



Update - Stay Connected

February 25, 2021

The First to Open and the Last to Close? **(Announcing: Weekly H&S Corner - Look for it on Page 2 of the UPDATE)**

To reflect our continued work with Health and Safety and essential requirements for return to in-person instruction, we are creating a new feature: Weekly Health & Safety Corner.

In a recent NEA “Local Leaders Townhall” meeting hosted by NEA President Becky Pringle, I had the opportunity to ask a question I have wanted answered for more than four months. I needed more than a “sound bite” explanation.

In attendance at that meeting were two senior officials, one from the CDC and the other from the Dept of Education. One reports directly to CDC Director Dr. Rochelle P. Walensky and the other is a Cabinet member at the Department of Education. Those two officials, the CDC’s Dr. Greta Massetti, and the Dept of Ed’s Dr. Jessica Cardichon, were well positioned to answer my question.

As I was typing my question into the chat, I heard President Pringle ask the very question that I had wanted to ask since first hearing the sound bite quote from Dr. Anthony Fauci that prompted my interest. The question?

What does the CDC mean by the often-repeated quote “schools should be the first to open and the last to close”?

It is a simple inquiry, the very definition of a clarifying question but Dr. Massetti’s response was revealing. ***“Reopening is not a requirement, not a mandate. Rather, it is a call to ensure schools have what they need to reopen safely. Since the key components of mitigation strategies needed to help ensure safety are dependent on the levels of community transmission, it means it is the community’s responsibility to ensure schools are provided the resources to allow schools to reopen safely.”***

That response was very different from what I had heard in the media or even from our own state officials. Reflecting on that meeting, I landed on two key takeaways from the exchange between President Pringle and Dr. Massetti: 1) details matter and 2) ensuring that schools and our members “are provided the resources needed to reopen safely” is exactly what the past five months of collaborative discussions with the district have been focused on.

Health and Safety have been the LWEA’s primary concern from the onset of the pandemic. Our members are deeply concerned about the identification and implementation of best health and safety practices as we return increasing numbers of students to in-person learning. Details matter. Our members need easily accessed, easily understood information regarding key concerns about ventilation, PPE, sanitation, classroom configuration, and class scheduling. Moreover, our members have an equal concern for the emotional health and happiness of students and staff.

In that context, **I am happy to announce that page 2 of the Update will provide specific, detailed, and actionable health and safety information that our members can use at the job site and at home to help ensure your continued physical, social, and emotional health.** Included in these Health & Safety messages will be information to help you better understand how our LOUs guide and inform safety practices at your buildings.

In Solidarity,

Howard Mawhinney

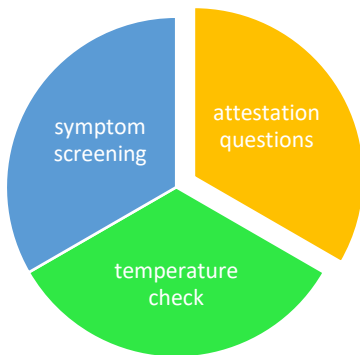


Each week we will highlight essential safety information.

Daily screening of staff, students, and visitors helps to keep COVID-19 out of our schools. Anyone with symptoms (even short-term symptoms) or who is ill will be excluded from the building until symptoms resolve and/or a period of isolation or quarantine has been met. **Some symptoms could be related to a preexisting condition; in such a case, an individual should work with the site supervisor to clarify their screening process.**

Staff may need to assist with attestation and screening; they will be provided appropriate PPE for the task, which involves being within 6 feet of others. If this work occurs outside of the instructional day, staff will be compensated (via timecard).

There are 3 parts of the daily health screening of students. Students must pass all three parts of the daily health screening to be admitted to the classroom.



Symptom screening On the attestation form, families are asked if their student has experienced specific symptoms in the past 24 hours. Some symptoms are categorized as short-term; some may be related to a preexisting condition. Staff conducting attestations should also do a quick visual confirmation that the student is not exhibiting any symptoms.

Attestation questions On the attestation form, families are asked four questions about their contact with symptomatic or COVID positive individuals.

Temperature check Daily temperature checks occur onsite in LWSO schools, and students with temperatures over 100.4 will be sent home.

Black History Month

The Celebration has only just begun!



As February “Black History Month” comes to an end, our need to unpack our biases and privileges, commit to action for continued change, and demand for equality in our community, homes and schools will never end. Knowledge, and using that knowledge, to create change are essential. Continue to read, learn and transform until equality is achieved. [16 Essential Black History Month Books](#)

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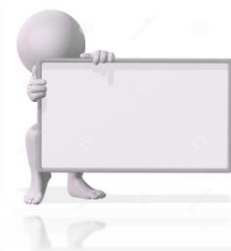
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**LWEA -
this is our union!**



***NEW* ADDITIONAL COMPENSATION FOR STAFF IMPACTED BY RETURN TO IN-PERSON INSTRUCTION.**

Transitioning students to in-person instruction generated additional work, and our impacted members will be compensated. All previous compensation elements (remedies, equity hours, etc.) remain in place. Timecards must be submitted by the 10th of the month to be included in that month's pay. Ask your principal for the account code. Hourly timecard rate: \$50/hour.

