



# Update - Stay Connected

November 4, 2020



## SEBB Open Enrollment

Open enrollment for benefits began on October 26<sup>th</sup>. This is your opportunity to make changes to your medical, dental, vision and optional benefits for the 2021 calendar year. If you are enrolling or changing plans all **changes must be completed by November 23<sup>rd</sup>**. These changes will go into effect January 1, 2021 and will affect your January paycheck. No action is needed if you are currently enrolled or have waived coverage and do not want to make any changes.

**Enroll or re-enroll in a Medical Flexible spending Arrangement (FSA) and/or the Dependent Care Assistance Program (DCAP)** Click [here](#) to enroll or reenroll by November 23<sup>rd</sup> for your FSA or DECAP. FSA and DECAP limits remain the same at \$2,700 and \$5,000, respectively for the 2021 calendar year. **You must re-enroll each year for FSA and/or DCAP.**

### Spouse or State-Registered Domestic Partner Coverage Premium Surcharge

If your spouse or state-registered domestic partner is covered on your SEBB benefits, **you may be required to re-attest during open enrollment.** If you need to re-attest, the SEBB program will mail you a letter requiring you to re-attest to this surcharge. If you do not re-attest you will be charged a monthly \$50. premium surcharge. You can also check whether you need to re-attest at your SEBB account starting October 26<sup>th</sup>.

### Adding Dependents to your Insurance

If you are adding dependent that are not already covered, you will need to provide eligibility documents before they can be enrolled in coverage. Your dependents include your spouse, state-registered domestic partner, and/or children. Click [here](#) for a list of acceptable documents. **All documents must be in English and uploaded to your SEBBMyaccount by November 23<sup>rd</sup>. Documents will not be accepted after November 23<sup>rd</sup> and your dependent will not be enrolled in coverage.** You can enroll your dependents in any combination of plans medical/dental/vision. There is no additional charge for dependents enrolled in dental or vision.

### Virtual Benefit Fair

Following the state guidelines for large gatherings, SEBB and the district will not be offering an in-person benefit fair this year. SEBB is offering a virtual benefit fair to help you learn about your benefits. Click [here](#) to learn more about your benefit options through an online experience.

### Open Enrollment Webinars

Medical plan carriers along with some optional benefits carriers are hosting webinars for open enrollment. Click [here](#) for a list of providers, dates, and times.

### Need Help?

For individual assistance [Schedule an appointment](#) with American Fidelity to get assistance with SEBB Benefits Enrollment. If you are unable to schedule an appointment or just want to ask a question Payroll/Benefits staff along with American Fidelity final Teams Q&A session will be held on:

- Thursday November 19, 3:00 p.m. – 5:00 p.m.

Please email [SEBBbenefits@lwsd.org](mailto:SEBBbenefits@lwsd.org) if you want to attend to receive your calendar invitation. *These are open Q&A sessions and not for individual assistance.*

## BIPOC Educator Community

The WEA is pleased to invite you to the first session in the online Educator of Color Conference Series, "Good Trouble." In these difficult and uncertain times, we must have safe spaces in which we may hurt and heal together. Therefore, this conference will not focus on training, but rather will give you the opportunity to network in a safe-space, to heal through community, and work together to embark on making "Good Trouble."

At this conference we will have the opportunity to hear from the highest-ranking Black female labor leader in the nation, our NEA President Becky Pringle. In honor of Native American Indian Heritage Month, we will also hear from retired Sen. John McCoy who is our keynote speaker. We will round out the day with music by guitarist Gabriel Ayala. In addition, all attendees will receive a gift delivered to your home post-conference.

Our first session in this ongoing series is Nov. 14. We hope you will join us. [Register online here](#). After you have registered and selected your affinity group (you will have the opportunity to shift affinity groups at the event), just prior to the conference, you will receive your zoom link. The event is limited to 450 participants, so register as soon as possible. Other dates in the series are Jan. 9, 2021 and March 13, 2021.

Let's make "good trouble" together. We look forward to building community and healing together.



### A FRIEND IN NEED

We have a members in need of **Shared Leaved**. Please consider donating by filling out a donation form and sending it to HR. **Mary Banas** (Rush) is now on a full unpaid Medical Leave for the remainder of the year. **Jeff Bowers**, Tech Solutions Analyst/Resource Center, has recently been diagnosed with Stage IV Glioblastoma brain cancer. Please consider helping them as they face this difficult time. Your support and shared leave are greatly appreciated.



