



Update - Stay Connected

November 10, 2021

Weds, Nov. 10 – ITW Day

Confused over the LEAP calendar and what that means for TODAY, Wednesday, November 10? You aren't alone! Yes, there has been a correction since the release of the initial LEAP calendar at the beginning of the school year. Here is why: There are 37 early release Wednesdays in the 2021-22 SY. Section 9.5.2 of the CBA states:

One and one-half (1 ½) hours of student early release for LEAP will be provided for each Wednesday of the school calendar, unless the Wednesday falls on the first or last day of the school year. The calendar will include the following number of days:

- 12 Individual Teacher Work Days
- 12 Team Collaboration Days
- 12 Professional Learning Day

Any early release Wednesdays in excess of these 36 days becomes an Individual Teacher Work (ITW) day.

Secondary Grade Deadline Extended

The end of first quarter was Friday, November 5th. The deadline for first quarter grades has been extended from Friday, November 12th to **Monday, November 15th at midnight.**

Review of Building Budgets

Our negotiated agreement with the District requires building principals to present copies of the building budget and carry-over funds to interested staff members for discussion by November 15. This is a great opportunity for you to discuss with your principal how your building resources are being spent.

WEA and NEA Rep Assembly Election Ballots

Elections of delegates will take place by secret-ballot vote. Eligible LWEA members will receive the ballot via home email from BallotPoint. Voting will open on 11/15 at 9:00am and close on 12/2 at 5:00pm. Candidate statements can be viewed here: [WEA and NEA Candidate Statements](#)



SEBB Open Enrollment

2022 Benefit Plan Premiums:

Medical premiums are increasing for 2022. Make sure to review your current coverage and any changes to premiums. Information about benefit plans and premiums can be found on SEBB's website at [Medical Plan Premiums](#) and on the district's [Staff Portal for SEBB](#).

How to make changes:

Log in to [SEBB My Account](#) and submit your changes between October 25 and November 22, 2021.

For Open Enrollment Information please visit:

- [LWSD's Staff Portal for SEBB](#)
- [SEBB's Open Enrollment website](#)

Changes to Long Term Disability (LTD): SEBB will automatically enroll employees into an **employee-paid** optional LTD insurance plan for anyone that does not opt-out during Open Enrollment.

ACTION NEEDED: ALL eligible employees **MUST** choose one of the three options for LTD during Open Enrollment:

1. Remain enrolled in the default LTD plan that covers 60% of your monthly income up to a maximum benefit of \$10,000/month. The monthly premium is based on age and monthly salary. **Employees will be auto enrolled into this plan if no change is made during open enrollment.**
 2. Elect the LTD plan that covers 50% of your monthly income up to a maximum benefit of \$8,333/month. The monthly premium is lower than the 60% coverage but is still based on age and monthly salary.
 3. Elect to decline an employee-paid coverage plan and pay no additional monthly premium.
- You can use the: [Long-Term Disability Calculator to estimate the monthly premium of the plan you choose.](#)
 - Employees will still receive the employer-paid basic LTD coverage with a maximum benefit of \$400/month with no additional premium cost regardless of which option is chosen.
 - You can reduce or decline LTD coverage any time after the Open Enrollment period, however, changes made after the 1st of each month will not take effect until the following month.
 - If you later decide to enroll or increase coverage, you will have to provide evidence of insurability and be approved by the insurer.

LWEA

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Ethnic Minority Rep:

[Cathey Hettinger](#)
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LWEA
WE are YOU
This is your union!



Whispers of Wisdom

Join us on Wednesday, Nov. 17 @ 4:30 via Teams

TOPIC: Race and Equity: Leading Courageous Conversations

GUEST SPEAKER: Randy Paddock, WEA Equity and Diveristy Coordinator

To RSVP, see [Whispers of Wisdom](#)



Thank your Psychologists: During the week of **November 8-12**, 2021 schools throughout the United States will celebrate **National School Psychology Week (NSPW)** to highlight the important work school psychologists and other educators do to help all students thrive. This year's theme is "**Let's Get in GEAR.**" The theme's acronym provides a challenge to **Grow** both personally and professionally. It encourages us to **Engage** in best practices and **Advocate** for children's access to mental health and learning supports. To **Rise** implies resilience and renewal despite the challenges of the past.



Attn Counselors, Psychologists, Office Managers:

Do you know of a student in need?

We know you are often the initial contact when a student or family in your school is struggling or in crisis. Often these needs are met through PTSA support or other school-based programs. However, much too often, some schools experience higher levels of need than the available funds can address. LWEA wants to make you aware of two programs that can provide additional funds to support students and families in need.

LWEA Gift Card Program

LWEA has a limited supply of \$50 Fred Meyer gift cards. These gift cards are available on an as needed basis to students and/or their families for whom you have identified a need. To request a gift card(s), email [Terri Neely](#) and identify the school, student's name and need (clothing, food, household item, etc). All information will be kept confidential and the cards will be sent directly to the student/family. We appreciate the incredible work you do on behalf of all students.

OSPI Email Lists

Are you subscribed to OSPI emails? The lists share great resources for educators both for our practice, for our advocacy, and for our careers. The lists are separated by interest area including equity and civil rights, special education, educator growth and development and more. Find the right subscription lists for your interests on the [OSPI/PESB site](#).

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 – Nov 22

SEBB Open Enrollment

Nov. 10

Individual Teacher Work
(ITW) Day

Nov. 11

Veterans Day
No School

Nov. 24-26

Thanksgiving Break
24th Half Day
25th & 26th No School

Nov 26

Native American Heritage
Day



Smart[]Health

Participate in the 2021 Great American Smokeout

Every year, on the third Thursday in November, people who use tobacco across the nation take part in the American Cancer Society's Great American Smokeout event. This year, it is on November 18.

Live tobacco free

Let the Great American Smokeout event be your day to start your journey toward a tobacco-free life.

Living tobacco free helps you breathe easier, feel better, and have more energy to do what you enjoy. Join the SmartHealth activity [Go Tobacco-free for the Great American Smokeout](#) to go tobacco free on November 18 and earn 100 SmartHealth points.

Every try counts

If you or a loved one struggles with tobacco use, don't give up on quitting. Every try counts. Most people try several times before they are able to quit for good.

Get help

If you have been trying to quit tobacco and need support, your SEBB health plan can help. Select your medical plan below to learn about the tobacco cessation benefits available to you and your family members:

- [Kaiser Permanente NW](#)
- [Kaiser Permanente WA](#)
- [Premera Blue Cross](#)
- [Uniform Medical Plan](#)

Visit the American Cancer Society's [Great American Smokeout](#) for more information and resources.

You don't have to stop smoking in one day. Start with day one.

FOR SALE: Comedy Show Tickets

- 1 ticket and free parking to **Hasan Minhaj's** show this Friday, Nov. 12th at 7pm at Paramount Theater in Seattle (parking is in the 1700 7th Ave. Garage) for \$90 OBO
- 1 ticket to **Hasan Minhaj's** show this Sat., Nov. 13th at 7pm at McCaw Hall in Seattle for \$70 OBO
- 2 tickets to **Trevor Noah's** show on Friday, Nov. 26th at 8pm at Climate Pledge Arena for \$90 each OBO

Contact Hattie Midboe at hmidboe@gmail.com if interested!