



Update - Stay Connected

September 2, 2021

Welcome Back!

Welcome to the 2021-22 school year in the Lake Washington School District. I hope your summer was relaxing and left you refreshed, ready to welcome our students back to the classroom. The LWEA stands ready to represent our 2100+ members as we rise to meet whatever challenge awaits us. We believe our job is to protect your rights under our contract, advocate on your behalf, assist you in resolving conflicts, and deliver educational resources. In short, to provide support in ways that allow you to focus on what you do best - teaching.

In June, the District and the Association came to an Agreement on a new two-year Collective Bargaining Agreement. The agreement was overwhelmingly ratified by membership on June 23rd. Highlights include:

- Significant increase for both early career educators and for veteran teachers. The details can be found in our [2021-2022 Salary Schedule](#).
- An eight year reduction in the time required to reach the top of our salary schedule from 25 to 17 years
- The elimination of the professional fund. More on the elimination of the professional fund can be found on page 2 of this Update

Finally, a few words regarding Gov Inslee's vaccination mandate. From the onset of the COVID outbreak, LWEA and our members have worked tirelessly to support community safety. As educators, we feel responsible for the health and well-being of our students. Public health experts have determined vaccinations are a critical part of keeping schools open and our ensuring the community safety. To that end, Governor Inslee has required all PK-12 employees in the state to get vaccinated, with limited exemptions. The courts have determined he has the legal authority to issue this mandate and the mandate has the power of law. At the same time, the LWEA respects mandate provisions allowing for limited exemptions and will work with members who have questions regarding those exemptions.

If you haven't already done so, please sign up for the LWEA text messaging service by texting **LWEAInfo** to 41411. We will continue to use that text messaging service to keep membership updated as details on exemptions, implementation, and timeline are released. I am incredibly proud of LWEA membership's willingness to stand together throughout the pandemic.

Thanks,
Howard Mawhinney, President

COUNT DOWN TO VACCINATION!

To ensure safe in-person learning for students, Governor Inslee has mandated that vaccination for Covid-19 is required for all PK-12 employees. You need to present proof of vaccination to your supervisor, either by showing your CDC Vaccination Card, your WA state Certificate of Covid Vaccination, or a printout from [Washington MyIR](#).

If you're unvaccinated, you'll need to become fully vaccinated by October 18. [Vaccination opportunities in King County](#) remain plentiful.

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Vaccine	Series Dose Requirement	First Dose no Later Than	Second Dose	Completed Series	Fully Vaccinated
Pfizer	2 doses, 21 days apart	09/13/21	10/04/21	10/04/21	10/18/21
Moderna	2 doses, 28 days apart	09/06/21	10/04/21	10/04/21	10/18/21
Johnson & Johnson	Single dose	10/04/21	N/A	10/04/21	10/18/21

LWEA membership ratifies new agreement with LWSD

On June 23, 2021, LWEA members voted overwhelmingly to ratify a [new 2-year agreement with LWSD](#). The new agreement (referred to as the Collective Bargaining Agreement, or CBA) is in effect from August 11, 2021, through August 10, 2023.

While the impacts of covid narrowed the scope of what we agreed to include in this renegotiation, we were able to secure *significant financial gains* that ensure that our compensation is competitive and that our members are receiving more money earlier in their careers, which helps us save for retirement and invest in our families and our priorities.

salary compression & gains

- Our salary schedule was compressed down to 17 years/16 steps (from 25 years/26 steps).
- Salaries at all levels were increased on average 5% (Starting BA+0, step 0: \$64,046 (increase of \$5,248); Mid-career MA/BA+90, step 10: \$95,436 (increase of \$5,730); Top of scale MA+45, step 16: \$123,099 (increase of approx. \$4,000-\$9,000).

attract and retain

- The attract and retain stipend now starts in your first year of employment and increases at steps 10 and 16 for MA/BA+90 and MA+45 lanes.

professional fund

- The professional fund has been eliminated! This money was redistributed into salary, which means it now factors into your retirement earnings and will grow along with cost-of-living increases.

technology

- The technology stipend has already been paid to all new hires; returning teachers will receive their technology stipend in November.

Stipends and sub rates

- Stipends and sub rates will increase by IPD by 2% this year. (Implicit Price Deflator, a.k.a. COLA).

2022-2023

- In 22-23 IPD will be added to base salaries. IPD is *estimated* to be 1.6% for 22-23.

