



Update - Stay Connected

October 20, 2021

Covid Leave Provisions

LWEA and LWSD have reached an agreement on additional Leave provisions for Covid-related absences for the 21-22 school year.

The LOU addresses 3 types of leave provisions: Covid Quarantine release time; Covid Quarantine Leave Pool; Covid Childcare Leave Pool. Please [read the LOU](#) on the LWEA website for details. Here are some commonly asked questions regarding our agreement.

If I am excluded from work due to a Covid event, can I work from home during the exclusion period?

- Yes, your absence would be considered **release time** instead of **leave** if you are willing and able to work during the exclusion period.

What if I am unable to work from home during the exclusion period?

- You will be placed on **paid leave** instead of using **release time**. There are 2 kinds of leave options in the LOU:
 - Covid Leave Pool for Employees
 - Covid Childcare Leave Pool

Why would I have to use my own sick leave during a required Covid quarantine/isolation exclusion?

- You choose not to use release time during the exclusion period.
- You don't test positive for Covid & you are too sick to work the exclusion period.
- You choose not to use release time during a Covid Childcare Leave event.
- You are unable to return to work after the defined the exclusion period has ended.

How many of my sick days might I have to use for a required Covid quarantine/isolation exclusion?

- 0 sick days: if you can work at home during the exclusion period, your absence would be considered release time instead of leave.
- 3-6 days: if you don't test positive for Covid but are too ill to work at home during the exclusion period, some of your leave days would come from your sick leave.

Who determines if I can use release time?

- The member determines if they will elect to use release time.
- Section I.C of the LOU says: "Members who are ABLE and WILLING to work from home during a Covid event or Covid childcare event shall *in consultation with supervisor* continue to work..."

What does "work from home" mean exactly?

- Work from home is described in I.C of the LOU. Essentially, an employee on release time would be completing work related to their instructional responsibilities: grading, lesson planning and supporting a sub, communication with parents, students, and/or administration, etc. Employees on release time should be reachable during work hours.
- Work from home does not mean that an educator is teaching concurrently or remotely teaching a class.

How do I secure release time retroactively?

- Have a conversation with your supervisor to ask what documentation might needed to document your "digital footprint" on the days you were excluded from work. It may be that no documentation is needed.

When will my sick leave be changed to leave days in accordance with our LOU?

- Allow 30 days for Payroll to update sick leave balances. After 30 days, if you're still seeing sick days deducted inaccurately in accordance with our LOU, email Lori Redecker.



SEBB Benefits - Open Enrollment

Open Enrollment begins next Monday, October 25th. You should have already received the SEBB newsletter: [October SEBB Intercom Newsletter](#). In this, SEBB provides a lot of information ranging from plan changes, monthly premiums, LTD insurance options, and changes to FSA and DCAP for 2022. Read this information carefully and if you still have questions, American Fidelity is available to review benefit plans and answer your concerns. Use the link below to schedule an appointment.

ACTION:



[Schedule an Appointment](#)



When You Need a Little Support

As an LWSD employee, you and your immediate family have access to the district's Employee Assistance Program. This program is a confidential, professional assessment and referral program that is provided for anyone who might be having problems that affect their personal happiness, family relations, overall health, or job performance.

The LWSD has contracted with Bellevue Community Services to provide up to six face-to-face sessions, counseling and consultation sessions per school year. Participation is entirely voluntary and confidential, and neither the District nor your coworkers will have any knowledge of your request for help.

If you could use some assistance, call Bellevue Community Services at 425-454-0616 for an appointment.

Educators of Color Gathering

Connecting Educators of Color, **Sharing** ideas/struggles, **Empowering** each other to make change.

Who: All Educators of Color

Guest Speaker: **Pablo Ortega**- LWSD's NEW Director of Equity and Family Engagement

When: November 10th from 4-5pm

Where: Join us **VIRTUALLY!** The ZOOM link will be sent to you a few days in advance. To receive the zoom link, please RSVP!

RSVP: LWEA-EOC@lwsd.org

LWEA

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LWEA
WE are YOU
This is your union!



Send Your Nominations

LWEA is taking delegate nominations for the following Rep Assemblies (RA's):

- 35 Delegates for WEA RA (Thurs, April 7 – Sat, April 9 in Spokane, WA. This takes place during our Spring Break week)
- 12 Delegates for NEA RA (Saturday, July 2 – Weds, July 6 in Dallas, TX)

All nominations must be made by a member of the Lake Washington Education Association in good standing. **Self-nomination is allowed. To be eligible for any position the nominee must be a member in good standing. Nominations open 10/14/21 at 9:00am and close 10/28/21 at 5:00pm LWEA voices need to be heard.**

Nominations should be sent to the LWEA office, care of [Terri Neely](#).



Ballots are out! Vote now for pro-labor, pro-education candidates

As educators, we know how critical it is to have school board members and other elected officials who support our schools and our students. By now every Washington voter should have received their ballot. Take a minute now to vote for [WEA-PAC endorsed candidates](#) or check out your [personalized education voters' guide](#). WEA's political organizers have done a fantastic job supporting local unions in communicating with members about endorsed candidates.

Pre-Retirement Seminar - Additional Date Added

Due to popular demand, we have added an additional Pre-Retirement Seminar. LWEA will be sponsoring Pre-Retirement Seminars for the 2021-22 SY via Zoom. The first seminar to be held on November 13 is full. The second seminar will be on Saturday, February 12. To register, see flyer: [Retirement Seminar February 2022](#)



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. 25

SEBB Open Enrollment

Oct. 26

Competency Team Mtg

Oct. 31

Halloween

Nov. 2

Exec Committee

Nov. 7

Daylight Savings

Nov. 11

Veterans Day
No School

Breathtaking!



City of Kirkland Q&A Session for: NE 85th Station Area Plan

The City would love to hear from you to address any questions you may have about the Station Area Plan and study results. [City of Kirkland's NE 85th St Station Area Plan](#) You are invited to the Virtual Community Q&A Session that the City is hosting via Zoom on Monday, November 1, 2021, at 6 pm

At the Q&A session, the City will:

- Review the previous phases in the Station Area process.
- Provide a summary of what was learned from the Fiscal Impacts and Community Benefits Analysis (see below for more info on this new study).
- Answer community questions about the study.
- Talk about next steps and upcoming opportunities to participate in the Station Area planning process.

If you'd like to attend the meeting, Zoom information will shortly be available at the [City's project website](#).



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.

MARKET PLACE

FOR RENT: Roomy "mother-in-law" apartment close to I-90, on Cheasty Greenbelt. \$1,625/m plus 1/3 of utilities. For more information see: [Apartment Description](#)

If interested, contact Sarah Welch at sarahwelch@comcast.net or 206-359-2588.