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www.lakewashingtonea.org

November 17, 2022



**5 days
left in OE**

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**Open enrollment ends
at 11:59 pm on
November 21, 2022**

Don't wait, complete your open enrollment planning today! More information on page 2...



**DON'T WAIT TILL THE
LAST MINUTE!**

Visit [SEBB Open Enrollment](#) and the [LWSD Staff Portal for SEBB Benefits](#)

Changes you can make during Open Enrollment

- Change your medical, dental, or vision plan
- Add or remove a dependent
- Waive medical coverage
- Enroll in medical coverage if previously waived
- Enroll or reenroll in a Medical Flexible Spending Arrangement (FSA) or the Dependent Care Assistance Program (DCAP)



How to make changes: Log in to [SEBB My Account](#) and submit your changes between October 31 and November 21, 2022.

2023 Benefit Premiums : Medical plan premiums changed for 2023 and can be found on the SEBB website at: [Medical Plan Premiums](#).



**Still Have Questions or Need Assistance
with Your SEBB Benefits**

American Fidelity will again be scheduling appointments to assist employees with their benefits plans. Click [here](#) to make an appointment with an American fidelity representative.

SEBB Questions

- For general questions please visit the [SEBB Open Enrollment webpage](#)
- For questions about benefit plans and providers please contact your plan carrier. For phone numbers and web addresses, visit <http://hca.wa.gov/sebb-employee> and select **Get help** and **Contact the plans**.
- For all other benefit questions, please email the Payroll and Benefits team at SEBBbenefits@lwsd.org

LWEA Officers and Executive Committee

President:

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

Vice President:

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

Primary Rep:

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Rush / 425-936-2690

Intermediate Rep:

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

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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



2023 Flex Spending (FSA) and Dependent Care Assistance (DCAP)

FSAs allow you to set aside pretax money from your paycheck to pay for out-of-pocket health care costs. DCAP allows you to also set aside pretax money from your paycheck to pay for qualifying childcare or elder care expenses.

If you want to participate in the FSA or DCAP program for 2023, you must enroll during open enrollment even if you are currently enrolled and are not changing your contribution amounts.

Login or create an account at [Navia B](#)



Our current contract expires in August 2023, and the LWEA Bargaining Campaign is well underway!

We sent a Bargaining Survey to the home email of LWEA members on Thursday, 11/17. Have you taken the survey yet? If you did not receive the survey, email asklwewa@washingtonea.org.

The Bargaining Survey is NOW OPEN and will close on Dec. 8
Your input is critical!

MONEY MINUTE



KNOW YOUR RETIREMENT PLAN!

If you have Plan 3 as your retirement plan with the Washington Department of Retirement Systems, do you know what rate you are contributing each month to your Plan 3? You can find out in one of two ways:

- Look at your most recent LWSD paycheck on the lower left corner where the DEDUCTIONS are listed. Take the amount listed under TRS Plan 3 and divide it by your gross wages for the month listed at the top of your paycheck. If this number = 0.05, that means that you are contributing 5% of your gross wages to your Plan 3 account. If this number = 0.085, that means you are contributing 8.5% of your gross wages. The percentage that you chose when you started employment with LWSD cannot be changed unless you switch employers
- Go to the Department of Retirement Systems website [here](#), click on Member Log in at the top right corner of the page and log in. On the Welcome page, you will see Teacher's Retirement System Plan 3 under Your Retirement Plan(s). Click on that link. Under Account Balance, your Current Contribution Rate is listed as a percentage.



NOMINATIONS ARE OPEN

LWEA is taking delegate nominations for the following Rep Assemblies (RAs):

- ***34 Delegates for WEA RA (Thurs, April 13 – Sat, April 15 in Spokane, WA. This takes place during our Spring Break week.)***
- ***12 Delegates for NEA RA (Saturday, July 1 – Thurs, July 6 in Orlando, FL)***

Make LWEA voices heard.

Nominations should be sent to the LWEA office, care of [Terri Neely](#).