In addition, for the 22-23 and 23-24 school years, we aligned our Spring Break with Northshore, based on member feedback, and we placed Juneteenth on the school calendars and will continue to work on implementation of Juneteenth and Family Connections going forward.

LWEA

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LWEA
WE are YOU
This is your union!



New Recertification Requirement

As educators, we do our best work when we're providing each student with the tools and resources they need to learn and thrive. That's why, starting July 1, 2023, all teacher certificate renewals must include at least 15 clock hours of professional development focused on equity-based practices. WEA is among the organizations that will be hosting PD courses that will meet this requirement.

The 15 required clock hours count as part of the 100 total hours required for recertification. Because the Professional Educator Standards Board (PESB) has not yet created cultural competency, diversity, equity, and inclusion standards, they will align the current PD to the [cultural competency standards](#). The STEM PD requirement remains in effect as well.

More information is available on the [PESB website](#). PESB is also hosting webinars to explain these new requirements:

- Wednesday, September 22 at 11 a.m. | [Register to attend](#)
- Wednesday, September 22 at 4 p.m. | [Register to attend](#)

If you have questions, please reach out to PESB at cert@k12.wa.us

Virtual Social-Emotional Learning Courses

How will you engage students who may have suffered academic learning loss or help those experiencing increased anxiety after a long, stressful pandemic?

NEA is offering members an opportunity to re-energize and enroll in virtual social-emotional learning (SEL) courses to learn how to attend to the social and emotional needs that arise during times like these. For more information see: [edPractice \(nea.org\)](https://edpractice.nea.org)

Inclusionary Practice Series

WEA is offering an Inclusionary Practice Series beginning Sept. 9 to members. Courses are free and clock hours will be provided. See the flyer for more details: [Inclusionary Practice Series](#)

There are 8 virtual sessions in the series, spanning from September 2021 – April 2022 (One webinar per month on Thursdays from 4 pm – 5:30 pm). You must register for each session. Each session is treated as an individual course, you do not have to register for all of them. ASL interpretation will be provided. The series is free with up to 1.5 clock hours available for each session. Capacity is limited to the first 1000 registrants.

If you are interested, don't delay. 1000 registrants may seem like a lot, but this is offered statewide.

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.



Sept. 6

No School: Labor Day

Sept. 7

Exec Committee Mtg

Sept. 12

Grandparents Day!

Sept. 14

Rep Assembly Mtg

Sept. 21

Competency Teams

Sept. 22

First Day of Autumn

TODAY
is the day to
learn something
NEW

Building Rep Elections 2021-22

If this has not yet been done for your building, now is the time to elect/re-elect LWEA building reps! Each building is entitled to 1 rep for every 15 members (or major fraction thereof). Check with your Office Manager for staff numbers. Reps must be elected by secret ballot vote that provides an opportunity for write-in candidates.

Once your reps are elected, please notify [Terri Neely](#) in the LWEA office as soon as possible. If you have questions about rep responsibilities, meeting schedules, or the amount of time involved, we can help with that.

The first Rep Assembly for 2021-22 will be held virtually on Tuesday, Sept. 14. Building Reps will receive a link to the virtual meeting via email.

Marketplace

For Sale: 2003 Toyota 4Runner with 143,000 miles (white) for \$14,900. Drive ready and in good condition. Contact Lindsey Brown at 206-313-2522. (Jennifer Simon, EHS)

For Rent: Juanita Apartment

\$1,575 + utilities. 1,000 sq. ft. Spacious ground level apartment in split level house in quiet residential neighborhood, close to action, but far from the crowd. Full floor, open floor plan: 12x24' LR, 12x20' BR, shared laundry room, full kitchen. Fenced back garden. Private entrance. One dedicated off-street parking space. No pets, no smoking. Shared utilities including internet access. Security deposit. References & credit check required. Must have a minimum credit score of 640. Call Inge Theisen to schedule an afternoon or evening showing! (425) 823-5710.

Services: My name is Emily Staples, a former teacher in LWSD. I would like to offer a free service to turn your teacher content (specifically a Word document with questions and answers that you supply) into games like Jeopardy and Bingo, or decks of cards using some software I have written. We would exchange Word, Powerpoint, and PDF files. Check out my link below to learn more. You can reach me at emistaples@gmail.com or 425-223-1510. I look forward to hearing from you.

<https://emistaples.wordpress.com/2021/08/21/teaching-resources-created-from-your-content/>

**To All LWEA & LWSD
Amazing Teachers and Staff.....**

