



Update - Stay Connected

November 18, 2020

DON'T MISS
THE DEADLINE!

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.

Still Have Questions?

- Payroll will hold a final Q&A session via Teams on November 19th from 3:00-5:00PM. This is a general benefit question and answer session. For a calendar invitation please email mbartolo@lwsd.org OR
- For individual assistance, [Schedule an appointment](#) with American Fidelity for 1-1 support with SEBB Benefits Enrollment.

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

Your SEBB account:

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.

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](#)



Introducing [Laura-Lee Barron – LWEA UniServ Rep Director](#) and [Diana Wagner – LWEA Administrative Assistant](#)

The LWEA is happy to have Laura-Lee and Diana as our newest full-time staff members.

[Laura-Lee Barron](#)

We are excited to welcome to new LWEA UniServ Representative Laura-Lee Barron. Laura-Lee comes to us from WEA Fourth Corner, where she served as UniServ rep. for the last seven years. Before coming to Washington, she served as a rep for three years in Colorado.

As a 17-year veteran high school English teacher and enthusiastic girls' basketball coach, Laura-Lee developed an innate ability to identify and activate individual's strengths. Her Fourth Corner colleagues are sorry to see her go saying they would be hard pressed to find a more skilled, committed and determined staff member. She is adept at building teams and keeping them focused on their goals. Pairing her skills at motivating others to find and use their voices with her ability to connect with members, find common ground and see all sides in difficult situations has benefited WEA members in the Northwest corner of the state. Look for Laura-Lee to inspire LWEA members with her creative programming, work closely with leadership, share her practical and steady expertise and be a driving positive force as she takes the helm. Welcome aboard.

[Diana Wagner](#)

We are thrilled to welcome Diana back to the LWEA staff, this time as a full-time member. She has worked throughout the district for many years as a sub in various roles and supported the LWEA office for several months through our transition period. Her HR background, database comprehension and knowledge of the LWSD processes will enable her to hit the ground running! She is looking forward to using her skills to support and be a liaison for our teachers, especially through the challenges they are facing at this time.

Join us in welcoming Laura-Lee and Diana to the team.

National Education Support Professionals (ESP) Day Wednesday, November 18, 2020



Join LWEA as we show our appreciation for our amazing school support staff! Every year our ESP's are the brick that hold our buildings together, but this year, we have seen ESPs go above and beyond. ESPs are adapting to new learning and working environments, going to extraordinary lengths to meet the needs of their students and staff. They continue to work to make our communities a better place in the midst of a pandemic.

**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: [Diana Wagner](#)
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

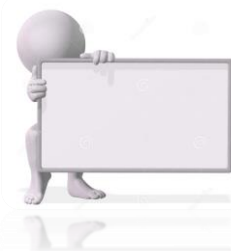
Special Services Rep:

Cookie Grant-Suggs
Rush / 425-936-2690

Ethnic Minority Rep:

Cathy Hettinger
Barton / 425-936-2480

**LWEA -
this is your union!**



Work Day Prior to Thanksgiving Break



When does my work day end on Wednesday, November 25?

Section 9.5.1 of our CBA states: “August LEAP - A minimum of twelve (12) hours of Individual Teacher Work time will be given during August LEAP; five and a half (5.5) hours of Individual Teacher Work will be given on the first day of August LEAP. The other six and a half (6.5) hours will be decided collaboratively at the building level by the Building Leadership Team in blocks of no less than two (2) hours. **In addition, three and a half (3.5) hours shall be worked at the teacher’s discretion for planning and preparation, in lieu of working three and a half (3.5) hours on the day before Thanksgiving.**”

LWEA-represented members can end their day 3.5 hours earlier than the regularly scheduled end of work day. If combined with a 30 minute duty free lunch, the work day would end 4 hours early.

Guidance was developed for Wednesday check in/out IN GENERAL; it clarifies that Wednesday check in/out can be asynchronous and method for it is determined by teacher. See clarification of intent of LOU here:

https://www.lakewashingtonea.org/file_viewer.php?id=38191

LWEA Election Ballots

Electronic ballots were sent to all LWEA members.

There are several contested representative positions for the

LWEA Executive Committee

This is YOUR union. LWEA are YOU!



Every vote matters – let your voice be heard.

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. 23
SEBB OE
Final Day

Nov. 25-27
Thanksgiving Break
25th Half Day
26th & 27th No School

Dec. 1
Exec Committee Mtg

Dec. 4
LWEA Ballots Close

Dec. 8
Rep Assembly



RETIREMENT



Pre-Retirement Seminar

Taking charge of your future.

January 23, 2021

9:00 AM (Estimated 3-4hours)

Via: Zoom

This will be the first pre-retirement seminar for the 2020-21 school year. Dates and times for future seminars will be determined based upon need.

This seminar is only open to members who plan on retiring in 2021. Spouses are encouraged to attend.

Direct questions and return [Pre-Retirement Seminar](#) form to [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)

*No Update next week
Thanksgiving Break !!*

*Happy
Thanksgiving*

