Rep: [Open Position](#)

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 / 425-936-2670

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

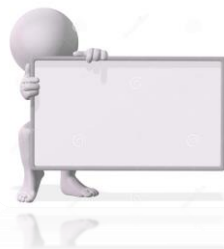
Special Services Rep:

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

Ethnic Minority Rep:

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

**LWEA -
this is your union!**



Maintenance of Certification (MOC) for National Board recertification available on Cornerstone!

[The National Board's Maintenance of Certification \(MOC\)](#) process is designed based on best assessment practices and by teachers to ensure that National Board Certified Teachers continue to grow professionally while maintaining a strong impact on student learning.

Starting in September 2020, MOC is the pathway for NBCTs to keep their certification active. Successfully meeting MOC requirements will extend an NBCT's certificate by five years from their current certificate's expiration date".

LWSD MOC Cohort is now available on Cornerstone with the goal of collaborating around the criteria for MOC to plan, develop, and submit Maintenance of Certification by the National Boards deadline, May 2021. **Meetings dates are 11/16, 4-5:00, 2/8, 4-5:00, 3/15, 4-5:00 and a full day, contracted release day, 4/16.** It is recommended candidates attend all of the work sessions in order to be able to complete MOC criteria. These sessions provide clock hours, no pay. If you have any questions you can contact, Kathy Colombo, kcolombo@lwsd.org or go to **Cornerstone to register by November 13th**. A link to TEAMS will be sent to registered participants by November 14th.

Certification Expiration

The Professional Certification office at OSPI will be progressively sending out expiration notices to educators within the District. This will include teachers that have a general educator certificate and those with limited certificates.

Residency First Issue (FI) and Provisional Status (PS) certificate holders will be notified once their certificates have generated the June 30, 2021 expiration date. Expiration dates will be added to qualifying Residency FI and PS certificates in January 2021.

Important: All notifications will be sent to the primary email address located in the educator record within OSPI's E-Certification system. All certificated staff are strongly encouraged to check that their primary email addresses are up to date. Follow this link to the [e-certification website](#).

It is OSPI's hope that educators will take the necessary steps to keep a valid certificate on record prior to the beginning of the next school year. The Certification Office will continue its communication campaign to the state's educators through June 2021, sending a minimum of three (3) notifications to all expiring certificate holders.

Due to emergency rules filed by the Professional Educators Standards Board (PESB) in spring 2020 many educator certificates were extended an additional one (1) year until June 30, 2021. The Professional Certification office will communicate with these individuals to ensure there are no lapses in their certificates for fall of 2021, by sending out a GovDelivery notice to educators who have a June 30, 2021 expiration date. This communication will remind them of their expiration date and the steps they need to take to renew their certificate(s). OSPI is also encouraging those educators who do not currently hold a Substitute Certificate, to apply for one, so they always have a valid certificate on file for unforeseen circumstances.

If you have any questions or would like guidance on the certification requirements, please contact the Certification Office for assistance at cert@k12.wa.us or by phone at 360-725-6400.

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.



Oct. 31

Halloween

Nov. 1

Daylight Savings
Time Ends

Nov. 3

Election Day

Nov. 3

Ex Committee

Nov. 11

Veteran's Day
No School



First Educators of Color Gathering

Connecting Educators of Color, **Sharing** ideas/struggles and **Empowering** each other to make change.

Who: All Educators of Color

When: Oct. 29 4:00-5:00pm

Where: Join us **VIRTUALLY!** The link will be sent to you one week prior.

RSVP to receive the virtual meeting link: LWEA-EOC@lwsd.org

WEA Children's Fund

The purpose of the Children's Fund is to make sure all WA state children thrive, regardless of family income.

Donating to the WEA Children's Fund helps to meet the needs of students in state. There are several ways to donate:

1. <https://www.washingtonea.org/we-are-wea/childrensfund/donation/>
2. You can also support us doing your regular Amazon shopping by using Amazon Smile and for every eligible purchase, Amazon will donate a small amount to WEA Children's Fund.
3. United Way – you can choose WEA Children's Fund as your charity.
4. Add WEA Children's Fund to your Kroger's (Fred Meyer / QFC) reward card. (Community Rewards Program).

Cookie Grant-Suggs

Co-Vice President WEA Children's Fund Board of Directors

For sale:

Oak Desks: 2 large, vintage oak desks. One natural color, seven drawers, \$100. One black stained, 4 drawers plus side cupboard, \$100. Pictures available. (Kerry Bauman, retired) jkbauman2@gmail.com.

Couch: Brown microfiber couch and oversized chair. Also included would be an area rug and coffee table. Cost is \$100.00. If you would like to see a picture you can inquire at caryneaton2@msn.com (Kellie Eaton, Smith EI)

Daylight Saving Time

Sunday, November 1