



# Update - Stay Connected

September 15, 2021

## What is Happening with Bargaining this Year?

**We have made a formal request to bargain the impact of quarantine requirements.** Topics include:

- Student quarantine absences (short-term, long-term, and widespread)
- Closures (whole classroom, whole school)
- PD and instructional support by grade band, subject, program
- Substitutes
- Evaluation
- Leave

**The pandemic continues to present us with more formidable challenges.** Last year, when most students were fully remote, the situation was more static which gave us time to make sound decisions in the best interests of students and staff. This year, most students are learning full-time in-person, but quarantine requirements are interrupting that experience, creating an unpredictable and evolving situation for everyone.

Our approach to supporting students will need to be guided by the law and by a determination of what is **feasible, appropriate, and sustainable**.

**We cannot bargain the district's choice of instructional model.** LWSD must follow the law. Mandates from DOE, OSPI, DOH, L&I, and Gov. Inslee carry the weight of the law. These mandates are not optional. They are in place to ensure that students and staff *both* are safe at school *and* have access to FAPE. Balancing these needs has been challenging during the pandemic.

**We can bargain the impact of the district's instructional model.** LWEA's agreements must also follow the law. When working conditions change significantly, our CBA may no longer apply. LWEA has the right to demand to bargain the impact of significant changes. Our current situation is very fluid: as the numbers of students being quarantined continues to rise, the working conditions for educators are changing in significant ways.

## Stay in Touch

### Join our textline

We send Updates and important member messages directly to your phone. **To join text LWEAInfo to 41-411.**

### Confirm your home email

We will be sending bargaining communications again this year. If you didn't receive emails from LWEA last year, please contact Diana [dwagner@washingtonea.org](mailto:dwagner@washingtonea.org) to update your home email address with us.

### Connect with your building reps

Building reps are your **single best source of information** and are trained to facilitate building-based problem solving.

### Contact us anytime

You can always reach us at [askLWEA@washingtonea.org](mailto:askLWEA@washingtonea.org).

### Bookmark our website

The [LWEA website](#) has loads of resources, including our CBA, Covid-related agreements, and upcoming PD

### Follow us on social media

Find us on Facebook as **Lake Washington Education Association** and on Instagram as **lweateachers**.



## Covid Quarantine Leave

The District is providing paid leave or release time to employees who have been exposed to Covid at work. Many members have asked about available leave options this year.

We are sharing a summary of the current leave options. To learn the process for taking Covid Quarantine Leave, [read the actual guidance](#) on the portal: scroll down to Employee Information>Leave Guidance related to COVID Exposure at Work. **The current guidance is effective from 9/1/21 - 10/1/21. LWEA has asked the district to bargain this topic.**



Leave Type	When is this leave used and for how long?
<b>Covid Quarantine Leave (CQL)</b>	Used by individuals who test positive for Covid, up to 14 days. Anyone who tests positive must quarantine regardless of vaccination status. To access this leave, you must attest that you were exposed to work.
<b>Covid Quarantine Release Time (CQR)</b>	Used by individuals who are required to quarantine, up to 14 days, due to exposure at work but are able to work from home.
<b>Personal Sick Leave</b>	Used by individuals who don't qualify for CQL or CQR: sick beyond 14 days of quarantine; are Covid positive due to exposure <i>outside of work</i> ; need to stay home with children who are quarantined. This is a change from last year.

If you have leave questions or concerns, please contact [Terri Neely](#).

### LWEA

8575 164<sup>th</sup> 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:

[Fareeha Nasir](#)  
Alcott / 425-936-2490

### Middle School Rep:

[Hattie Midboe](#)  
Stella / 425-936-2475

### High School Rep:

[Sharon Curry](#)  
RHS / 425-936-1800

### Specialists Rep:

[Amy Waldroup](#)  
Barton / 425-936-2480

### Special Services Rep:

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

### Ethnic Minority Rep:

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

**LWEA**  
**WE are YOU**  
**This is your union!**



## Lake Washington Education Association – Union Membership

### What are the Benefits of Union Membership?

Our union is a member-driven organization. That means members are the ones who make decisions about our priorities, and how we will interact with the district. Members have input into our bargaining priorities, can attend union meetings, and have the right to vote on our contract and other issues. Our members run our organization, from our building representatives to our executive board, and we are excited about the addition of your voice.