Paid as stipend:

Remote and in-person teachers who were voluntarily or involuntarily transferred ([V.C.5.11](#)): 5 days at timecard rate (7.5 hours x 5 days). This includes SN teachers who were transferred to classroom positions or any classroom teacher who was transferred to a new school or changed grade level.

Paid on a timecard:

Any teacher who is asked to **pack up or move their classroom** ([V.G](#)): 7.5 hours at timecard rate.

Remote and in-person teachers who plan and present at a **remote family night** outside of the workday ([I.B.4](#)): 2 hours at timecard rate.

→ Schools designate a date for a remote family night.

→ Teachers do not need to submit artifacts from their remote family night presentation as "evidence" of working these hours, but they do need to complete a timecard or timesheet to authorize the extra pay. Please connect with your OM for needed documentation.

Remote and in-person teachers with **new students** added to their class roster ([I.B.6](#)): 30 minutes at timecard rate for each student.

→ after January 11 for K-1 classroom teachers.

→ after February 18 for any newly hired K-1 teachers or SN teachers transferred to K-1 classroom teaching positions.

In-person teachers who receive **insufficient IA time** ([II.A.2.c](#)): 1 hour, at timecard rate, for each week that a teacher receives less than half of their 4 hours of IA time.

SEBB Information regarding Flexible Spending (FSA) and Dependent Care Assistance (DCAP)

The SEBB Program is offering employees extra flexibility with their 2020-2021 Medical Flexible Spending Arrangement (FSA) and Dependent Care Assistance Program (DCAP) funds. These changes are allowed under the federal COVID-19 relief bill that passed in December 2020. They apply through December 31, 2021. A summary of the changes is outlined below.

[FSA](#) or [DCAP](#) 2021 election changes with no qualifying event

Employees who enrolled in a Medical FSA or DCAP for 2021 can change their elections without a qualifying event three times in 2021: in March, June, and September. To make an election change, you must submit the *SEBB Change in Status* form to payroll and benefits during these months. SEBB is currently updating the *Change in Status* form to reflect these opportunities. The form will be posted to the portal under payroll & benefits/SEBB when it becomes available.

- Changes submitted in March are effective in April.
- Changes submitted in June are effective in July.
- Changes submitted in September are effective in October.

These opportunities only allow you to change your 2021 annual elections for FSA or DCAP. **You cannot make changes to medical, dental, or vision benefits without a qualifying event.**

Cont. on next page

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.



Feb 25
Newbie Night

Mar 1
School Board Mtg

Mar 2
Exec Committee Mtg

Mar 9
Rep Assembly

Mar 12
Leap Day

Mar 16
Competency Teams

Take Time to:



Flexibility with 2020 DCAP funds You can incur expenses and submit claims against 2020 DCAP funds through December 31, **2021** — giving you an extra 12 months to spend your funds. You may also spend 2020 funds on children up to when they turn age 14. (The normal limit is children up to age 13.)

If you enrolled in a DCAP for 2021, any eligible expenses incurred will be reimbursed from your unused 2020 funds before being applied to your 2021 account. **The 12-month extension does not apply to Medical FSA funds.** See below to learn about the Medical FSA grace period.

The Medical FSA grace period still applies As normal, you may continue to incur eligible Medical FSA expenses and use 2020 funds through March 15, 2021. If you reenrolled in a Medical FSA for 2021, any eligible expenses you incur during the grace period will be reimbursed from your unused 2020 funds before being applied to your 2021 account.

You must submit all eligible 2020 Medical FSA claims for reimbursement by **March 31, 2021**. After March 31, IRS rules require that any funds left in your account be returned to the Health Care Authority. Once returned, you cannot reclaim those funds. Submit claims and supporting documentation by:

- Logging into your Navia account at naviabenefits.com
- Email: claims@naviabenefits.com
- Fax: 1-425-451-7002 or toll-free 1-866-535-9227
- Mail: Navia Benefit Solutions, PO Box 53250, Bellevue, WA 98015-3250

A Friend in Need



Christine Winterbrook - K5HC Team Member in Accelerated Programs – Supports Rosa Parks Elementary and Sandburg/Discovery Elementary School Highly Capable Students. Christine is currently undergoing chemotherapy and recovering from radiation therapy for Stage IV non-small cell lung cancer with the EGFR mutation which is a non-smoker's form of lung cancer. In November, she was found to have a metastatic tumor in her spine and underwent 10 cycles of radiation during winter break. The radiation caused increased inflammation that resulted in a blood clot near her spine. Shortly after radiation ended, it was discovered that a tumor in her lung had active cancer and she has now started 4 rounds (12 weeks) of chemotherapy.

Please consider a [Shared Leave Donation](#) by filling out the donation form and sending it to HR. Thank you.

Spring Break Getaway: Eagle Crest Resort in Redmond, Oregon - Condo avail. April. 4-11, for \$1000/wk, sleeps 6, well-appointed and comfy. Great destination for outdoor recreation w/easy airport access, golf and breweries! Contact Julie Banchemo 206-715-3357 (Barton).

Self-Care is not Selfish

