



Update - Stay Connected

March 17, 2021

NEW Annual Leave Carryover Process

Annual leave carryover survey to be sent June 1st

LWEA and LWSD agreed to allow employees to accumulate up to 60 hours of annual leave in the 20-21 school year. In the 21-22 school year, annual leave accumulation will return to 37.5, per section 19.9.2 of the 2017-2021 LWEA/LWSD CBA. Your unused annual (personal) leave will be **automatically cashed out** at the sub rate of pay (\$200 per day). If you want to carry over days to next year, you must complete the **survey** prior to June 30th, indicating that you want to carry over your unused days. Unused annual leave is carried over on a 1-for-1 basis.

A survey will be sent to all LWEA employees on June 1st to request the carry-over of unused days. If you are interested in a combination (some cashed out and some carried over) you must complete the survey.

If you do not complete the survey your unused annual (personal) leave will be automatically cashed out. Complete the survey by June 30, 2021. Keep a copy of your response for your records.

PLEASE NOTE: The only way to carry over days is to complete the survey. The survey will be sent out June 1st and will close on June 30th, failure to fill out the survey will result in the automatic cash out of days.

Important – please note:

- For the 21-22 school year, you may accumulate up to a total of 5 days of annual leave. Since you get 3 new annual leave days in the fall, a maximum of 2 days can be carried over into the 21-22 school year. Any excess days will be cashed out.
- If you already have days that you've carried over from prior years, you **MUST** indicate that you want to continue to carry them over. If you do not complete the survey, your carryover days will be cashed out.
- If you are interested in a combination (some cashed out and some carried over), you **MUST** complete the survey.
- Please do not contact the District to find out how many much unused annual leave you have remaining – you can easily check your balance on Employee Access.
- Be sure to complete the survey by June 30th.

You will receive your annual leave cash out in your August paycheck.





Each week we will highlight essential safety information.

Essential Safety: Attending to Your Mental Health and Wellbeing

Educators are used to stress at work. However, the past year has introduced a new level of stress into our work lives, and the closure of schools has placed an extraordinary burden on educators. During the pandemic, LWEA members have been attending to the needs of students while also tending to their own needs, including caring for their own children or elderly relatives.

If you are feeling overwhelmed with anxiety, sadness, worry, fear, or anger – PLEASE reach out for help.

[Washington Listens](#)

[Crisis Connections](#)

[SAMHSA Disaster Distress](#)

[Seattle & King County Mental Health Resources](#)

[Washington State Crisis Support Resources](#)

National Suicide Prevention Lifeline: 800-273-8255

For many years, LWEA employees have had access to the [Employee Assistance Program](#) (EAP). This program is a confidential consulting services that provides short term counseling and referral services for personal or work-related needs.

As a result of our bargaining efforts, our members can access EAP services during the workday without the use of leave, in an effort both to expand access to these services and in recognition of the fact that educators are facing significant amounts of stress both in their work and personal lives. Although this language can be found in LOUs for elementary educators, this benefit is available for all LWEA members.

It's okay for educators to ask for help. You can read about the conditions of using this service during the workday [here](#).

LWEA
8575 164th Ave NE
Suite 100
Redmond WA 98052
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

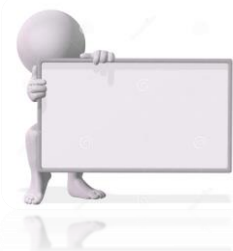
Special Services Rep:

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

Ethnic Minority Rep:

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

**LWEA -
this is your union!**



WEA Professional Development Opportunities

WEA's Special Education Support Center (SESC) and Inclusionary Practices Project (IPP) are offering courses online, in real-time, via Zoom, in addition to asynchronous Canvas courses. They have launched the April – June 2021 quarterly Zoom schedule! Attached are the event flyers.

Highlights:

- Special PD Event: Universal Design for Learning with Katie Novak, Ed. D.
- New Coaching and Mentoring Series
- New MTSS Series
- New Paraeducator Series
- New Parents' Perspective Course
- New STEM Zoom Courses
- Asynchronous Courses – via Canvas

[Registration is open.](#) Select your event/course in the drop down menu on the top of the registration page. (Asynchronous courses have their own registration links, see Canvas Course flyer.) Clock hours are available. Courses/Clock hours are free. You can access flyers with our current schedule/offerings for both asynchronous and synchronous courses here: <https://bit.ly/WEA-IPP> or click on the links below:

[Coaching and Mentoring Series](#) [Zoom Courses April-June 2021](#)
[Asynchronous Courses via Canvas](#) [Special PD Event: Universal Design for Learning](#)

Call for Nominations

WEA Nominee for NEA Foundation Award for Teaching Excellence
Nominations due 5 p.m. Friday, March 26, 2021

Award Details

The NEA Foundation Award for Teaching Excellence recognizes, rewards and promotes excellence in teaching and advocacy for the profession.

Eligibility. All current members of an NEA local affiliate or bargaining unit are eligible, including teachers, education support professionals, and higher education faculty and staff. Any WEA member is eligible to nominate another WEA member for this award.

Award criteria. Nominations must address the candidate's qualifications in five areas: 1) Professional Practice, 2) Advocacy for the Profession, 3) Community Engagement, 4) Leadership in Professional Development, and 5) Attention to Diversity.

Award recognition. WEA's nominee will receive an all expenses-paid travel to the NEA Foundation's Annual Salute to Excellence in Education Gala in Washington, D.C. in February 2022. Five awardees will be selected for *The Horace Mann Awards for Teaching Excellence* and receive \$10,000 each, plus expenses-paid travel for themselves and a guest. The *NEA Member Benefits Award for Teaching Excellence* recipient, selected from the five, receives \$25,000 in cash and a personalized commemorative gift. Read more about the award [here](#).

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.



Mar 17

St. Patrick's Day

Mar 20

First Day of Spring

Mar 30

Mock Rep Assembly

April 5-11

Spring Break



Nomination Process

WEA is accepting nominations for our state affiliate award winner. It's easy to nominate a deserving WEA member! There are just two steps:

1. Submit a brief letter of nomination (no more than 3 pages, double spaced) outlining the individual's strengths and accomplishments tied to the five award criteria. Send nomination letters by 5 p.m. Friday, March 26, to WEA Center for Education Quality staff [Jim Meadows](#).
2. Have your nominee submit brief responses (400 words or less per response) to the following prompts by 5 p.m. Friday, March 26, using this submission link: <https://www.surveymonkey.com/r/NWPB6XZ>.

- *Question 1:* In what ways have you distinguished yourself for your instructional expertise, creativity and innovation?
- *Question 2:* How have you advocated to advance the education profession and to strengthen public education?
- *Question 3:* How do you connect the community with the work you do in your classroom, school and/or district?
- *Question 4:* In what ways have you cultivated your professional expertise and led others in professional development?
- *Question 5:* How do you ensure the diverse needs of learners are met and honored?

WEA will notify nominees about the status of their application by the end of March.

NEA Member Benefits

Click [here](#) or on the graphic below to receive a \$25 Gift Card when checking out California Casualty's program. The NEA Member Benefits endorsed Home, Auto and Renters Insurance with competitive rates in our area.



Henry Smith Private Tutoring

I am an RHS alumnus currently in the UW College of Engineering and am available to tutor students in the fields of:

- Chemistry
- Physics
- History/Government
- English
- Math

Email: henry@henrysmith.net or call 206-747-3910