



Update - stay connected

www.lakewashingtonea.org

March 15, 2023

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.

Review the CBA language

What to review?

Secondary master schedule, CBA 10.8

Secondary department chair, CBA Appendix B

Secondary counselors extended days, CBA 13.3.7.1

Building-based student discipline, CBA 18.3

Secondary personalization model, CBA Appendix R

By when?

Prior to the last day of school

Process begins by March 1

June

annually

annually

Changes to school start times = a decision for staff

Staff received a message from Communications on March 8 with information about changes to school start times and the impact to staff workday schedules.

Schools will need to use their building decision-making model to determine the start and end times for certificated staff within the parameters outlined in the March 8 message.

**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



YOU can run for office... and win!

When educators serve in elected office, everybody wins -- our students, our families, and our communities.

That's why educators from across the nation are gathering in Seattle April 28-30 for the NEA See Educators Run candidate training, where we'll learn from the pros how to set up a campaign, fundraise, make a get-out-the-vote plan, and more. If you're planning to run for office in the next 18 months this is the training for you.

[Get more information about See Educators Run](#) and [apply now!](#) Space is limited and the deadline to register is April 6.

[Apply now!](#)



Rep Refresh

Why: An opportunity for building reps (and potential reps) to get together to discuss role/responsibilities as a building rep.

Who: We suggest at least one representative per building attend.

When: Thursday, March 23, 4:30 – 6:00pm (food will be served starting at 4:30 and the workshop starts at 5:00)

Where: LWEA Union Office in Redmond
8575 164th Ave NE, Suite 100

Topics of discussion

- What is a union vs. non-union issue
- How to gather information
- How to have those “difficult” discussions with your administrator
- Labor management meeting models
- How to use staff engagement funds

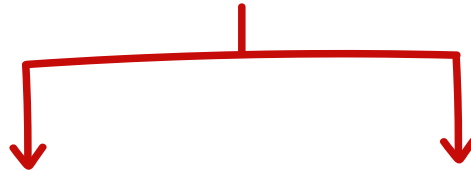
RSVP – Terri Neely at terrineely@lwsd.org

Teaching Certificates and Certificate Renewal



Have you checked your certificates?

June 30 is around the corner. The OSPI Professional Certification Office has generated a list of those with annual expiration dates for Residency Teacher First Issue (FI) or Provisional Status (PS) certificates for educators within the E-Certification system. In late January, OSPI emailed all affected certificated holders who have an expiration date. Educators must apply to reissue or renew their certificates to prevent the certificate from expiring. Questions can be answered at 360-725-6400 or email cert@k12.wa.us



Certificate Renewal Applications submitted beginning July 1, 2023: ***New Requirement***

In 2022, the Professional Educator Standards Board (PESB) approved new Cultural Competency, Diversity, Equity & Inclusion (CCDEI) standards. The CCDEI standards provide the foundation for the new equity certificate renewal requirement.

- As part of the 100 clock hours for certificate renewal, **teachers must complete 15 clock hours, or the equivalent in credits or PGPs, in equity-based school practices.**
- Teachers who maintain a valid NBPTS National Board certificate can meet the equity certificate requirement.

READ MORE about [certificate renewal requirements](#), including STEM integration requirements, and the [CCDEI standards](#)

Questions on certificate renewal can be directed to the OSPI certification office at cert@k12.wa.us.

OFFICE STAFF

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

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.



MAR 17

St. Patrick's Day



MAR 20

First Day of Spring

MAR 23

Rep Refresh

APR 4

Exec Committee



Thank You Classified Staff!

Teachers are amazing, but they aren't the only ones educating and caring for students every day. This week is Education Support Professionals Week, and we celebrate all of our ESPs and paraeducators who work in office/clerical, custodial/maintenance, food service, health care, security, skilled trades, technical services and transportation.



Grants for Washington State K-12 public school teachers!

Applications are now being accepted for the "Ellison Education Grants." Grants are for K-12 public school teachers in Washington state. The Ellison foundation has awarded 83 grants and \$831,000 to Washington State teachers over the past six years.

The Ellison Foundation will award grants ranging from \$1,000 to \$10,000 in the spring of 2023 (for use during the 2023-2024 school year). Applications must be submitted by April 1, 2023.

To learn more about the "Ellison Education Grants" please visit:

<http://ellison-foundation.org/ellison-education>



Reminder: **Medical Flexible Spending Account (FSA) 2022** **Deadline is March 31, 2023**

Submit all 2022 Medical or Limited Purpose FSA Claims by March 31, 2023. If you have a Medical FSA or Limited Purpose FSA, you must submit all eligible 2022 claims for reimbursement to Navia Benefit Solutions by March 31, 2023. Expenses must have occurred between January 1 and December 31, 2022, to qualify for the 2022 plan year. The IRS requires any unused funds in your account be forfeited after March 31, unless you are eligible for carryover (see below). Forfeited funds are returned to the plan administrator, Health Care Authority. Once returned, you cannot reclaim those funds.

How to submit claims and supporting documentation:

- Online: Log in to your Navia account
- Email: claims@naviabenefits.com
- Mail: Navia Benefit Solutions, PO Box 53250, Bellevue, WA 98015-3250
- Fax: 425-451-7002 or toll-free 1-866-535-9227

Do you qualify for carryover?

If you were enrolled in a Medical or Limited Purpose FSA during 2022 and enrolled for 2023, you are eligible for carryover of any remaining funds up to \$570. If you did not enroll for 2023 and have at least \$120 remaining, you are still eligible for carryover of funds up to \$570. You will see the carryover funds added to your account after February 2023. Carryover funds can be used any time in 2023.



Check out the latest offers from:

[**NEA Member Benefits**](#)

