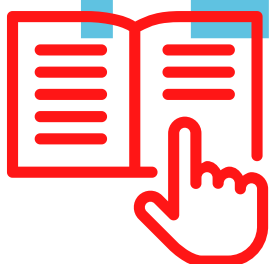




Update - stay connected

www.lakewashingtonlea.org

January 17, 2024



Know Your Contract

***NEW* Certificated Employee Initiated Transfer Process**

- **There is no more “transfer list.”** For complete understanding of this new process, thoroughly read [Employee Initiated Transfer Process](#)
- Full details of the process can be found in [23.4 of the CBA](#)

Keep your eyes open...



more information coming soon regarding

- **Teachers Requesting Leave of Absence for 2024-25**
 - Refer to Collective Bargaining Agreement Section 19.11, Leave of Absence for more information.
- **Job Share Requests for 2024-25**
 - Appendix H, Job Share, in the Collective Bargaining Agreement
- **Teachers Returning from Leave for 2024-25**
 - Refer to the Collective Bargaining Agreement Section 19.11, Leave of Absence for more information.

**Looking for emergency closure and inclement weather info?
See page 3 of the Update.**

In a School Board Minute



What's happening at the school board meetings?

Periodically, we will provide information from the school board meetings that you may find interesting. It does not represent the opinion of LWEA or provide commentary on the topics. The first few installments will look at information gleaned from the January 8th Study Session on Budget planning.

Enrollment

- LWSD enrollment has decreased by approximately 500 students since pre-pandemic levels. This is a 1.6% reduction in enrollment.
- This decrease is low compared to the neighboring school districts but still significant. The loss in enrollment is at the elementary level with a decline of almost 10% since the pandemic. Middle schools have remained relatively level with a 1% increase and high schools have increased almost 12% since the pandemic.
- Future projections forecast that enrollment will continue to decline each year over the next 5 years before it begins to level out and increase slightly. The decrease in students over the next 5 years is projected to be a decline of .7% per year or 850 students. A strong factor in declining enrollment is the falling birth rate since 2016. This is not just a local issue, but a nationwide phenomenon.
- Review the Study Session presentation [here](#).

More information on the declining birth rates across Seattle and the nation can be found in the Seattle Times article of September 12, 2023 by Gene Balk titled [Declining public-school enrollment: Here's how WA compares](#).

Directions for sharing your thoughts and opinions to the school board via email, phone, or public comments can be found on the LWSD website [Contact The Board](#) webpage.

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

Educators of Color- 2nd Gathering

Connecting Educators of Color, **Sharing** ideas/struggles and **Empowering** each other to make change.

Where: New LWEA Office-8575 164th Ave NE Suite 100, Redmond, WA 98052

When: February 1st, 2024 at 4:30pm

Guest Speaker: Michael Peña

Dinner will be provided! Please **RSVP BY January 26th**, 2024 at LWEA-EOC@lwsd.org so we have a proper headcount!

LWEA OFFICE STAFF

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

8575 164th Ave NE
Suite 100
Redmond, WA 98052

LWEA Officers and Executive Committee

President:

[Howard Mawhinney](#)

LWEA / 425-822-3388

Vice President:

[Katie Badger](#)

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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



Are You Ready for Inclement Weather?

When emergency conditions such as snow and ice or windstorms result in school schedule changes, the district will notify staff directly through ParentSquare. This is an ideal time to make sure that you have updated your phone number with Human Resources to ensure that these calls go to the right number.

Here are some other ways to find out about school schedule changes:

- Pop-up alert on <https://www.lwsd.org/> and school webpages.
- [Flashalert.net](#) – This website allows you to sign up for text messages as well.

Local TV/radio stations – They get a feed from Flashalert.net of all school schedule change decisions.

Curious how school schedule change decisions are made? You can learn how to be updated when school is delayed or canceled on the [School Closures and Late Starts page](#) of the district website.

[Section 12.10 - EMERGENCY LATE STARTS & CLOSURE](#)

[Section 19.3 - EMERGENCY LEAVE](#)

[Appendix C.13 - SUBSTITUTES AND LATE STARTS & CLOSURE](#)

Emergency late starts and closures change the responsibilities of LWEA members:

- In the event of a late start, staff are expected to report 1 hour before the new start time.
- Staff reporting to work when school closures are announced late (after 5:30 am for secondary and after 6:30 am for elementary) will be compensated.
- When emergency schedule changes occur, scheduled leaves will be processed as previously requested.
- Staff who are unable to report to work may request emergency leave or use annual leave.



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.



JAN 23-26

Elem Conferences

JAN 26

Last Day 1st Semester
Secondary

JAN 28-29

PoliSparks



MONEY MATTERS



WA Paid Family Medical Leave

Per the Employment Security Department, employee and employer rates for WPFML tax will decrease effective January 1, 2024. The 2024 tax rate will be 0.5286%, down from 0.5821% in 2023.

Thinking of retiring in 2024? Discover your health insurance options with PEBB

As you approach retirement, it's essential to understand the health insurance options available to you. To support you in this journey, the Health Care Authority (HCA) is hosting seven webinars in 2024, focusing on PEBB retiree insurance. These sessions are an excellent opportunity to gain a clear understanding of what to expect and how to transition to retiree health insurance.

Key details of the webinars:

- **Topics covered:** An overview of PEBB Retiree insurance, including eligibility, enrollment processes, and benefits.
- **Dates, times and registration:** Full information on the webinar schedule, including how to register, is available on ["Attend a retirement webinar" webpage](#).

Friend In Need



Kelly Jacobson, MTSS Coach Thoreau Elem, is the sole caregiver to a parent with disabilities. Kelly has exhausted much of her allocated leave for this year caring for her mother who has been hospitalized since December 23nd. Please consider donating to the degree that you are comfortable and able. Know that regardless of your ability to donate, your support and grace during this time is highly appreciated.

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