

Update - stay connected

www.lakewashingtonea.org

November 8, 2023

A Few Words from Your Candidates



President Candidate:

Katie Badger: Simply put, public education has been subject to significant change, disruption, attacks, unfair criticism, and unfunded mandates over the last few years. One measure of LWEA's success during this time: our bargaining work. Between September 2019 and June 2023, we successfully negotiated 50+ LOUs and 2 CBAs. These numbers reflect our significant efforts to secure working conditions that enabled us to meet the needs of students in very difficult circumstances. We could marvel simply at the sheer number of agreements reached in a short time. But consider the greater story these numbers tell about LWEA's success during this tumultuous time:

- We significantly increased member-led bargaining participation: about 150 individual members participated in a negotiation effort between 2020 and 2023.
- We secured positive outcomes and protections for members through negotiation: bargaining topics included compensation, workload, evaluation, safety, transfer and reassignment, professional learning, and benefits.
- We expanded our outreach, communication, and engagement efforts with members through building visits, Bargaining Broadcast messages, improvements to the Update, and multiple surveys.
- We strengthened our training of members in effective labor management practices and interest-based problem solving. (cont on pg 2)

Vice President Candidates:

My name is **Cathey Hettinger**, one-third of the fifth grade team at Clara Barton Elementary. As the LWEA Vice Presidential candidate, I bring to the table over 20 years of invaluable experience in the classroom. My commitment to education runs deep, and I am passionate about ensuring that our educators and students have the support and resources they need to thrive. I firmly believe in the power of collaboration and will work diligently to partner with the incoming President to drive positive change within our Association. I've built my career as an educator with a solid foundation of unwavering consistency and dedication, and it's these qualities that I bring to my role as the LWEA Vice Presidential candidate. (cont on pg 3)

My name is **Rojine Rudio**, and I am running for LWEA Vice President. Throughout my time in this district, I have witnessed the unwavering dedication of our members in providing the best education for our students. As Vice President, I will represent our members by advocating for better working conditions and promoting quality public education. (cont on pg 4)

Nicole Rollofson: As a passionate and dedicated special education, I am honored to announce my candidacy for Vice President within our esteemed educational union. Throughout my career, I have witnessed firsthand the challenges and triumphs within education, and I'm committed to advocating for the needs of both educators and students in our field. (cont on pg 5)

Candidate Statements Continued



President Candidate:

Katie Badger:

As we look toward the future, what will it mean for our Association to continue making progress? Our Association must continue to improve the teaching and learning experience:

- Elevate educator voice as integral to decision-making in LWSD.
- Use interest-based problem-solving and effective labor management practices to address challenges at the most direct level possible.
- Protect and maintain the negotiated outcomes already secured for members, and improve the working conditions, compensation, and benefits in future negotiations.
- Engage members in Leadership Competency work to execute fully the mission and vision of LWEA.
- Identify, elevate, and connect emerging leaders within LWEA to opportunities for growth and leadership development.
- Participate in direct political action and political advocacy on behalf of public schools, educators, and students.
- Help to elect pro-public education, pro-labor candidates to office in our state.

At the state and local level, there are plenty of opportunities for us to advocate on behalf of students and public schools:

- Full funding of special education.
- Increased compensation for paraeducators, ESPs, and certificated staff so people can afford to live in the communities where they work.
- Recruitment and retention of educators, particularly educators of color, so that our schools reflect the diversity of America.
- Improved access to mental health and behavioral support in schools.
- Robust school construction funding so that our facilities are safe for learning and working.

Our work makes a difference for so many individuals, and it improves the world in which we live. Our commitment to our students, the communities in which we teach, our Association, and our profession runs deep because we know that our working conditions are our students' learning conditions. ***I hope to earn your confidence as an effective leader for our Association. Together we can work to ensure that LWSD is a great place to teach and learn.***

WEA and NEA RA Delegate Statements

RA Delegate Statements

**LWEA will send 34 delegates to WEA RA in Spokane
and 12 Delegates to NEA RA in Philadelphia**

Candidate Statements Continued

Vice President Candidate:



Cathey Hettinger:

My journey with LWEA began in 2016, and it has been an incredible source of personal growth and service. Over the years, I've held various roles within the Association, from serving as a Building Representative to representing the interests of Ethnic Minorities and Intermediate-level educators on the Executive Committee. I've been privileged to be selected as an integral part of two successful bargaining teams, where I witnessed firsthand the power of collective action and negotiation in improving working conditions for our teachers. Additionally, I was honored to be elected as a representative at both the WEA RA and NEA RA, allowing me to advocate for our members at the state and national levels.

