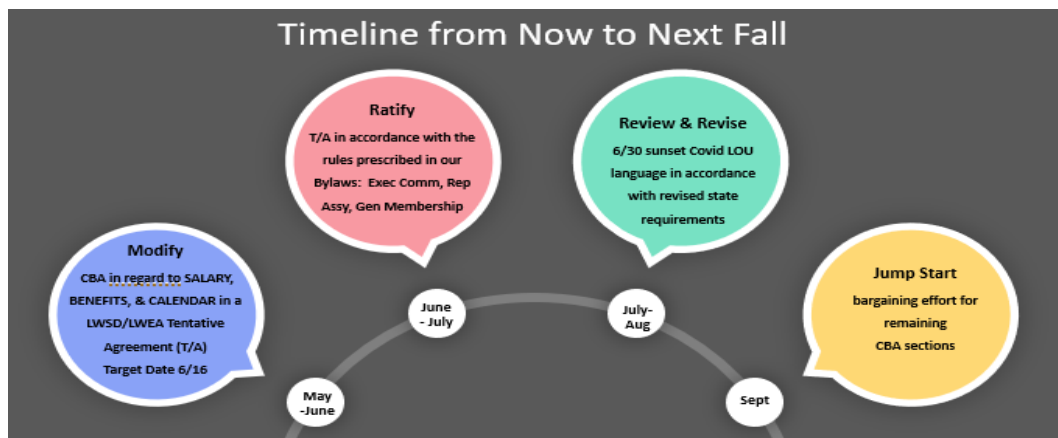




# Update - Stay Connected

May 12, 2021

## LWEA and District to Begin Bargaining New CBA



As many of you are aware, the four-year agreement between the LWEA and the District expires on August 10. That leaves just 54 business days to negotiate a new Collective Bargaining Agreement (CBA). Recent Executive Committee and LWEA Building Rep meetings have focused on deciding the best course of action given the short timeline to negotiate and ratify a new CBA in accordance with the rules prescribed by LWEA Bylaws. In unanimous votes by both the Executive Committee and the Representatives Assembly, I have been asked to open negotiations limited to **salary**, **benefits**, and **calendar**. Both bodies also requested that the District extend the terms of the other provisions of our CBA until August 2022.

The target date for reaching a Tentative Agreement with the District is June 16 of this year (the last day of school). However, there is considerable work to complete between now and then, including:

- Surveying members about calendar preferences through July 2025.
- Gathering data regarding LWEA member salary standing in comparison to our competitive districts.
- Reviewing changes to our benefits after the implementation of SEBB and other state determined health care and family leave provisions.
- Discussing LOU revisions needed to address member health and workload concerns during continued pandemic conditions.
- Finally, establishing a timeline for full CBA bargaining next year.

Should you have additional questions, your building reps have been fully briefed on our plan of action. As has been our practice throughout LOU discussions, we will routinely provide negotiation updates through our Bargaining Broadcast and the LWEA Update. These communications are sent to home emails. If questions remain, please use the [asklwea@washingtonea.org](mailto:asklwea@washingtonea.org) for your inquiries in order assure timely reply.

As the first WEA affiliate to successfully bargain McCleary settlement dollars, I am optimistic about our ability to rise to the challenge of completing this work even with our greatly abbreviated timeline.

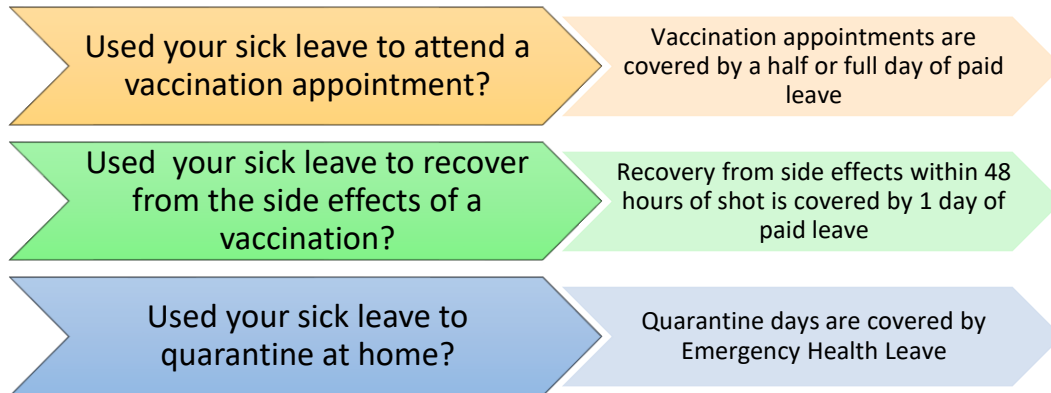
Howard Mawhinney – President, Lake Washington Education Association





## Reclaiming Your Time

If you used your own sick time to cover COVID-related absence, [you can get that time back!](#)



