



Update - Stay Connected

November 12, 2020



LWEA Election Ballots



Electronic ballots were sent to all LWEA members today.

There are several contested representative positions for the
LWEA Executive Committee

- You may view the ballot as many times as you like
- You may only vote once, after hitting submit your vote will be final
- Each position has the option for a write-in candidate(s)
- See email to view candidate statements and flyers

This is YOUR union. L**WE**A are **YOU!**

Every vote matters – let your voice be heard.



Whispers of Wisdom (previously Wine & Wisdom)

Join us for an evening of community building!

Topic: White Supremacy Culture
Weds, Nov 18 from 4:30-6:30

Guest Speaker: Glenn Jenkins, WEA

See flyer for more information: [Whispers of Wisdom](#)

RSVP: lgrantsuggs@lwsd.org

SEBB Open Enrollment



Open enrollment for benefits began on October 26th. 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 23rd**. 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.

2021 SEBB Premium Increases

Kaiser and Premera plans increased in cost for the 2021 plan year.

- Kaiser monthly increases range from \$3 for a single employee to \$90 for family coverage depending on the plan.
- Premera monthly increases range from \$6 for a single employee to \$18 for family coverage depending on the plan.
- UMP plans have no increase in cost.

Click [here](#) for a complete comparison of 2021 monthly premiums, deductibles, and out of pocket limits

Links to Additional Open Enrollment Information

- [District's staff portal - Benefit Information](#)
- [SEBB Open Enrollment website](#)

Your SEBB account

You will be able to make changes to your coverage starting October 26th. To access your SEBB account click [here](#). For help with your SEBB account call 855-648-3100 Monday-Friday from 8:00a.m. – 5:00p.m.

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 if you want to attend to receive your calendar invitation. *These are open Q&A sessions and not for individual assistance.*

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: [Laura-Lee Barron](#)

**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

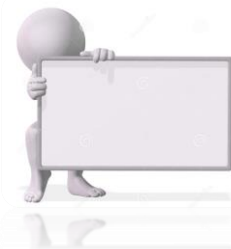
Special Services Rep:

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

Ethnic Minority Rep:

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

**LWEA -
this is your union!**



Substitute Membership: Know the Benefits

We'd like to invite you to become a member of LWEA. Substitutes who work in the LWSD and have completed a Membership Enrollment form as a Sub, are covered by the LWSD/LWEA bargaining agreement which means that your salary and other working conditions are covered by the LWEA contract. You are represented in all aspects of your work life by LWEA.

Some of the benefits that you would receive as a member are:

- \$1 million in liability coverage if you are falsely accused of wrong-doing
- Voice and vote in all association decisions (we are not bargaining this year – but in the future you would be able to give input and vote on the tentative agreement)
- LWEA Professional Development at member rates
- Life insurance
- Retirement planning
- Credit card program, line of credit, and credit plans
- Auto buying program
- Home mortgage and equity loans
- Home and vehicle insurance programs
- Pet Insurance
- Legal assistance and discounts for legal services
- Discounts on travel and car rentals
- Legislative representation and information
- Much more...

Your membership dues will be \$4.63/day - only for the days that you actually work up to 90 days. After 90 days in one school year, your dues are reduced to \$0. Each school year, this process starts over with full dues for the first 90 days, then no dues for the remainder of the school year.

If you are interested in becoming a member, contact [Terri Neely](#).

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 or email wearetired@washingtonea.org for more information. (Brigitte Tennis, WEA Retired Board Member, tennissb@outlook.com)

RETIREMENT



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](mailto:Terri.Neely@lwea.org) in the LWEA office.

All ads are subject to the approval of the LWEA Executive Committee and may be edited for length.



Nov. 12

LWEA Ballots Open

Nov. 17

Competency Teams Mtg

Nov. 25-27

Thanksgiving Break
25th Half Day
26th & 27th No School

Dec. 1

Exec Committee Mtg

Dec. 4

LWEA Ballots Close



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 or visit the [Job Opportunities](#) page for more information.

What is self-care and why does it matter?

Self-care includes all the things you do to take care of your well-being in four key dimensions – your emotional, physical, psychological, and spiritual health.

If you are a counsellor, social worker, therapist, health care professional, leader, **educator**, change agent, caregiver, parent, purpose-driven entrepreneur – a person who gives a lot of yourself in service to the well-being, learning, and growth of others in some way – self-care and care of others becomes an important balancing act.

Self-care is essential for managing stress, preventing burnout, and mitigating compassion fatigue – all common occupational hazards for caring individuals. Self-care is also important for a sense of overall integrity, as it ensures we are “walking our talk.”

Learn more from the Crisis & Trauma Resource Institute:
[4 Key Dimension of Self Care](#)