Furthermore, my involvement extends to the LWEA Budget Committee, where I worked diligently to ensure fiscal responsibility within our Association. I've also actively contributed to political campaigns that align with our values, like Manka Dhingra's 2017 Senatorial campaign, where I engaged in door-knocking and sign-waving to support her cause.

I also believe in harnessing technology to engage our members, and that's why I've been actively involved in text-banking opportunities to spark connections. Perhaps you've received a text from me? Another facet of my involvement has been representing LWEA during EIA for newly hired educators, where I provided guidance and support to those embarking on their teaching careers.

In addition to my extensive involvement within the LWEA, I want to highlight that I reside within the district, and my two children are products of LWSD schools. My dual role as a dedicated educator and invested parent in the community we serve uniquely positions me to bridge the gap between the district's policies and their real-world impact on our community.

In conclusion, as your candidate for Vice President, I am committed to championing the rights and needs of our educators and students. My pledge is to ensure that our voices are not only heard but also effectively represented, and that our objectives are met. I am Cathey Hettinger, excited to be your choice for Vice President. Remember to exercise your vote on November 22! Even more importantly, I encourage you to actively engage with your colleagues across the district to ensure they make an informed choice on their ballot. Let's roll up our sleeves and get to work together!

Cathey Hettinger for VP Flyer

Opportunities to get to know your candidates:

- **The Elections Committee will host a Q&A session** with candidates for President and Vice President on Thursday, November 16th via Zoom. RSVP link will be sent through Bldg Reps next week. You must RSVP to receive link. Only LWEA members may attend.
- **Candidate Q&A** will be posted in the Update on Nov. 22nd

Candidate Statements Continued



Vice President Candidate:

Rojine Rudio:

ADVOCACY: I am committed to being a strong advocate for our educators. I'll work tirelessly to ensure that our members receive the support needed for their profession. This includes resources for schools in their first few years of inclusion and more support for student discipline and behavior. Furthermore, we are expected to continuously adapt to new teaching methods and technologies while still maintaining 100 hours of professional development every five years for certification renewals. On top of those learning requirements, we are assumed to be the experts in current issues such as the use of AI in education and global events' impact on students. As VP, I'll actively engage with policymakers to ensure more resources for professional development so our members have the knowledge needed to excel in their roles. Our Association demands a VP who can lead its members to advocate for policies that will increase teacher autonomy.

COLLABORATION AND COMMUNICATION: Open, transparent communication is vital for the success of our Association. As VP, I'll work diligently to foster collaboration among our members and elevate educator voice. I'm dedicated to strengthening a platform for members to share their ideas and concerns, making our union more responsive and inclusive. My experience as a Labor Management Rep at Redmond Elementary gave me a glimpse on how to manage a building crisis while maintaining an interest-based lens, problem-solving approach, and upholding strong member morale to work together effectively.

EDUCATOR WELL-BEING: The well-being of our educators is paramount to the success of our schools, especially as the landscape of education has drastically changed within the past decade. I'd like to collaborate with district leadership and policymakers on issues that address burnout, workload management, and mental health support. We must take care of our educators to ensure they can take care of our students. Additionally, being a BIPOC educator has left me feeling isolated and frustrated in my career, due to a lack of people who represented me as mentors and colleagues. This inspired me to join WEA's NAKIA Academy and train to become a mentor to lead the next generation of BIPOC educators and empower them to become leaders.

My vision for our Association is one of collective voice, strength, and progress. I believe that together, we can create an environment where we are empowered, where our students thrive, and our profession is respected and supported. Collectively, we can achieve remarkable things for our teachers, our students, and our communities.

I humbly request your vote in this election. Together, we can make a difference in the lives of our members and the futures of our students. Stronger together, stronger than ever.

Vote ROJINE RUDIO for LWEA Vice President.

[Rojine Rudio for VP Flyer](#)

Candidate Statements Continued



Vice President Candidate:

Nicole Rollofson:

A few years ago, I needed to call upon the strength and knowledge of the union. During this time, I trusted the process, navigated the vast array of emotions, studied the contract, compiled documentation, worked with the team, and learned what the union can do for its teachers in times of need. It was because of this personal experience that a new fire was lit inside me to support teachers in being the best they can be while having the support they deserve.

I firmly believe that every teacher and student deserves a supportive and inclusive working and learning environment that caters to their unique needs. I understand the intricate demands placed on educators in the classroom: navigating individualized education plans, fostering inclusive environments, necessary supports, communication, and advocating for resources that empower both teachers and students. These experiences have fueled my commitment to representing the voices of teachers within our union.

