

# Update - stay connected

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

October 4, 2023

- October 4, Part 1**
- Training/Support
  - Supporting students with an IEP in elementary classrooms
- October 11, Part 2**
- Incidents
  - Coverage planning
- October 18, Part 3**
- Para Educators

## Start of Year Inclusion Checklist + Action Steps

As part of our work to implement our new CBA, we are focusing on language related to Inclusion. We'll be covering the topic in 3 parts. Today we will focus on Training/Support and Supporting Students with an IEP in classrooms at the elementary.

- Want to review all the topics right now? [You can access the entire checklist here.](#)

The action steps in the left column correspond with the CBA language in the right column.

Speak with your building reps and use the labor management process to ensure that this CBA language is in place at your building.

### Training & Support

We are working with the district to address the gap between the October 1 deadline in this language and the October 15 deadline for Mandatory Trainings.

Consider using your building-decision making model to determine which professional development supports, if any, might be offered as an all-staff training during a building-directed TPL Wednesday or building time on an all day LEAP.

TRAINING/SUPPORT	
ACTION STEP	CBA LANGUAGE
<input type="checkbox"/> This training is part of the Mandatory Training that staff complete through Cornerstone.	<p><b>By October 1: Special Education Department will provide Guidance Team Procedures Materials that will be reviewed by all teachers and specialists. If there are major changes in any of the components, all administrators and all guidance team members will be provided with new training materials and training. (SECTION I.1 – REVIEW OF POLICIES AND PROCEDURES)</b></p> <p>Training will cover:</p> <ul style="list-style-type: none"> <li>• Special Services procedures and policies</li> <li>• Definition and clarity regarding least restrictive environment, special education services and placement</li> <li>• Discipline of students who are 504 and/or special education eligible</li> <li>• Child Find/Guidance Team training and responsibilities</li> <li>• Roles and responsibilities of all teaching staff in implementing special education procedures and policies</li> <li>• Changes in special education and/or 504 regulations and policies</li> <li>• Health Services, 504, and Special Education accommodations &amp; Dissemination Process</li> <li>• Provide building staff access to evaluation, 504 and IEP documents for each student whom staff works with and supports</li> <li>• Resources:                         <ul style="list-style-type: none"> <li>◦ Reference how to access support resources for staff</li> <li>◦ How aide time is generated, assigned, used, changes from year to year including how 1:1 supports are assigned</li> <li>◦ Funding for students eligible for 504, special education and ELL</li> </ul> </li> </ul>
<input type="checkbox"/> Share any concerns about the training elements with your building reps, who can relay those concerns to building admin and/or LWEA at a Rep Assembly meeting.	
<input type="checkbox"/> Add this item to a building labor management agenda to discuss how and when can the PD on the list be accessed by individuals or by the entire staff; how decisions about all-staff professional development offerings from this list will be made.	<p><b>General District-wide professional development &amp; supports will be made available in relation to: (SECTION I.3 – TRAINING &amp; SUPPORTS):</b></p> <ul style="list-style-type: none"> <li>• De-escalation, trauma-informed, and preventative (PBIS) strategies</li> <li>• Strategies for working with diverse academic and behavioral needs</li> <li>• Strategies for working with multilingual learners</li> <li>• Developing IEPs, accommodations, modifications, and positive behavior support intervention plans</li> <li>• Service delivery systems and environmental supports for students</li> <li>• Process for identification of staff who can access CPI training</li> <li>• Other topics as identified</li> </ul>

### Supporting students with an IEP in elementary classrooms

Even though the date in this language has passed, it's not too late to get it done.

These meetings could occur during planning time, TPW Wednesday LEAP (in accordance with your team's PLC calendar), or during building-directed LEAP time.

SUPPORTING STUDENTS WITH AN IEP IN CLASSROOMS AT THE ELEMENTARY LEVEL	
<input type="checkbox"/> Add this item to the September or October building labor management agenda to discuss when these meetings will occur.	<p><b>By September 30 each school year, elementary special education and general education teachers shall meet to understand and collaborate around supporting students with an IEP. Collaboration topics should consider: (Section 13.4.7 Scheduling &amp; Collaboration)</b></p> <ul style="list-style-type: none"> <li>• student academic supports</li> <li>• student behavioral supports</li> <li>• division of communication/other responsibilities between the teachers</li> </ul>
<input type="checkbox"/> Part of these meetings should address how ongoing collaboration will occur and how the student supports will be monitored and adjusted as needed.	

**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



# MONEY MINUTE



October is

## National Retirement Security Month



DCP now offers Roth or pretax contribution options. New and existing DCP customers can contribute to either or both options. The DCP Roth is an amazing option that we now have for saving for retirement on an after-tax basis which means that it grows tax free from now on and people can access it tax free in retirement.

Attend a DCP Roth Q&A to find out more:

- Wednesday, Oct. 4 – Roth for early career (age 18-35)
- Wednesday, Oct. 11 – Roth for mid-career (age 36-49)
- Wednesday, Oct. 18 – Roth for near retirement (age 50+)

Some DCP customers have asked about converting their pretax balance to Roth. Catch a special Q&A about Roth conversions. This is for anyone with a DCP balance:

- Wednesday, Oct. 25 – Roth conversions (all ages)

**Sign up for a Q&A**

**Ready to act now?** Find out **how to add Roth to DCP.**

**Why do people choose Roth vs. pretax? See savings options for your age.**

## Department of Retirement (DRS) New Employees

New public employees, teachers and school employees have 90 days to choose between two retirement plans: Plan 2 or Plan 3. **If you don't choose a plan, you'll be placed in Plan 2.** To compare the plans, understand the differences, find out facts about both plans, read the FAQ, and discover more resources, visit:

<https://www.drs.wa.gov/choice/>

# 2023 Endorsements



WEA-PAC recommends and helps to elect pro-public education, pro-labor candidates to office. As part of WEA-PAC, our local makes non-partisan recommendations in races for statewide, legislative and local offices.

