



Update - stay connected

www.lakewashingtonea.org

Sept 14, 2023

The Implementation Year: How We Work to Fulfill New CBA Provisions

Bargaining is always a multi-year effort: gathering member input, reviewing data and understanding member priorities, many hours of negotiation meetings, and, finally, implementation of a new Collective Bargaining Agreement (CBA). [Our new 2023-27 CBA is a prime example.](#)

In many ways, our bargaining preparation began three years ago. The pandemic crawled along and our existing Agreement was set to expire, which led us to bargain a two year "salary matrix focused" Agreement in June 2021. We recognized the need for immediate salary increases to keep us competitive with surrounding districts and address rising costs in our region. Our bargaining team achieved our most significant salary gains since [McCleary](#), most notably salary compression.

In last year's bargain, our team worked to craft language that addressed the current, district wide challenges, a task which required careful consideration and many difficult discussions with our district partners. We believe **the 2023-27 CBA language makes several significant strides to address these challenges: maintaining and enhancing the 2021 Salary and IPD (COLA) gains, protecting FTE, elevating educator voice in decision-making, re-imagining PGE, and increasing educator control over our most precious resource - time.**

However, our work isn't done. This year we will work with the District on the implementation of the new CBA language. **Implementing a new CBA is an essential aspect of our bargaining effort.** The many benefits to be gained from our new CBA will not be realized if the new and revised contract language is not understood, supported, and adhered to.

This means that throughout the year, the District and the Association will create (or clarify) the practices and procedures necessary to ensure that our CBA language is in place. This specific work is part of a larger and sustained effort between the District and the Association to monitor, evaluate, and correct, as necessary, all the practices and procedures we use to fulfill our CBA language.

Ultimately, we do this work to realize our shared mission as described in the [Trust Agreement](#): to "... commit to continuing a collaborative relationship that aspires to last beyond the tenure of those currently in leadership positions in our respective organizations..." and "...strive for a relationship that promotes success for our students, our schools, and our community..."

Working conditions are learning conditions, and we owe it to our students, our schools, our community, and our profession to get it right.

What can you expect to see as a result of this work? We have already started by training our building reps and admin teams together in August on new CBA language.

Additionally, we will be sharing information in The Update, including a regular column highlighting timely contact language and information on new practices and procedures that we adopt, and our building reps will receive guidance and training at Rep Assembly meetings throughout the year. You can read our first installment of this feature on page 2 (Professional Work LEAP Wednesdays).

In addition to working with building reps, members can write to asklwea@washingtonea.org for assistance with their questions.

In Solidarity - Howard



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:

[Rojine Rudio](#)

Red EI / 425-936-2660

Middle School Rep:

[Martha Daman](#)

RSAR/ 425-936-1544

High School Rep:

[ShineMay Woodcock](#)

JHS / 425-936-1600

Specialists Rep:

[Nikole Lalas](#)

RHS / 425-936-1800

Special Services Rep:

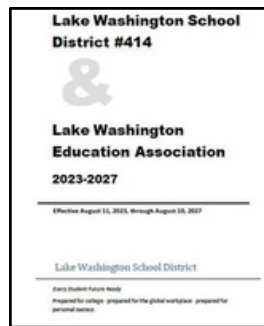
[Karyn Taggart](#)

KaMS/ 425-936-2400

Ethnic Minority Rep:

[Michael Finley](#)

RHS/ 425-936-1800



Implementing Our CBA: Professional Work (TPW) Days

Yesterday was the first early release Wednesday of the year. One new provision of our CBA is the change in Wednesday LEAP time which increases the control educators have over their time on these days.

- The 36 early release Wednesdays are now divided into two types: [26 Professional Work Days](#) and [10 Professional Learning Days](#) (9.2.2)
- The [description of these days](#) can be found in our CBA (14.5.5.1)
- The work completed on these days is related to your [PLC work](#) (Appendix J)

On August 23, building reps and admin teams were trained together on this new language. In addition to their support in buildings, we have created some documents to help you understand this new language and how it impacts your work this year.

1. [Goals for Professional Work](#)
2. [Professional Work and PLC Roles and Responsibilities](#)
3. [CBA FAQ \(questions 10, 11, and 12\)](#)
4. [2023-2024 Wednesday LEAP Calendar](#)

Under the new language, Individual Teacher Work Days and Team Collaboration Days are replaced by Professional Work Days. In our new model individual educators determine how to best use their time to complete their responsibilities, which include collaborating within a PLC on PGE goals and the cycle of inquiry; completing work outlined by the Responsibility Contract; completing work outlined by the PGE system. Professional Work Days may also be used for collaborative planning for students with diverse needs, or for building committee or building work teams that engage in cycle of inquiry work related to enhancing professional practice.

Friend In Need



Dani Meyer, an SLP (Speech-Language Pathologist) at Lake Washington High School, Community School and ICS, was diagnosed with Leukemia out of the blue this summer. She must begin the school year on medical leave, and is in need of shared sick leave donations as she continues to battle Leukemia. If you can help Dani by donating sick leave/sick hours, please complete the shared leave form below. [Dani is incredibly grateful for any shared leave donations, and thanks you in advance for considering donating.](#)

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

LWEA 2023-24 Dues Changes

In accordance with our [Bylaws](#), LWEA dues are calculated as .007 of the previous year's beginning educator salary, cell BA+0 on the 22-23 salary matrix. When the beginning salary changes, our dues also change. Because we negotiated an increase based on IPD in 22-23, our dues for the 23-24 school year will increase.

