



# Update - stay connected

[www.lakewashingtonea.org](http://www.lakewashingtonea.org)

Sept 21, 2022

## [Our CBA requires some decisions be revisited by staff every year](#)

In accordance with our Collective Bargaining Agreement (CBA), staff should review certain practices and procedures every year. These annual reviews are a best practice and ensure that LWEA and LWSD live up to the principles and mutual interests described in the Trust Agreement.

These annual reviews allow all staff to be heard in the decision-making process and provide an opportunity to change practices and procedures to meet the current needs of the school or program. Many of these items are building-based reviews to be conducted collaboratively by building educators and admin. Some items\* are program-based reviews. We have linked the related CBA language in the table below.

**To see a larger version, click on the image**

<b>What to review?</b>	<b>By when?</b>
<b>Evaluation process review, CBA 26.6.2</b>	September 15
<b>Staff meetings plan: scheduling, duration, and content, CBA 14.4</b>	October 1
<b>Building budget review, including carryover, CBA 10.10</b>	October 1; finalized by November 15
<b>Missing sub coverage plan, CBA 12.8.2 and Sub Coverage LOU</b>	October 1
<b>Missing specialist coverage* plan, CBA 13.5.8</b>	October 1
<b>Guidance Team Procedures Materials review, CBA Appendix P.1</b>	October 1
<b>Missing IA and Para coverage plan, CBA 13.4.7</b>	October 15
<b>Structured collaboration meetings plan, CBA Appendix P.2</b>	October 15

**[Review the CBA language](#)**

# Additional key dates for LWEA members

To see a larger version, click on the image

<b>October 3, December 1, February 1, April 3</b>	<b>Caseload &amp; remedy count dates</b> Article 13 and Appendix A3
	•Elementary classroom: 13.1.2, Elementary PE & Music: 13.1.4.1, Elementary library media specialists: 13.1.5.5, OT/PT: 13.5.2, SLP: 13.5.3, ELL: 13.7, Special Education PK-12: 13.4.2, Secondary classroom: 13.3.4
<b>By September 30</b>	<b>Evaluation: complete PGE self-assessment:</b> 26.7
<b>October 17, 18, 20</b>	<b>Elementary, preschool conferences:</b> 13.2
<b>By October 15</b>	<b>Mandatory annual trainings via Cornerstone</b> (4.5 hours allocated for asych completion during LEAP week): 9.5.1
<b>By November 1</b>	<b>Evaluation: meet with evaluator:</b> 26.7
<b>November 15</b>	<b>Grading: Secondary Q1 grades due</b>
<b>January 18</b>	<b>Grading: Elementary grades due</b>
<b>January 24, 26, 27</b>	<b>Elementary, preschool conferences:</b> 13.2
<b>February 3</b>	<b>Grading: Secondary S1 grades due</b>

To see a larger version, click on the image

2022-2023 Wednesday LEAP			
DATE	Type	DATE	Type
Wednesday, September 7, 2022	<b>No LEAP</b>	Wednesday, February 1, 2023	Individual Teacher Work
Wednesday, September 14, 2022	Individual Teacher Work	Wednesday, February 8, 2023	Professional Learning
Wednesday, September 21, 2022	Professional Learning	Wednesday, February 15, 2023	Individual Teacher Work
<b>Wednesday, September 28, 2022*</b>	Team Collaboration	Wednesday, February 22, 2023	Team Collaboration
Wednesday, October 5, 2022	Professional Learning	Wednesday, March 1, 2023	Professional Learning
Wednesday, October 12, 2022	Team Collaboration	<b>Wednesday, March 8, 2023*</b>	Team Collaboration
Wednesday, October 19, 2022	Individual Teacher Work	Wednesday, March 15, 2023	Professional Learning
Wednesday, October 26, 2022	Team Collaboration	Wednesday, March 22, 2023	Individual Teacher Work
Wednesday, November 2, 2022	Professional Learning	Wednesday, March 29, 2023	Professional Learning
Wednesday, November 9, 2022	Individual Teacher Work	Wednesday, April 5, 2023	Team Collaboration
Wednesday, November 16, 2022	Professional Learning	Wednesday, April 19, 2023	Individual Teacher Work
Wednesday, November 23, 2022	<b>No LEAP</b>	<b>Wednesday, April 26, 2023*</b>	Team Collaboration
<b>Wednesday, November 30, 2022*</b>	Team Collaboration	Wednesday, May 3, 2023	Professional Learning
Wednesday, December 7, 2022	Professional Learning	Wednesday, May 10, 2023	Team Collaboration
Wednesday, December 14, 2022	Individual Teacher Work	Wednesday, May 17, 2023	Individual Teacher Work
Wednesday, January 4, 2023	Professional Learning	Wednesday, May 24, 2023	Professional Learning
Wednesday, January 11, 2023	Team Collaboration	Wednesday, May 31, 2023	Team Collaboration
Wednesday, January 18, 2023	Individual Teacher Work	Wednesday, June 7, 2023	Team Collaboration
Wednesday, January 25, 2023	Individual Teacher Work	Wednesday, June 14, 2023	Individual Teacher Work
		Wednesday, June 21, 2023	Individual Teacher Work

