



# Update - Stay Connected

November 17, 2021

## The latest LOU: Instructional Supports for Quarantined Students

LWEA and LWSD have reached an agreement on Instructional Supports for Quarantined Students. The pilot LOU for quarantined student instructional supports expired on 11/5. Our new agreement is in effect until January 28, 2022.

The new agreement is actually 4 agreements: [Elementary](#), [Secondary](#), [Intervention](#) (Pull-Out Quest, Elementary ML, SN), and [Special Education](#). There are many common elements among the four agreements. Here are the main points:

Teachers will provide necessary assignments and assessments, with due dates, for students in a 4-14 calendar day Covid exclusion (required quarantine or isolation) from school.

Instructional supports may include links to resources or a schedule for observing instruction.

Students who are excluded from school for 15+ calendar days for Covid will receive additional supports from an assigned support teacher.

Certificated educators will be compensated in recognition of providing support for Covid-excluded students.

**After reading the agreements(s) most relevant to your circumstance**, please also review the [FAQ document](#).

Building reps were briefed on the agreements. Please check in with your reps to seek clarification. Building administrators also received a briefing on these agreements.

## The other LOUs

You can review all our agreements for the 21-22 school year on the [LWEA website](#).

## We are listening to concerns and questions raised by members

Thank you to those who have reached out to share questions and concerns. We will continue to discuss and share bargaining topics through our building rep network. If you have a topic of concern or input to add regarding the topics under negotiation, please reach out to your building rep. You can also email [askLWEA@washingtonea.org](mailto:askLWEA@washingtonea.org).

## SEBB Open Enrollment



Open enrollment for benefits began on October 25<sup>th</sup>. This is your opportunity to make changes to your medical, dental, vision and optional benefits for the 2022 calendar year. If you are enrolling or changing plans all **changes must be completed by November 22<sup>nd</sup>**. These changes will go into effect January 1, 2022 and will affect your January paycheck.

### 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](#)

## Employee-Paid Long-Term Disability (LTD) Insurance – Auto-Enrollment

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.

**NOTE:** Your long-term disability (LTD) benefit is different from the state's new long-term care (LTC) benefit. Click [here](#) to learn more about the difference between LTD and LTC.

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



## Back By Popular Demand, WEA is Offering: Behavioral Health Impacts of COVID-19 for Educators & The Back to Classroom THINK Toolbox

Dr. Kira Mauseth is a practicing clinical psychologist who splits her professional time between seeing patients at Snohomish Psychology Associates, teaching as a Senior Instructor at Seattle University, and serving as a co-lead for the Behavioral Health Strike Team for the WA State Department of Health. She also serves on the state's Disaster Medical Advisory Committee (DMAC).

Her work and research interests focus on resilience and recovery from trauma as well as disaster behavioral health. She has worked abroad extensively in disaster response and with first responders and health care workers throughout United States. Dr. Mauseth also conducts trainings and provides presentations to organizations and educational groups about disaster preparedness and resilience building within local communities.

### The COVID-19 Back-to-Classroom THINK Toolbox includes:

- Impact of Disasters on Children and Teens
- The Importance of Resilience
- Impact of COVID-19 on School Staff and Mentors: How to Effectively Practice Self-Care
- Tools for Teachers – Interventions for the Classroom
- Tools for Coaches, Mentors, and Other School Staff
- Tools for Parents and Caregivers

### Learning Objectives:

- Participants will understand the mental health impact of COVID-19 on youth, the importance of resilience, and an awareness of what to expect as we return to the classroom.
- Participants will understand the value of and how to effectively practice self-care.
- Participants will receive tools and resources for teachers, school-wide staff, and families that mitigate the effects of trauma.

Registration: <https://forms.washingtonea.org/Forms/pdonline>

## LWEA Salary Placement

For the 2021-22 school year only: The deadline for certificated staff to submit credit and clock hours earned on or before October 1, 2021 to Human Resources for salary placement has been extended to December 7, 2021.

[Additional documentation for credit and clock hours earned can be e-mailed or mailed to the HR Tech assigned to the school on this pdf.](#)

Certificated staff will be able to view their updated salary placements in Employee Access by late January. Advancements on the salary schedule for the 2021-22 school year will be reflected on the January paycheck at the latest and retroactive to the first day of the contract. Additional salary placement information including documentation accepted and how to view salary placement in Employee Access is available on the [Human Resources webpage](#).

## 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**

**Don't Miss The  
Deadline**

**Nov. 17**

National Take a Hike Day

**Nov. 24-26**

Thanksgiving Break  
24<sup>th</sup> Half Day  
25<sup>th</sup> & 26<sup>th</sup> No School

**Nov 26**

Native American Heritage  
Day

**Dec. 7**

Exec Committee



**Today is Education Support Professionals Day. Thank your ESP's today for their continued dedication and commitment to our students and staff. None of us could do our job without you.**

**You are the BEST!!**



LWEA will be hosting a virtual coffee session **with Rep Goodman on Nov. 30 @ 4:30**. This is an opportunity for WEA members in the 45th LD to chat with Rep Goodman and give him an update on the beginning of the 2021-22 SY prior to the start of the legislative session in January. Make your voices heard. If you are interested in joining the session, please RSVP [Terri Neely](#) to receive the Zoom link.

## FOR SALE: Comedy Show Tickets

- 2 tickets to **Trevor Noah's** show on Friday, Nov. 26<sup>th</sup> at 8pm at Climate Pledge Arena for \$90 each OBO

Contact Hattie Midboe at [hmidboe@gmail.com](mailto:hmidboe@gmail.com) if interested!

# Happy Thanksgiving!

Due to the holiday next week, there will not be an Update.

Relax, enjoy, and make a list of the things you have to be thankful for..... it just may surprise you how long it will get.