Candidates seeking our endorsement must complete a written questionnaire and participate in an interview with our WEA-PAC board who then make a recommendation for the candidates who will stand up for us and our students.

This August, four of our very own LWEA members (Shaina Langley, Martha Daman, Lucas Shannon, and Emily Martin) interviewed candidates for elected office.

[Click here to see a list of all 2023 WEA-endorsed candidates state-wide.](#)

Join your WEA-PAC team to speak with LWEA endorsed candidates. **See flyer to RSVP**



**PIZZA & POLITICS**  
OCT 11TH  
5-7PM

COME GET INFORMED  
ABOUT LWEA ENDORSED  
CANDIDATES!

**FLATSTICK PUB**  
7530 164th Ave NE Suite  
A108, Redmond, WA 98052

**FOOD, DRINKS, &  
GAMES PROVIDED!**

RSVP USING  
THIS QR CODE:



**LWEA endorses Janel Schermerhorn for Lake Washington School Board Position 5.** Janel comes from a long line of educators and has a background in organizational management that will be a great benefit to this role. We are excited about Janel's vision for technology literacy, equity and inclusion, and improving mental health supports in schools. Janel has shown a willingness to build lasting relationships with LWEA and a commitment to bringing our priorities to the board.



**LWEA endorses Lindsey Yocum for Lake Washington School Board Position 5.** Lindsey is a former Lake Washington School District educator and is passionately committed to supporting teachers in fully inclusive schools. She has worked tirelessly to make connections with school board members and advocate for teacher input on matters that directly impact students. Lindsey is a strong candidate with deep roots in our community.



**LWEA endorses Osman Salahuddin for Redmond City Council.** His deep ties to the community, advocacy work, and strong policy goals make him a great asset and partner in creating a more sustainable and inclusive future for our students.



**LWEA endorses Amy Falcone as the incumbent for Kirkland City Council Position 6.** Amy is a passionate advocate for safe schools and providing more opportunities for teachers to live where they work. She is excited about building relationships with LWEA educators and hopes to formalize a process for communication with educators.



**LWEA endorses Amber Wise for King County District 2 Hospital Commissioner Position 6.** Amber is both a union member and a mom of two preschool boys who understands the importance of access to mental health supports. She views the role of Hospital Commissioner as an opportunity to better serve the community by providing more supports in schools and offering classes that directly connect to best practices in education and parenting.



**LWEA endorses John Tymczyszyn for Kirkland City Council Position 4.** John's background in civil rights law and his work on the Planning Commission for Kirkland make him the perfect candidate to partner with on affordable housing. As a father and husband to a former teacher, John is committed to helping create affordable housing for current educators and future workers.

## LWEA OFFICE STAFF

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

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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.



**OCT 9**

Indigenous Peoples Day

**OCT 11**

Exec Committee

**OCT 16,17 & 19**

Half-Day Elem Conf  
Preschool Conferences

**OCT 17**

Rep Assembly

**OCT 20**

LEAP Day  
NO School



## Check Your Mailbox

### Notice of Nominations letter is being sent by USPS on October 5

We will be taking nominations for the following positions:

- **LWEA President** - 3 year term beginning July 2024
- **LWEA Vice President** - 3 year term beginning July 2024
- **Delegates for WEA RA**, April 11-13, Spokane WA (Spring Break)
- **Delegates for NEA RA**, July 3-7, Philadelphia, PA

If you know someone you would like to nominate, begin those conversations now. **All delegates must be members in good standing.**



## Indigenous Peoples' Day

**Indigenous Peoples' Day is celebrated on the second Monday of October, on October 9 this year, to honor the cultures and histories of the Native American people. The day is centered around reflecting on their tribal roots and the tragic stories that hurt but strengthened their communities.**

**Indigenous Peoples' Day is a holiday that celebrates the Native Americans, the original inhabitants of North America. It honors the beautiful indigenous traditions, cultures, and lives all around the world.**



# National Physical Therapy Month



October is National Physical Therapy Month – a time to celebrate the profession and all the ways physical therapists, physical therapist assistants, and PT and PTA students help improve lives across the country. Please thank your school's Physical Therapist, or PT, when you see them this October!



## October is National Bullying Awareness Month

**Bullying, Cyberbullying, Racism, Hatred, LGBTQIA+ Discrimination and Homophobia is a direct cause of mental health issues and an epidemic.**

**Standing Up Against Hate, Racism And Discrimination. Changing The Culture With Diversity, Equity, Equality, Inclusion, Civility And Unity Becomes Our Destiny.**



Hatred and prejudice are contagious and cause pain to others which makes the harm escalate. There is no room in this world for hatred, racism, bias, discrimination or violence for any reason!

Young people take their cues from adults. No matter what the adults in your life believe, get to know others who are different from you and make your own opinions about them. By living in a judgment free world, you can be the leaders of today and tomorrow and pave the way for harmony and civility.

See people for who they really are! Get to know them. You'd be surprised to see someone totally different from who you think you see. To learn more and find resources, visit:

<https://www.stompoutbullying.org/>