If elected as Vice President, I intend to focus on several key aspects:

- Advocacy and Support: I aim to amplify the voices of all teachers within the union, ensuring that our concerns, needs, and successes are effectively communicated and addressed. By fostering a supportive network, we can share best practices and resources to enhance our students' learning experiences.*
- Professional Development: I will champion continuous professional development opportunities tailored to the unique demands of all teachers that go beyond the basics. This includes workshops, seminars, and resources that equip educators with the latest strategies and methodologies to better support our students in a constantly changing field.*
- Resource Allocation: I will work tirelessly to ensure that all classrooms have the necessary tools, materials, and staffing to provide high-quality education. This includes advocating for adequate funding, assistive technology, and personnel to support the diverse needs of our students.*
- Collaboration and Partnership: I believe in fostering partnerships with families, administrators, and the broader educational community to create a collaborative, supportive environment for our students. By working together, we can create a more comprehensive and inclusive educational experience.*

I am committed to transparent communication, open dialogue, and a steadfast dedication to improving our daily experiences as teachers within our union. I want to take my special education experience coupled with my administrative knowledge and training to enhance how I can support all members as our district moves towards full inclusion. Together, we can create a more inclusive, supportive, and effective learning environment for our exceptional students.

I humbly ask for your support and vote as we strive to elevate education and ensure that every teacher has a voice, is heard, is supported, and valued.

Nicole Rollofson for VP Flyer

**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



Open Enrollment for SEBB October 30 through November 20

This is your opportunity to make changes to your health plan benefits. All changes made during open enrollment are effective January 1, 2024, and will affect your January pay.

Open enrollment ends at 11:59 pm on November 20, 2023

2024 Flexible Spending Arrangement (FSA), Limited Purpose FSA, and Dependent Care Assistance Program (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.

The SEBB Program offers: a Medical FSA and a Limited Purpose FSA. The Medical FSA covers a wide range of health care expenses. The Limited Purpose FSA covers only dental and vision expenses and is intended for employees enrolled in UMP High Deductible.

If you want to participate in the FSA or DCAP program for 2024, 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 Benefit Solutions](#) to make your 2024 elections by November 20th.

For more information about FSAs and DCAP click on the documents below:

[2024 FSA and DCAP Overview](#)

[2024 FSA Enrollment Guide](#)

[2024 DCAP Enrollment Guide](#)

[2024 Limited Purpose FSA Enrollment Guide](#)

2023 Flexible Spending Arrangement (FSA) Facts:

- If you are enrolled in an FSA for 2023, unused funds up to \$610 may carry over to 2024.
- FSA expenses must be incurred by December 31, 2023.
- You must submit all claims to Navia Benefit Solutions for reimbursement by March 31, 2024.
- Any unclaimed amount over \$610 will be forfeited to the Health Care Authority.
- Unless you enroll in an FSA for 2024, any unused funds less than \$120 will be forfeited.

	Medical FSA	Limited Purpose FSA	DCAP
Annual election max. (2024)	\$3,050	\$3,050	\$5,000
Annual election min.	\$120	\$120	\$120
Compatible with HDHP/HSA	No	Yes	Yes
Eligible expense types	Medical, Rx, dental, vision	Dental, vision	Dependent care costs, ex. day care, elder care
Allows carryover	Yes	Yes	No

WEA CHILDREN'S FUND

Did you know that you can access funds through WEA for your students most in need?

ACCESS \$\$

The WEA Children's Fund is a non-profit that was started to help the students most in need in our schools. We reimburse member educators up to \$100 per student when they purchase clothing, shoes, supplies, and other necessities. [LEARN MORE](#).

GIVE \$\$

The WEA Children's Fund has a goal of raising \$2500 to support 25 more students this winter. You can [GIVE](#) a donation or [PURCHASE](#) WEA Children's Fund swag.



You're invited to join for dinner and good conversation.

November 15, 2023

4:30-6:00PM

All LWEA members are welcome to attend.

For more information and to RSVP, see:

[WoW-EoC Special Event](#)

LWEA OFFICE STAFF

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

8575 164th Ave NE
Suite 100
Redmond, WA 98052

American Education Week and Education Support Professional Day



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 10

Veterans Day observed
No School



NOV 14

Rep Assembly

NOV 15

Education Support
Professionals Day

[American Education Week](#) kicks off Nov. 13, and ESP Day is on Nov. 15. This year's AEW theme recognizes that it takes a team to educate and inspire students while celebrating the MVPs in our schools who go the extra mile. It's a good time to ask our public school supporters to [sign the pledge](#) to show your support for the education professionals who ensure our students have what they need to succeed.

Be sure to acknowledge and thank your ESP's!!

YOU'RE
AMAZING

Friend In Need



Marlee Ellis, Eastlake HS, is in need of shared leave donations. "I have had to step away from work due to my health and support of my husband and family. I would sincerely appreciate any donations of shared leave and support you can lend. Blessings, Marlee."

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