



Update - Stay Connected

January 20, 2021

Dear Members,

We have been asked many times in the last two weeks: Why is the District moving forward with a return to in-person instruction when [staff will not be vaccinated](#)? When [cases in our region are higher than they were in the summer](#) when our district opted for remote learning for nearly all students? When [childcare center settings are the 3rd largest source of COVID-19 outbreaks](#) in our region?

We will be direct. **LWEA is frustrated by the District's decision to return students to in-person instruction in February and does not support a rushed timeline that adds more students and staff in buildings.** LWEA does not believe that it is best for our community, our students, and our educators to return people to congregate settings without vaccination and without enough time between phases of returned grade bands to assess the efficacy of health and safety measures.

At the same time, the District is responsible for determining when and how in-person learning will resume, and they are obligated, as a public school and as an employer, to operate safe schools and work sites. The District is abiding by employment laws, as is LWEA whose members are under contract. Our CBA remains a binding agreement:

- [Article 3 of our CBA says that our agreements will conform to the law.](#) The District is following law. From August to December, schools were advised to stay remote when cases in the county were above 75 cases/100K. On December 16, Governor Inslee and DOH changed the metrics that schools use to determine [when and how in-person learning can resume](#). Notably, a phased return of youngest learners (K-3) to in-person learning would be okay even when cases are over 350/100K. These changes by DOH, although not law, gave schools a green light to begin returning students to in-person instruction in accordance with official guidance.
- [Article 31 of our CBA contains a "no strike, no lockout" clause.](#) Our contract remains in effect through August 10, 2021, meaning we can't strike, and the District can't lock us out of work (even in the event of an unfair labor practice).

What can we do? How can you take action?

Your voice matters! **We support direct advocacy by you: tell your story about how the District's approach to in-person instruction impacts you, your family, and your students. The school board and district leadership need to hear from you:**

- Keep it personal; individual stories are most impactful.
- Keep it [professional](#); avoid personal attacks.
- Contact the school board, who continues to meet remotely due to COVID-19 restrictions and is scheduled to meet on Monday, January 25. [The District website explains how to submit public comments and email board members.](#)

LWEA continues to negotiate the terms and conditions of work for our members as the District operationalizes returns of students and staff to in-person instruction. **Our guiding interests remain the same: safe, healthy schools and manageable workloads.** We are currently negotiating a K-5 Specials Services LOU and a 2-5 in-person LOU. Last week we finalized a K-1 in-person LOU.

As we move forward in our negotiations with the District, we intend to build on the agreements in the K-1 LOU, including a commitment to all required safety protocols, a process for reporting and resolving safety concerns promptly and appropriately, ensuring that teachers have sufficient time and support to prepare for changes when LWSD switches to in-person instruction, and access to leave that allows members to prioritize health and safety.

In Solidarity,

Howard and Katie

Transfers/Leaves/Job Share Requests for 2021-22

Transfer requests for 2021-2022

On January 14, 2021, the 2020-2021 teacher transfer process for the coming 2021-2022 school year began with an email notification to all certificated staff. This notification provided an overview and instructions for the transfer process. Eligible certificated staff who are interested in a transfer will use the electronic Intra-District Transfer Request Tool to complete their request through the Staff Portal.

Following are the three types of transfers:

- Transfer by Classroom Teachers, Library Media Specialists and Counselors to a like position; or
- Request for Reassignment by Specialists; or
- Transfer Between Levels/Across Disciplines/Choice schools (i.e., to a different type of position from the current one held).

Important deadlines

- Secondary: Because the secondary hiring timeline was moved up last year, and per the Letter of Understanding between LWSD and LWEA, all secondary transfer requests must be submitted during the request window from **January 15 - 29**.
- Elementary: All elementary requests must be submitted during the request window from **February 3 - 19**.
- Once the process has been completed, the transfer list will be initiated and will remain active until the end of the workday on August 2, 2021.

For more information, please see the LWEA/LWSD Collective Bargaining Agreement, Article 23.

Teachers requesting leave of absence for 2021-2022

Teachers may request a leave of absence without pay and benefits for one semester or not more than one year at the secondary level, and elementary teachers may request a leave of absence without pay for not more than one year.