Additional member benefits include:

- Ongoing updates on Covid-19 impacts and changes
- Professional development and certification support
- Educator Employment Liability Insurance Program (up to \$1 million in coverage) – the district does not provide coverage
- Legal representation for employment related issues
- Reimbursement for legal fees/costs for the defense of criminal proceedings arising out of employment if exonerated
- Discounted personal legal services from attorneys participating in the attorney referral program
- Deep discounts for local and national shopping (insurance, car rental, restaurants, etc.)

The benefits of membership are only available if you join the union, so please [join us!](#)

### Substitutes – We Are Looking For You!

We'd like to invite you to become a member of LWEA. Substitute members who work in LWSD are covered by the LWSD/LWEA bargaining agreement which means that your salary and other working conditions are covered by the LWEA contract.

Some of the benefits that you would receive as a member are:

- \$1 million in liability coverage if you are falsely accused of wrong-doing
- Voice and vote in all association decisions (you would be able to give input and vote on the tentative agreement)
- LWEA Professional Development at member rates
- Life insurance
- Retirement planning
- Credit card program, line of credit, and credit plans
- Auto buying program
- Home mortgage and equity loans
- Much more...

Your membership dues will be \$4.63/day – only for the days that you actually work up to 90 days. After 90 days in one school year, your dues are reduced to \$0.00 per day. Each school year, this process starts over with full dues for the first 90 days worked. If you are interested in becoming a member, contact [Terri Neely](#) in the LWEA Office or simply complete this [eJoin](#) on-line enrollment

## 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. 21**

Competency Teams

**Sept. 22**

First Day of Autumn

**Oct. 5**

Exec Committee

**Oct. 12**

Rep Assembly Mtg

**Oct. 18**

Covid Vaccine Required



## Professional Development on Cornerstone

Elementary Teachers, are you interested in ways to help meet the emotional needs of the students in your classrooms? Would you like to know more about creating and implementing a “Calm Down Corner?” If so, register for the class **Helping Students with Self-Regulation: Creating and Implementing Calm Down Corners in an Elementary Classroom** on Cornerstone! Only a few spots remain for this in-person class occurring on **September 28<sup>th</sup> from 4:30-6:30PM**. Timecard pay and clock hours are available. We hope to see you there!

Elementary and Secondary Teachers, are you interested in ways you can do more for your BIPOC (Black, Indigenous, People of Color) Students with Disabilities? If so, register for the class **Let’s Do More for our BIPOC Students with Disabilities** on Cornerstone! This is an in-person class with an option for those who prefer to attend via Teams. The class takes place **September 30<sup>th</sup> from 4:30-6:00PM**, and timecard pay and clock hours are available!

Reach out to [Professional Learning](#) if you have questions!

### Sick leave balances adjusted to include 2020-21 emergency leave

Per employee labor agreements, emergency leave is deducted from sick leave balances. Emergency leave taken in 2020-21 will be zeroed out and applied to sick leave balances. Throughout the 2021-22 school year, employees need to remember that any use of emergency leave during the current school year will show as a negative balance in Employee Access. That balance must be deducted from sick leave to correctly determine your sick leave balance.

## NEA Member Benefits 2021-22

Giving educators the support they deserve. NEA member Benefits offers travel discounts, budget tips, retirement advice and help researching and choosing the right financial and insurance products. More than what you need, it’s what you deserve as a member.

For information on our 2021-22 programs and services, see:

[NEA Programs and Services](#)

**FOR SALE: 2001 PT Cruiser** Great condition, runs great, clean, 88,300 mileage, \$4000. Email Kim Lucas at [kdilucas11@hotmail.com](mailto:kdilucas11@hotmail.com) for more details and pictures.

**Surface Book 2:** 15” 4k display, 16gb ram, i7 processor and a nvidia 1060 gpu. Comes with screen protector and surface slim pen 2.0 \$950 If interested contact Nigel at [nigelx.neely@gmail.com](mailto:nigelx.neely@gmail.com)