**Listen and Talk**, a specialized program for young children who are deaf/hard of hearing, has **openings for Substitute Educational Assistants** in their in-person preschool classrooms. Applicants with experience/training in Child Development, Early Childhood Education, Speech and Hearing or related fields are encouraged to apply. Substitute Educational Assistants support our dynamic teaching teams working with preschool/pre-K students in classroom activities as they use listening and spoken language skills to interact and learn in a developmentally appropriate and emotionally responsive environment. Listen and Talk is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Please contact [info@listentalk.org](mailto:info@listentalk.org) or visit the [Job Opportunities](#) page for more information.

**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

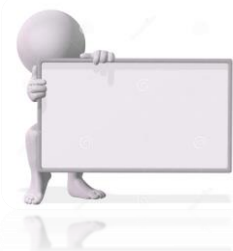
### Special Services Rep:

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

### Ethnic Minority Rep:

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

**LWEA -  
this is your union!**



## Professional Funds 2020-21

**Most of your Professional Fund questions** can be answered by reading your Professional Fund form and reviewing the district [PF Q&A LWSD](#)

Only after reviewing, if you still have questions, please send to [askprofessionalfund@lwsd.org](mailto:askprofessionalfund@lwsd.org)

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. You should have received your district Professional Fund letter. **If you want to take less than your eligible amount**, you will need to email back by November 6<sup>th</sup>.

### Guidelines:

- Deadline to submit Professional Funds receipts is June 1, 2021.
- Accumulate receipts up to allowable amount and submit any time prior to the deadline.
- Purchases must be made between June 1, 2020 and May 31, 2021.
- Purchases must be on a separate itemized receipt and cannot contain other personal items.
- All materials purchased will remain the property of the District.

### Allowable Expenses:

- Home internet, you can claim \$50/month. It does not matter if bundled amount is more or less.
- Cell phone data, you can claim \$41.67/month. It does not matter if bundles amount is more or less.
- Union dues, simply complete the LWEA Dues Receipt. [LWEA Dues Receipt](#)

### Unallowable Expenses:

- Hardware for home internet
- Computers, laptops, and printers
- Furniture



**Keep an Eye Out for:**

**Special LWEA Election Update**

**Coming Friday, Nov. 6**

**There are several contested representative positions for the  
LWEA Executive Committee**

## 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. 10**  
Rep Assembly

**Nov. 9**  
School Board Mtg

**Nov. 11**  
Veteran's Day  
No School

**Nov. 25-27**  
Thanksgiving Break  
25<sup>th</sup> Half Day  
26<sup>th</sup> & 27<sup>th</sup> No School



## For Sale:

**Dining Room Table** with 4 chairs, \$200 or best offer. Great quality, stone top dining table. 45" diameter. Pictures available, contact [Emily.mahoney1212@gmail.com](mailto:Emily.mahoney1212@gmail.com) or 815-931-5921 (Emily Mahoney/Kirk)

**WEA – RETIRED** You do not have to be retired to join WEA-Retired! Benefits include flowing seamlessly from pre-retired to retired when the time comes, continues NEA Member benefits such as credit card and insurance programs, attorney referral program offering two free 30-minute consultations, and \$1,000,000 liability insurance if you choose to work as a substitute! There are also travel benefits, opportunities to get involved as an advocate for retired and current educators and our public-school students! WEA Retired also offers pre-retirement seminars and creates camaraderie! You can become a lifetime member with a one-time payment or break it down into smaller payments. It's never too early or too late to join WEA Retired! You can join at [www.washingtonea.org/retired](http://www.washingtonea.org/retired) or email [wearetired@washingtonea.org](mailto:wearetired@washingtonea.org) for more information. (Brigitte Tennis, WEA Retired member) [tennissb@outlook.com](mailto:tennissb@outlook.com)



## At Home Self Care

With the onset of Fall: days get shorter, weather gets wetter, and COVID concerns continue to rise; it is more important than ever to make time for self-care. Some simple, easy and at home ideas are:

- Start a journal
- De-clutter your office or room
- Spend an entire day NOT looking at any social media
- Cook a new recipe
- Get rid of 5 things you never use
- Send an encouraging text/email to a friend or colleague
- If you are worried or upset, contact an employee assistance program
- See more ideas: [Stay at Home Self Care Ideas](#)

These small gifts you give to yourself can help you to be more resilient and grounded, even in uncertain times.