



# Update - Stay Connected

October 6, 2021

## OCTOBER 1

Over the last two weeks we have shared that [certain plans and procedures](#) must be revisited by buildings each year.

| What to review?  | By when?                              |
|--|---------------------------------------|
| <a href="#">Staff meetings plan</a> : scheduling, duration, and content. CBA 14.4          | October 1                             |
| <a href="#">Building budget review</a> , including carryover. CBA 10.10                    | October 1; finalized by November 15   |
| Missing sub coverage plan. CBA <a href="#">12.8.2</a> and <a href="#">Sub Coverage LOU</a> | October 1                             |
| <a href="#">Evaluation process review</a> . CBA 26.6.2                                     | extended to September 29 for 21-22 SY |
| <a href="#">Missing specialist coverage plan</a> .* CBA 13.5.8                             | October 1                             |
| <a href="#">Guidance Team Procedures Materials review</a> . CBA Appendix P.1               | October 1                             |
| <a href="#">Structured collaboration meetings plan</a> . CBA Appendix P.2                  | October 15                            |

### **Many of these reviews should have been completed by October 1.**

One key plan that a building needs to review is the [missing sub coverage plan](#). The lack of sub coverage in our buildings has reached crisis levels. **We encourage buildings to think “outside the box” and beyond the typical approaches we might take in addressing missing sub coverage in a building.** How about reorganizing the daily schedule so that 2 or 3 classes could be supervised by 1 or 2 people in the gym? What about lengthening recess or lunch so that staff can rotate between supervision and prep time? Can students have increased computer learning or independent reading time?

### **October 1 was also the first count date of the school year.**

If you were over the class size or case load limits described in [Article 13](#) on October 1, you are eligible to receive a remedy as described in [Appendix A3](#). Your building rep can help you understand how class size and case load overages is calculated. **If you believe you qualify for a remedy, please confirm this with your building principal.**

### **October 1 marks the start of the PGE process.**

PGE training must have been completed by September 29. Self-evaluations must have been completed by September 30. (Teachers choose whether to share the self-assessment with their evaluator.) You can read about the PGE process and timeline in [Article 26](#).



We've heard many disturbing reports in recent months of school staff, including teachers, being targeted for doing their job. It's important that teachers know their protections and rights as educators. Read [more](#) about Black Lives Matter flags in the classroom, curricula like the 1619 Project, and Indigenous land acknowledgements.

### You are protected in teaching the curriculum.

- We are instructed by our school districts to teach prescribed curricula and cannot be disciplined for teaching these. We know that by presenting factual information, we give our students the opportunity to draw their own conclusions and engage deeply with the material. Educators have broad leeway to choose how each curriculum is implemented in the classroom, whether that's by choosing which books to read or by selecting which units on which to spend more or less time.

### Our contract ensures academic freedom.

- Together in our union, we have protections. Article 15 of our CBA includes language about academic freedom that protects educators. Article 27 also includes a fair grievance and discipline procedure that ensure educators' concerns are heard. If you may need protection, reach out to your building rep.

### Note that the First Amendment does not extend into the classroom.

- When instructing students, legally speaking, we are considered to be speaking on behalf of the district. That means, unless permitted under Article 15, we have to refrain from taking political positions or espousing personal beliefs. That includes in our speech, classroom decorations, and displays.

### Safety comes first.

- For our students and ourselves, the first consideration is safety. We must create an environment where all students feel safe and we must demand that our employers protect our personal safety. If you feel your students or yourself threatened by activists, report this to your administration immediately, and to the police as well if necessary.

## Assistance with SEBB Benefits

American Fidelity is currently accepting appointments to help you review benefit plans and answer questions. **You can schedule an appointment as early as October 11<sup>th</sup>.** To schedule an appointment, click on the link below:

**ACTION:**



[Schedule an Appointment](#)

American Fidelity offers other optional benefits that are available to employees if that is something you would like to review. You do not need to discuss other insurance options if that is not of interest to you. These appointments are primarily to assist you with your benefits plan options available through SEBB.

**We need subs!** Ask your friends and family in the area to apply to be a sub in our district. Individuals can [apply through the LWSD website](#).

#### LWEA

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## LWEA Officers and Executive Committee

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



## A Friend in Need

**Kristin Howard**, Safety Net teacher at Blackwell Elementary is requesting donated sick leave for medical reasons. All donations are greatly appreciated.

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



**October is  
Bullying  
Awareness  
Month**

An offensive comment. A shove. A tweet. Bullying behavior can take many forms and have many motives.

Every October, schools and organizations across the country join STOMP Out Bullying™ in observing National Bullying Prevention Month. The goal: encourage schools, communities, and organizations to work together to stop bullying and cyberbullying and **put an end to hatred and racism** by increasing awareness of the prevalence and impact of all forms of bullying on all children of all ages. Learn more at: [Stomp Out Bullying](#)

## 4th Annual ACT ESP Conference Empower! Inspire! Motivate!

The WEA Action Coordinating Team (ACT) would like to invite you to participate in its annual [ESP-ACT Conference](#) on Oct. 29-30. This is a **free virtual event** designed for WEA members only. The conference will be held on ZOOM.

Friday, Oct. 29, begins at 6 p.m. with WEA President Larry Delaney and Vice President Janie White. WEA Staff member Torian Hodges-Finch will lead a discussion about Coaching for Equity. All participants will have an opportunity to meet with job-alike members (affinity group) from across the state in breakout sessions from 7-8:30 p.m. The sessions will be broken into these nine categories:

- Clerical service ESPs
- Custodial and maintenance service ESPs
- Food service ESPs
- Health and student service ESPs
- Paraeducators
- Security service ESPs
- Skilled trade ESPs
- Technical service ESPs
- Transportation service ESPs

[Read about this year's course offerings and conference agenda](#). You will need this information for your registration to ensure you pick the correct course. Sessions will be either 90 minutes or 3 hours. [Click here to register](#) for this event. **Registration closes on Oct. 25 at 5 p.m.**

# 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.



**Oct. 11**

Indigenous People Day

**Oct. 11, 12 & 14**

Elementary Half Day  
Conferences

**Oct. 15**

No School (Students)  
LEAP Day

**Oct. 18**

Covid Vaccine Required

**Oct. 19**

Rep Assembly Mtg

Take time to enjoy the  
beauty of nature this week.



## Rep Assembly Meeting Schedule 2021-22

September 14    October 19    November 9    December 14    January 11

February 8    March 8    April 19    May 10    June 14

All meetings will be held virtually via Zoom until further notice.

**Meeting Times:** General Assembly 4:30-6:00

Have you ever wondered what your building reps do for you?

### Roles and Responsibilities of Building Reps

#### Advisor

- Help members interpret the contract
- Work collaboratively to help resolve conflicts
- Support the building's decision-making process and operating procedures
- Resolve issues at the lowest level possible
- Help members recognize the roles and responsibilities of the principal

#### Communicator

- Ensure that members receive communications from the Association
- Serve as the contact person for LWEA (ballots, surveys, etc.)
- Hold building meetings
- Communicate member input and concerns to LWEA
- Communicate agenda and minutes of building-level labor-management meetings

#### Representative

- Attend and participate in monthly LWEA Rep Assembly meetings
- Attend meetings between members and the principal if requested
- Participate in monthly, building-level labor-management meetings

#### Advocate

- Listen without passing judgement, seek information and clarification
- Maintain the legal responsibility for "duty of fair representation"
- Ensure that contractual rights are upheld
- Convey building concerns as well as positive information to the principal
- Communicate the benefits of LWEA membership

Thank your reps today.