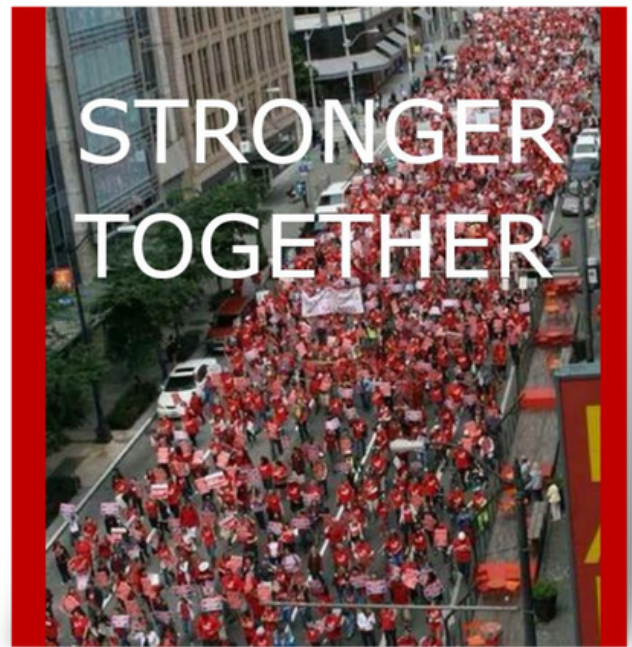
OFFICE STAFF

Office Manager: Terri Neely
Field Assistant: Diana Wagner
UniServe Rep: Nani Lium

8575 164th Ave NE
Suite 100
Redmond, WA 98052

WEAR RED FOR ED ON 11/30

Show your LWEA pride, strength,
and solidarity by wearing RED
FOR ED on November 30th!
LWEA and LWSD bargaining teams
are meeting for the first time on
11/30. Show your pride!!

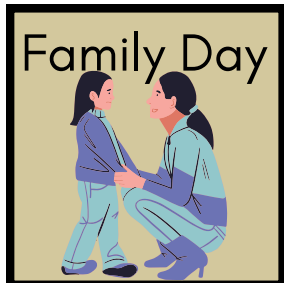


DID YOU KNOW? IT'S AMERICAN EDUCATION WEEK

**MONDAY,
NOVEMBER 14**



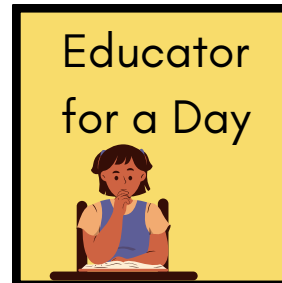
**TUESDAY,
NOVEMBER 15**



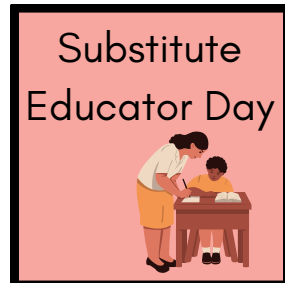
**WEDNESDAY,
NOVEMBER 16**



**THURSDAY,
NOVEMBER 17**



**FRIDAY,
NOVEMBER 18**

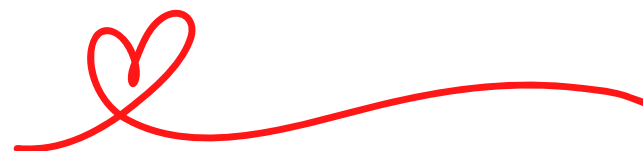


American Education Week happens the week prior to the week of Thanksgiving. Each day of the week has its own theme, during which we celebrate **our public school community**.



Festivities honor **the team of people who work in our nation's public schools**, everyone from the bus driver and classroom teacher to the cafeteria worker and administrative staff, plus countless others.

[Learn more](#)





Make a Difference In the Lives of Our Students

Support the WEA Children's Fund on Giving Tuesday

As the season of giving hits full stride, join Giving Tuesday, a global giving day (Nov. 29 this year), and help the WEA Children's Fund so it can support 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 \$100 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.](#)

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.



NOV 23-25

Thanksgiving Break
23rd Half Day
24th & 25th No School

NOV 25

Native American
Heritage Day

DEC 6

Exec Committee Mtg

DEC 13

Rep Assembly

Friends In Need



My name is **Elke NeSmith** and I am a **para-educator at Thoreau Elementary**. I am currently facing a serious illness that will exhaust my sick leave before I am done with treatment. If you have any unneeded sick leave, would you please consider contributing it to my Shared Leave Request? Any donation would be greatly appreciated!

Please consider a [Shared Leave Donation](#) by filling out the donation form and sending it to HRLeaves@lwsd.org . Thank you.