

Update - stay connected

www.lakewashingtonea.org

February 21, 2024

Did you know that our CBA calls for annual decision making by staff?

This work, called out in our CBA, helps LWEA and LWSD live up to the principles and mutual interests described in the Trust Agreement, elevates staff voice in decision making, and provides an opportunity to change the practices in a school to meet current needs.

| By when? | Action Items | Who? | CBA |
|------------------------------|--|----------------|------------------|
| As needed | Common grading practices | DMM | 10.14 |
| Each year | Elementary library 15 hours IA allocation | DMM | 13.1.5 |
| Each year | Conferences and family connections meetings | DMM | 13.2.1 |
| Each year | Planning for and use of LEAP time | BLT/DMM | 14.5.5, 14.5.5.1 |
| Each year | Equitable distribution of IEP/504 meetings for secondary | *BLM | 13.6 |
| Each year | Secondary chairperson stipends/release time | DMM | 12.7, App B |
| Each year | Building-specific discipline practices | DMM | 18.1 |
| Each year | Secondary Personalization Model | DMM | App K |
| Each year | Building based committees | DMM | 14.4.3 |
| Sept 15 | Evaluation process review | Discuss/Review | 26.6.2 |
| Sept 30 | Missing Para sub coverage plan | Committee | 13.4.8 |
| Oct 1 | Staff meetings plan: scheduling, duration, content | Committee | 14.4.1 |
| Oct 1; finalized by Nov 15 | Building budget review, including carryover | Discuss/Review | 10.10 |
| Oct 1; finalized by Nov 15 | CTE budget and reimbursement process | Discuss/Review | 13.3.9 |
| Oct 1; BLT revisits by Feb 1 | Missing sub coverage plan | DMM, BLT | 12.8.2 |
| Oct 1 | Missing specialist coverage plan | Committee | 13.5.8 |
| Oct 1 | Guidance Team Procedures Materials review | Discuss/Review | App I.1 |
| Oct 15 | Structured collaboration meetings plan | BLT | App I.2 |
| Apr 1 to last day of school | Master schedule and teaching assignments | *BLM | 10.18, 10.19 |
| By final Friday of the year | Staff workday | DMM | 12.3.3, 12.4.6 |

*LWEA guidance is bring to BLM for discussion

Building reps should bring these action items to building labor management meetings to ensure contractual compliance.

Did you also know that our CBA calls for the use of a building decision-making model to do much of this work?

| CBA section | Summary |
|-------------|---|
| 10.12 | The staff handbook at each building will contain a copy of the building decision making model. |
| 14.2 | The Association and the District agree that formal decision-making models and operating principles promote a healthy work climate. To this end, buildings will collaboratively establish and utilize operating principles and decision-making models in order to address site-specific issues. |

In addition to the items marked as DMM above, building decision-making models should be used **to address site-specific issues.**



In a School Board Minute

What's happening at the school board meetings?

Periodically, we provide information from the school board meetings that you may find interesting. It does not represent the opinion of LWEA nor is it intended to provide commentary on the topics.

7 Period HS Day Review

Background:

In 2018, LWSD high schools went from a 6 period day to a 7 period day in response to a change in state law: students would now need 24 credits to graduate. The district's reasoning was that 7 periods would provide students with more opportunities to earn credits and explore elective offerings, including 4 years of foreign language and music, credit retrieval, intervention and support, more rigorous coursework such as AP classes, and/or college and career preparation.

Currently:

A committee is gathering data to understand the impacts of the 7 period day on students, families, staff, community, and the organization. This data will also help determine which of the projected opportunities were and weren't realized. Among other things, some initial data shows enrollment in music and AP courses have increased slightly with the implementation of the 7 period day, and students have reported that adding a 7th period has increased their workload. More data is being collected for future review.

The 7 period day is expensive. **The approximate cost of a 7 period day is 8 million dollars** (up from 5.3 million in 2018). The money to fund the 7 period day comes from levy funds as the state does not contribute any funding for the extra period. The 8 million dollar cost is almost exclusively due to the increased staffing needs.