## Designated Specialist Wednesday LEAP Team Collaboration Days

- September 28, 2022
- November 30, 2022
- March 8, 2023
- April 26, 2023

### Collective Bargaining Agreement Language

In advance to the start of the school year, Program Directors will designate up to 4 group LEAP days. These days will be scheduled on designated Team Collaboration Days for the following groups: counselors, library media specialists, OTs, PTs, SLPs, psychologists, elementary and secondary music, CTE teachers by subject area, special education teachers, ELL, Safety Net, elementary PE, preschool teachers, and Quest.

## LWEA Officers and Executive Committee

President:

[Howard Mawhinney](#)  
LWEA / 425-822-3388

Vice President:

[Katie Badger](#)  
LWEA / 425-822-3388

Primary Rep:

[Patti Cook](#)  
Rush / 425-936-2690

Intermediate Rep:

[Fareeha Nasir](#)  
Alcott / 425-936-2490

Middle School Rep:

[Hattie Midboe](#)  
Stella / 425-936-2475

High School Rep:

[Bethany Shoda](#)  
LWHS / 425-936-1700

Specialists Rep:

[Nikole Lalas](#)  
RHS / 425-936-1800

Special Services Rep:

[Karyn Taggart](#)  
KaMS/ 425-936-2400

Ethnic Minority Rep:

[Michael Finley](#)  
RHS/ 425-936-1800



# MONEY MINUTE

Did you know that the WA Department of Retirement Services has webinars that explain what your options are for saving for retirement? Find the full schedule of webinars by clicking [here](#).

You can learn more about savings options in WA state, Withdrawals and Retirement, Financial Wellness, and Specialty Topics. Many of the webinars are recorded, and you can watch them on demand. .

To submit a general question to be considered for this column, please send an email to: [moneyminute@washingtonea.org](mailto:moneyminute@washingtonea.org)

## Public Service Loan Forgiveness - October 31st Deadline

On October 6, 2021, the Department of Education announced a change to the Public Service Loan Forgiveness (PSLF) program rules for a limited time that allows you to get credit for payments you've made on loans that wouldn't normally qualify for PSLF. This opportunity ends on Oct. 31, 2022. Find out more about this program by visiting the [Department of Education's Federal Student Aid website](#).

## Vacation, Discretionary/Personal Emergency and Sick Leave Balances

Per employee labor agreements, emergency leave is deducted from sick leave balances. Emergency leave taken in 2021-22 will be zeroed out and applied to sick leave balances. Throughout the 2022-23 school year, employees need to remember that any use of emergency leave during the current school year will show as a negative balance in Employee Access. That balance must be deducted from sick leave to correctly determine your sick leave balance.

Year-end balances will be adjusted in September if leave balances are over the maximum allowed per employee labor agreements or the law. [Frontload accruals for the 2022-2023 school year will not appear in your leave balances until late September](#). Leave taken prior to frontload will be deducted after frontload occurs.

## OFFICE STAFF

Office Manager: Terri Neely  
Field Assistant: Diana Wagner  
UniServe Rep: Laura-Lee Barron

8575 164th Ave NE  
Suite 100  
Redmond, WA 98052



## 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.



### SEPT 22

First Day of Fall

### SEPT 28

LEAP Team  
Collaboration

### OCT 3

PT Appreciation Day



## Open Enrollment for SEBB

Open enrollment for SEBB is October 31-November 22nd this year.

**Reminder if employee has a Flex spending or DCAP they must sign up each year.**

There will be a benefits fair at Bellevue College on October 10th 4-7PM

## Did You Know? SEIU is Working Without a Contract

Show Your Support ..... Attend the School Board Meeting on Oct 3 in solidarity of our fellow colleagues.



## NEA Member Benefits

Being a union member has it's benefits. To find out more, click on this link:

<https://www.washingtonea.org/membership/nea-member-benefits-october-2022/>

## MARKET PLACE

**HELP NEEDED:** looking for someone to help me set up and understand an Etsy account. Contact Lorrie at 425-999-0126. Lorrie Thomas, Emerson HS

**FOR SALE:** Pottery Barn Kids Fillmore Crib and Toddler Bed Extension Kit in weathered white. Brand new in unopened box. \$900 contact Kayce Gehring at [kayce.gehring@gmail.com](mailto:kayce.gehring@gmail.com)