FTE	NEA	WEA	Community Outreach	BIPOC	LWEA	UniServ Council	TOTAL
.76 - 1.0	17.33	56.17	1.00	1.00	39.31	12.20	127.01
.51 - .75	17.33	42.13	1.00	1.00	39.31	12.20	112.97
.26 - .50	9.63	28.08	1.00	1.00	19.65	6.10	65.46
.1 - .25	5.79	14.04	1.00	1.00	19.65	6.10	47.58

Additionally, the Representative Assembly to the WEA voted in April of 2023 to increase the WEA portion of dues. Before the pandemic, WEA elected to reduce its normal dues fee percentage in an effort to reduce costs incurred for membership dues. In the last two years, costs have gone up and in April a dues increase was debated by the WEA Representative Assembly and considered necessary for the organization.

Dues are deducted in 12 monthly installments from September through August.

In addition to regular dues, members may choose to participate in the state political action fund, WEA-PAC and the national political action fund, NEA-FCPE. If you elect to participate in these political action funds, your dues deduction will increase by \$2.25 per month for WEA-PAC and by \$1 per month for NEA-FCPE. In large part, WEA-PAC and NEA-FCPE fund opportunities for our educators to meet with legislators to share their knowledge of and expertise in the education legislation under consideration by state and federal government.

Wednesday LEAP Calendar

In an effort to make time available for educators in specialized unique areas to meet and collaborate, the District and Association have developed Designated Group LEAP days. These days will be set at the beginning of the year and will utilize the Team LEAP days.

2023-2024 Wednesday LEAP			
DATE	Type	DATE	Type
Wednesday, September 6, 2023	No LEAP	Wednesday, January 31, 2024	Professional Work
Wednesday, September 13, 2023	Professional Work	Wednesday, February 7, 2024	Professional Learning
Wednesday, September 20, 2023	Professional Learning	Wednesday, February 14, 2024	Professional Work
*Wednesday, September 27, 2023	Professional Work	Wednesday, February 21, 2024	Professional Work
Wednesday, October 4, 2023	Professional Work	Wednesday, February 28, 2024	Professional Learning
Wednesday, October 11, 2023	Professional Learning	*Wednesday, March 6, 2024	Professional Work
Wednesday, October 18, 2023	Professional Work	Wednesday, March 13, 2024	Professional Work
Wednesday, October 25, 2023	Professional Work	Wednesday, March 20, 2024	Professional Work
Wednesday, November 1, 2023	Professional Work	Wednesday, March 27, 2024	Professional Learning
Wednesday, November 8, 2023	Professional Work	Wednesday, April 3, 2024	Professional Work
Wednesday, November 15, 2023	Professional Learning	Wednesday, April 17, 2024	Professional Work
Wednesday, November 22, 2023	No LEAP	Wednesday, April 24, 2024	Professional Learning
*Wednesday, November 29, 2023	Professional Work	*Wednesday, May 1, 2024	Professional Work
Wednesday, December 6, 2023	Professional Learning	Wednesday, May 8, 2024	Professional Learning
Wednesday, December 13, 2023	Professional Work	Wednesday, May 15, 2024	Professional Work
Wednesday, January 3, 2024	Professional Learning	Wednesday, May 22, 2024	Professional Work
Wednesday, January 10, 2024	Professional Work	Wednesday, May 29, 2024	Professional Work
Wednesday, January 17, 2024	Professional Work	Wednesday, June 5, 2024	Professional Work
Wednesday, January 24, 2024	Professional Work	Wednesday, June 12, 2024	Professional Work
		Wednesday, June 19, 2024	Juneteenth

*Wednesdays in red indicate Specialists LEAP

To see a larger version click on image or [LEAP Calendar](#)

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 21

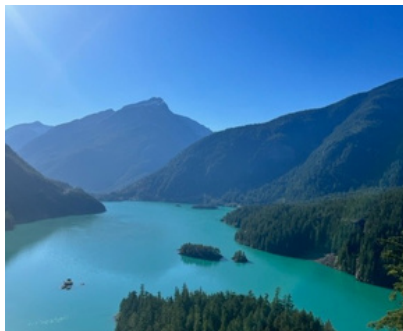
LWSD/LWEA
Leave Seminar

SEPT 23

First Day of Autumn

SEPT 26

Rep Assembly Mtg



Relax, Breathe, Enjoy!

SAVE THE DATE

LWSD & LWEA Leave Seminar

Have a need for an upcoming leave?

Interested in learning about leave options?

Join us for an overview of FMLA, Washington State Paid Family Medical Leave, emergency leave, annual leave, unpaid personal leave options, and more! For more information and to register:

[LWEA/LWSD Leave Seminar](#)

Substitutes - We Are Looking For You!

We'd like to invite you to become a member of LWEA. Substitute members who work in LWSD are covered by the LWSD/LWEA bargaining agreement which means that your salary and other working conditions are covered by the LWEA contract.

Your membership dues will be \$5.40/day – only for the days that you actually work up to 90 days. After 90 days in one school year, your dues are reduced to \$0.00 per day. Each school year, this process starts over with full dues for the first 90 days worked. If you are interested in becoming a member, contact [Diana Wagner](#) in the LWEA Office or simply complete this [eJoin](#) on-line enrollment.



Did You Know?
WEASO is Working Without a Contract

WEASO is your LWEA Office Staff

LWEA OFFICE STAFF

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



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