



# Update - Stay Connected

December 2, 2021

# Thank you!

Dear Members,

It's the season to give thanks, and I am thankful for [you](#).

For your [advocacy](#) to ensure that students have what they need.

For the [care](#) you've shown your colleagues and your students.

For the [expertise](#) you bring to our profession.

**Most of all, I am thankful that you are a [member of LWEA](#)!**

We have faced extraordinary challenges over the last three school years. Our members continue to encounter difficult days at work. Solidarity among our members, and a commitment to our students, has remained our guiding light. Our members are dedicated, kind, and creative professionals. When we stand together, we are a powerful force.

I hope that you find time for relaxation and restoration during this season of thanks. Thank you for all that you do for your students and your colleagues.

Howard

## CBA Bargaining Update

We have started preparing for the next round of CBA negotiations; our [current contract expires in August 2023](#).

The LWEA Bargaining Campaign has begun. We sent a LWEA Member Outreach Bargaining Survey to your home email last week. **Have you taken the survey yet?** Your building reps have shared information about "incentives" (think yummy treats) based on building participation rates. You may also receive a text message reminder from us this week about taking our survey. If you did not receive the survey, email [asklwea@washingtonea.org](mailto:asklwea@washingtonea.org) to request the link.

**LWEA MEMBER OUTREACH Survey is NOW OPEN and Closes Dec. 13 Share Your Voice!**



## LWSD Will Place 3 Levies on the Feb 8 Ballot

School districts in Washington state rely on funding from two primary sources:

- State Funding - pays for what the state deems “Basic Education”
- Local Funding - through bonds and levies, local funding pays for important programs, services, and operations that are not funded by the state.

School districts rely on local levy funds to fund operations, programs, staff, technology, and classroom space – all items that are not funded by the state. These levies are needed to continue to provide excellence in education for the students of our community.

Learn more on the LWSD website: <https://www.lwsd.org/education-levies>

Do you live in the Lake Washington SD? If so, you can help by displaying a levy sign in your yard. Please contact [Terri Neely](#) to arrange for pick up or delivery of a levy yard sign.

## 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.

Due to the popularity, success, and demand of the Behavioral Health Impacts of COVID workshop, we have arranged for a repeat offering on Monday, December 6<sup>th</sup> from 4:00 pm to 5:30 pm. The workshop is free. Up to 1.5 clock hours will be provided. See the flyer for more details and registration link: [Behavioral Health Impacts of Covid for Educators](#)

**From: Sara Miller, 2/3 Quest Teacher @ Alcott Elementary:** I wanted to take the opportunity to thank everyone in our community who donated day(s) to me, following my husband's tragic car accident. This act of kindness helps to alleviate some stress in a very challenging time and allows me to be there for my husband to help him through his recovery process. I know how precious our days are, and to see such generosity shared throughout the district, I'm amazed and blown away from these gestures. We are truly thankful to you!



### LWEA

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**LWEA  
WE are YOU**

**This is your union!**



## LWEA Salary Placement/Clock Hours

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](#).

## Evaluation LOU Update

At the Representative Assembly meeting Tuesday, November 9, we discussed our Evaluation LOU. On Wednesday we asked District leadership to allow members who had already completed an observation cycle to remain on comprehensive if they wished to remain so. The District denied this request as it creates an additional workload and efficiency problem. We recognize that some members put in work that will now be nullified. We are sorry for the loss of any member's time and effort. Additionally, building reps asked that we seek information regarding lost data from Frontline. The District has told us that the program does not allow them to retrieve the lost information. They have reported the flaw to the programmers. At this time, the Evaluation LOU stands as written: anyone who completed focused year 3 in 20-21 will remain on a focused evaluation for the 21-22 school year. You can review the [LOU on our website](#).

## Nominate an Outstanding Education Support Professional

Do you know a totally amazing ESP? We all do!! Choosing one will be difficult. Nominations are open for the 2022 WEA Education Support Professional of Year. [Complete nomination packets](#) are due no later than 5 p.m. Friday, Jan. 14, 2022. Think of our ESP/classified peers who are often the unsung heroes. This is the chance to recognize their impact on students in Washington. An email will be sent out to all members later this week but please help us spread the word.

The WEA ESP of the Year winner will be announced in a surprise ceremony, followed by a formal recognition at the 2022 WEA Representative Assembly. Once awarded, the recipient then attends the National Education Association ESP Conference with the potential of being chosen as the NEA ESP of the Year.

*Our ESP's are Amazing!!*

## 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.



**Dec. 7**

Exec Committee

**Dec. 13**

LWEA Member  
Outreach Survey  
Closes

**Dec. 14**

Rep Assembly Mtg

**Dec. 20-31**

Winter Break  
No School

**Jan. 3**

Return Refreshed!

*IT's Already*



## Holiday Gift Card Program

**Help us bring a little cheer to a student this holiday season.** 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. Bring a little cheer to a student this holiday season.

## Support the WEA Children's Fund

As the season of giving hits full stride, consider helping the WEA Children's Fund so it can support at least 1,000 more public school students in Washington. The WEA Children's Fund reimburses WEA members who purchase basic supplies for students in need. Members are allowed to purchase up to \$75 for a student who is in need of clothing, school supplies, or other things we often take for granted. (Prior approval is required for reimbursement.) [Chip in](#) and help us do good.

## Discount to see the Seattle Symphony

Bursting with vitality and character, Amy Beach's "Gaelic" Symphony is among the great American symphonies, full of lush harmonies and sweeping melodies. Music Director Thomas Dausgaard conducts this powerhouse program including a rare double harp concerto by American composer Hannah Lash. [Visit the Seattle Symphony website by clicking this link](#). Don't forget to use your Promo Code: **CELEBRATE22** and enter it before you select your seats. You may also give your Promo Code over the phone at **206.215.4747** and the operator will give you the **15% discount** and waive the handling fees.

## NEA Member Benefits:

<https://www.washingtonea.org/membership/nea-member-benefits-december-2021/>

## WEA and NEA Rep Assembly Election Ballots

Elections of delegates will take place by secret-ballot vote. Eligible LWEA members received the ballot via home email from BallotPoint. **Voting closes TODAY, 12/2 at 5:00pm**. Candidate statements can be viewed here: [WEA and NEA Candidate Statements](#)

