



# Update - stay connected

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

October 12, 2022

## ***Know Your Contract***



**State law and our CBA require employees to have a 30-minute, uninterrupted, duty-free lunch.** State law does not allow someone to be compensated for a missed lunch. Employees must be provided a lunch period.

### **Section 12.5 Duty Free Lunch Period**

Employees will have a duty-free lunch period of thirty (30) continuous minutes per workday.

**Employees with a split assignment** have the contractual right to:

- a meeting between both principals and the employee;
- union representation at this meeting;
- clarity about teaching responsibilities + expectations, including attendance at meetings;
- reasonable time to pack up, travel, and set up between buildings;
- compensation for lost planning time due to travel.

### **Section 12.6 Split Assignment**

Should a teacher be given a split teaching assignment requiring the employee to travel between buildings during their work day and/or week, a meeting with the employee and principals will be held to assure that there is agreement regarding the teaching assignment and expectations. The employee may request an Association representative attend this meeting. Individuals who have a split assignment are expected to attend one set of meetings required of other staff. Those individuals who teach a curriculum and who are directed to attend a particular meeting, such as Curriculum Night, in more than one (1) building will choose to be paid at their hourly rate or receive compensatory time, as mutually agreed upon by the individual and the administrator.

### **Section 12.6.1 Travel Time**

Employees who have a split assignment will have scheduled reasonable time, including packing and setting up for such travel. If the employee is scheduled to travel during his/her planning period, such employee will be paid for the planning time lost due to such travel. Split assignments, wherever possible, will be kept within the same learning community and/or neighboring schools.

**Employees whose work day is extended beyond 8 hours due to a split assignment** have the contractual right to compensation and/or an adjusted workday. For example, a teacher assigned to Audubon in the AM (staff start at 7:35 am) and Lakeview in the PM (staff end at 3:50 pm) would have a work day that extends beyond 7.5 hours.

### **Section 12.6.2 Extended Work Day**

In cases involving extending the workday beyond contractual limits, the District shall adjust the workday. Additional time shall be paid at the teacher's per-diem rate. During any additional unassigned time, the teacher shall be assigned to assignment-related tasks.

## 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



## See how much your retirement savings could grow

If you're under 35, it may have been some time since you thought about how much to put away for retirement. Studies show that the earlier you can start saving for retirement, the better off you'll be. The harsh reality is that on average, your pension will only replace about 42% of your salary. That's why it's so important to set money aside into a Roth IRA or the [Deferred Compensation Program](#).

## Most financial advisors suggest saving at least 10% of your gross income starting in your 20s.

You can [use the DCP calculator](#) to get an estimate of how much you'll have in retirement with your current contribution rate. If you don't know how much you're currently contributing to DCP, log into to your [online account](#).

Whether you just started working or you're a few years away from retirement, we have some resources to help you with your planning, anywhere on your financial journey.

## [See Tips for Your Age](#)



## Certification, Evaluation and More

Registration for a bundle of trainings from National Board Jump Start Maintenance of Certification to TPEP student growth goals is now open for certificated members. [Visit the Events & Training tab on the WEA website](#) for professional growth opportunities.

# Wonder What Your Bldg Rep Does for You?

## Roles and Responsibilities of Building Reps

### **Advisor**

- Help members interpret the contract
- Work collaboratively to help resolve conflicts
- Support the building's decision-making process and operating procedures
- Resolve issues at the lowest level possible
- Help members recognize the roles and responsibilities of the principal

### **Communicator**

- Ensure that members receive communications from the Association
- Serve as the contact person for LWEA (ballots, surveys, etc.)
- Hold building meetings
- Communicate member input and concerns to LWEA
- Communicate agenda and minutes of building-level labor-management meetings

### **Representative**

- Attend and participate in monthly LWEA Rep Assembly meetings
- Attend meetings between members and the principal if requested
- Participate in monthly, building-level labor-management meetings

### **Advocate**

- Listen without passing judgement, seek information and clarification
- Maintain the legal responsibility for “duty of fair representation”
- Ensure that contractual rights are upheld
- Convey building concerns as well as positive information to the principal
- Communicate the benefits of LWEA membership

Thank your reps today



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## **OFFICE STAFF**

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

8575 164th Ave NE  
Suite 100  
Redmond, WA 98052

# 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.

## 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 17, 18 & 20**

Elem Half-Day  
Conferences

**OCT 21**

LEAP Day  
NO School

**NOV 1**

Exec Comm/Comp Teams

**NOV 8**

Rep Assembly  
Election Day



## SEBB Benefits – Open Enrollment

Coming by Mail - SEBB Employee Newsletter



**Benefits fair for our area will be in Bellevue on Nov 10, at Bellevue College from 4-7pm.**

## NEA Member Benefits

With the NEA Auto & Home Insurance, provided by California Casualty, NEA members receive generous discounts and rates along with exclusive policy benefits. Right now they are offering a convenient holiday skip-payment option that's perfect for this time of year! [Click Here](#) to get your quote started right away.