The leave request must be made on an [Employee Request for Leave form \(Form 6059\)](#), which is also available in every school's office ([print version](#)). This request requires a full explanation of the leave. If desired, the teacher may attach additional information to the leave request form. **Important deadlines:**

- Secondary: Because the secondary hiring timeline was moved up last year, and per the Letter of Understanding between LWSD and LWEA, all secondary requests for leave of absence must be received no later than the close of business **January 29, 2021**. Applications may be submitted signed electronically or manually. If electronic signature, the leave form should be emailed via PDF to Camille Alexander at calexander@lwsd.org. If manual signature, the hard copy request for leave form should be forwarded to the HR Department located at the Resource Center.
- Elementary: All elementary requests for leave of absence must be received no later than the close of business **March 5, 2021**. Applications may be submitted signed electronically or manually. If electronic signature, the leave form should be emailed via PDF to Camille Alexander at calexander@lwsd.org. If manual signature, the hard copy request for leave form should be forwarded to the HR Department located at the Resource Center.

Refer to LWSD/LWEA Collective Bargaining Agreement Section 19.11, Leave of Absence, and/or Letter of Understanding between LWSD and LWEA dated January 7, 2020 for more information.

Job share requests for 2021-2022

Teachers interested in being approved for a job share during the 2021-2022 school year must submit an application to their principals. Attached to this application is the required plan as noted in the application and fully detailed in Appendix M, Job Share, in the LWEA Collective Bargaining Agreement. **Important deadlines:**

- Secondary: Because the secondary hiring timeline was moved up last year, and per the Letter of Understanding between LWSD and LWEA, all secondary Job Share leave requests/applications must be received no later than the close of business January 29, 2021. Applications may be submitted signed electronically or manually. If electronic signature, the application should be emailed via PDF to Camille Alexander at calexander@lwsd.org. If manually signed, the hard copy application should be forwarded to the HR Department located at the Resource Center.
- Elementary: All elementary Job Share leave requests/applications must be received no later than the close of business March 5, 2021. Applications may be submitted signed electronically or manually. If electronic signature, the application should be emailed via PDF to Camille Alexander at calexander@lwsd.org. If manually signed, the hard copy application should be forwarded to the HR Department located at the Resource Center.

A link to the [fillable PDF Job Share Application is provided here](#) for your convenience. ([print version also available](#))

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

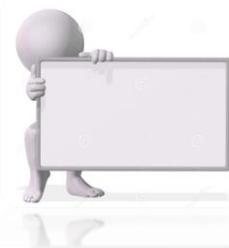
Special Services Rep:

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

Ethnic Minority Rep:

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

**LWEA -
this is your union!**



LWEA 2nd Election Results



Officers and Executive Committee Reps The following members have been elected for the 2021-22 school year:

President	Howard Mawhinney
Vice President	Katie Badger
High School Rep	Rachelle Horner
Middle School Rep	Kyla Jackson (Thompson)
Intermediate Rep	Fareeha Nasir
Primary Rep	Patti Cook
Special Services Rep	Cookie Grant-Suggs
Specialist Rep	Marilyn Hargraves
Ethnic-Minority Rep	Cathey Hettinger

Congratulations

SAGA Meeting Feb 2nd 4:30 to 5:30



SAGA has invited a guest speaker to join us at our next meeting on Feb 2nd to lead us in a conversation around intersectionality. See [Saga Flyer](#) for details.

Educators of Color

Dear Friends,

With so much uncertainty and our need to make changes, we want to honor your emotional and physical capacity and **reschedule our February gathering to a future date**. You can help us plan for our future meetings by completing a very quick survey: [EoC Survey](#) Please take care of yourselves and reach out to one another for support. We look forward to gathering soon!

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.



Jan 26, 28 & 29
Gr:2-5 Conferences

Jan 29, Feb 1 & 2
K-1 Conferences

Feb 2
Groundhog Day

Feb 11-15
Mid-Winter Break

Feb 12
Chinese New Year
Year of the Ox



FREE:

Bed Frame: Head and foot metal king size bed frame.
Contact Gloria 425-890-1584

NEA Member Benefits 2020-21 Programs & Services

Giving Educators the Support they Deserve!

Educators live busy lives, that's why NEA Member Benefits is here to give you:

[NEA Member Benefits Programs & Services](#)