Virtual Workshop & Training

March 14th Thursday Life Stage Investing

Learning how to invest vs save money will have a significant impact on your financial future. Join us to explore the concept of long-term investing while addressing retirement income sources, gaps, and the potential impact of healthcare in retirement. We realize that for many of you, retirement seems a long way away, but the sooner you learn about the basic concepts of financial security the better off you will be in making decisions between now and then. And, what you learn here is not just applicable to retirement planning but to all your savings and investing goals between now and then as well. **Registration Link:**

<http://forms.washingtonea.org/forms/pdregistration?cevid=7780>



WEA CERTIFICATION 101
FOR TEACHERS & EDUCATION
SUPPORT ASSOCIATES
VIRTUAL TRAINING

The certification 101 virtual training are for teachers and EAAs to navigate their certification pathways and determine next steps. Take a deep dive into certification. Access our upcoming course offerings.

DATE
VARIOUS 2023-24
TIME
4:30 PM - 6:30 PM PST

REGISTER AT





Reminder: Interested in learning more about National Board (NB) Certification?

NB Certification is the highest credential in the teaching profession and is a voluntary process established by the National Board for Professional Teaching Standards (NBPTS). Achieving certification is a challenging but flexible one-to five-year process, during which LWSD teachers, librarians, and counselors can participate in free Cohort support with trained NB Facilitators. The LWSD NB Cohort for those working on NB during the 2024-2025 school year begins in June.

This spring there are two information sessions on Teams to introduce the NB requirements, process, timelines, options, cost, benefits and other logistics. We will also familiarize you with the support that LWSD provides to those working on NB certification. These information sessions will be hosted by the current LWSD NB facilitators: Julia Vasiliauskas and Danielle Lankester.

Each information session will have identical information. Please email Julia Vasiliauskas jvasiliauskas@lwsd.org

Wednesday, April 3: 4:30pm-5:30pm
OR
Thursday, May 2: 6pm-7pm

If you cannot attend these sessions, there are similar sessions hosted by WEA posted [here](#). Please let Julia Vasiliauskas know if you attend one of those instead, with your plans for pursuing National Boards.



Last Chance to Earn August and October LEAP Clock Hours!

As of March 1st, the **2023-2024 August LEAP and October 2023 LEAP Day** curricula in Cornerstone will be inactivated. If you participated in the learning that occurred in your building during August LEAP and on October 20th, make sure you've registered for and completed these two curricula to earn your "regular" and equity-based school practices clock hours.

Remember, equity-based clock hours "count" as regular clock hours, but "regular" clock hours don't count as equity hours. That means the 2023-2024 August LEAP is worth only worth 3.5 equity clock hours but is worth 6.5 clock hours in total. Reach out to proflearn@lwsd.org with questions!

| Title | "Regular" Clock Hours | Equity-Based Practices Clock Hours |
|-----------------------|-----------------------|------------------------------------|
| 2023-2024 August LEAP | 3 | 3.5 |
| October 2023 LEAP Day | 2 | |



MONEY MINUTE



Medical Flexible Spending Account (FSA)

Deadline - March 31, 2024

Submit all 2023 Medical or Limited Purpose FSA claims by March 31, 2024. If you have a Medical Flexible Spending Arrangement (FSA) or Limited Purpose FSA, you must submit all eligible 2023 claims for reimbursement to Navia Benefit Solutions by March 31, 2024. Expenses must have occurred between January 1 and December 31, 2023, to qualify for the 2023 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: 1-425-451-7002 or toll-free 1-866-535-9227

Do you qualify for carryover?

If you were enrolled in a Medical or Limited Purpose FSA during 2023 and enrolled for 2024, you are eligible for carryover of any remaining funds up to \$570. If you did not enroll for 2024 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 2024. Carryover funds can be used any time in 2024.



Friend In Need



Laura Crocenzi, Para at Kamiakin MS, is in need of sick leave hours. She has been tending to her husband's health issues and is now dealing with her own health. She would be so grateful for any hours you are able to contribute.

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



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 5

Exec Committee Mtg

MAR 8

No School: LEAP Day

MAR 10

Daylight Savings

MAR 17

St. Patty's Day

MAR 19

Rep Assembly Mtg