## How do you get it back?

If you used your personal sick leave for either a vaccination appointment or side effects related to vaccination, you can reclaim your time:

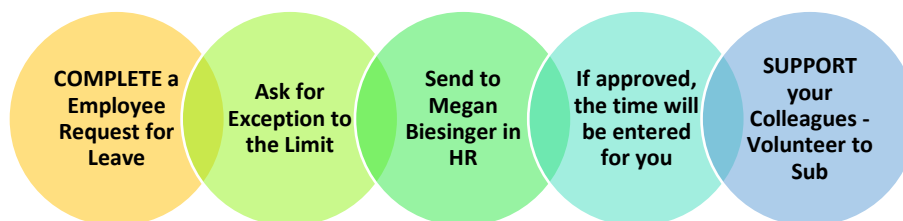
- Fill out a [Request for Leave](#) form and include a copy of a vaccination card identifying the date sick leave was used for vaccine appointment/side effects.

If you used your personal sick time for to cover a quarantine due to COVID symptoms or close contact with someone who had COVID, you can reclaim your time:

- Fill out a [Request for Leave](#) form, identify which of your sick days were actually quarantine/isolation days, and include a note from doctor or health official directing your quarantine/isolation during that time.

## Using Your Annual Leave

Trying to use an Annual Leave day and finding the daily limit has been met? Ways to mitigate this problem:



Teamwork, volunteer to cover for a colleague 😊 We are in this together. Work with your OM to complete and submit form.

**LWEA**  
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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

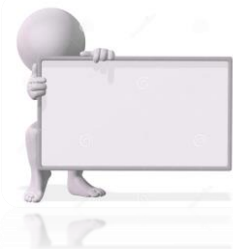
### Special Services Rep:

Cookie Grant-Suggs  
Rush / 425-936-2690

### Ethnic Minority Rep:

Cathey Hettinger  
Barton / 425-936-2480

**LWEA -  
this is your union!**



## PGE and Evaluation Summation

You may be aware that according to the CBA Summative Evaluation Conferences must occur prior to June 1.

Due to the extraordinary circumstances of the year, LWEA agreed to **extend the deadline for the completion of Summative Conferences until June 11** (CBA 26.7.1 (D)).

Additionally, non-renewal notices are required no later than May 15, 2021. The language prevents surprises. Thus, anyone who is to receive a non-renewal notice would have been given informal notification much earlier. All formal notifications will be delivered by May 15 (CBA 226.16.3).

## New OSPI Guidance:

### Recovery Services for Students in Special Education

Last Thursday, OSPI released a guidance document titled, *Washington's Roadmap for Special Education Recovery Services: 2021 & Beyond*. The purpose of this resource is to help Individualized Education Program (IEP) teams determine recovery services needed for students with disabilities due to the impact of COVID-19 and is supplemental to the Office of Superintendent of Public Instruction (OSPI) general education guidance.

See [WA Roadmap for Special Education Recovery Services](#) for more information.

## National School Nurse Day

Always trusted to care .....Show them you care.



for always being there for our students and staff.

We appreciate you 😊

## 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.



**May 12**

National School Nurse Day

**May 18**

Competency Teams Mtg

**May 31**

Memorial Day

**June 1**

No School – Students & Teachers

**June 2**

Teacher Directed Day



## Reducing Stress and Improving Sleep

Healthy is for everyone and Omada (SEBB's diabetes prevention program partner) helps employees shift the way they view their health so they can change their health for good. Learn how chronic stress can impair your immune system and how reducing stress and improving sleep are just a couple ways you can make long lasting positive impacts to your overall health. In this webinar you will:

- Learn the basics of what causes stress.
- Identify sleep-related issues and how to address them
- Learn simple, easy habits to manage daily stress and improve sleep with an Omada health coach.

### When and where

Tuesday, May 25, 2021

4 to 4:50 p.m.

Online (Zoom)

[Click here to sign up](#)

### Who should attend?

You, wellness team members, your leaders, and any of your colleagues who want to learn about healthy habits that last.



## California Casualty's Summer Skip policy benefit is back!

The NEA endorsed auto and home insurance program by California Casualty has great rates and customer service. Start your summer off saving by choosing two consecutive months between May and September to skip your insurance payments. In addition, each policy includes free ID Theft Protection, Pet Injury Coverage and Exclusive member-only rates. \*\*We now have extended our Member only rates to family, including your siblings, so forward this message on! [Click Here](#) to request a quote and receive a \$25 gift card from me.

ESSENTIAL SAVINGS BUILT-IN!

Auto Insurance with **SUMMER SKIP-PAYMENTS**

**\$25 Gift Card** FREE with Auto Quote!

AND... as an added bonus, California Casualty will give you a \$25 Gift Card - for a limited time while quantities last.

nea Member Benefits | California Casualty | [readyforquote.com/michelle](https://readyforquote.com/michelle)