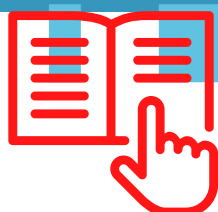


# Update - stay connected

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



February 28, 2024

## ***Know Your Contract***

**The Transfer Process for Secondary Educators begins this Friday!**

- LWEA and LWSD have agreed to open the Transfer Process for secondary early.

**The Certificated Employee Initiated Transfer Process is different this year.**

### **SECTION 23.4 – EMPLOYEE-INITIATED TRANSFER/REASSIGNMENT**

The District will maintain an online applicant tracking system for internal vacancies:

#### **SECTION 23.4.1 - PROCEDURE**

- Vacancies will be posted on-line every Friday by 5pm beginning the first Friday in April and ending the third Friday in June.
- Each week the vacancy posting will close the following Thursday.
- Employees wishing to apply for any of the posted vacancies will submit their application to Human Resources prior to 9:00 pm on the day the posting closes.
- Within seven (7) calendar days of closing of the posting, Human Resources or the principal, supervisor, or program director will arrange for an interview between the principal/supervisor and the three most senior applicants. In the case of choice schools and TOSA positions, after the three most senior candidates have interviewed, if there is no qualified candidate, the posting may be transitioned to a posting for both internal and external candidates.
- The District must select from the three most qualified applicants by District seniority to be interviewed for a posted vacancy. If only two qualified employees apply for the posted position, then the two applicants will be interviewed. If only one qualified employee applies for a posted vacancy, then they will be placed in the posted vacancy.
- After a posting closes if there are no applicants for a posted position the vacancy will then be made available for internal and external candidates simultaneously. Internal candidates shall complete the internal transfer process as detailed on the job posting. This information will be given equal weight to an external District application form.
- An employee will be qualified to transfer to a position if that employee has the required certification and qualifications in compliance with state and federal law and has received an overall proficient summative evaluation rating for at least the two (2) successive years directly prior to the time of the transfer request.
- The transfer procedure shall not be used to increase or decrease an employee's contractual status, such as going from part-time to increased part-time or full-time.
- The District may set aside the employee-initiated transfer provision of this agreement for up to a combined total of fifteen (15) reassignments/transfers per year. The District will notify the Association when this procedure is set aside and the reason for doing so.
- When a new school is opened, the District and the association will meet in DLM to discuss the process for filling positions.
- The District will provide five (5) days of transition time (prorated by FTE) paid at the employee's time card rate for those classroom teachers, library media specialists, and counselors who have been located in the same building for five (5) or more consecutive years.

- **There is no more "transfer list."**

For complete understanding of this new process, thoroughly read **Employee Initiated Transfer Process**.

- Open positions will be posted to Frontline as internal postings by 5:00 PM beginning on Friday.
- Each vacancy posting will close the following Thursday.
- Employees wishing to apply for any of the posted vacancies will submit their application via Frontline by 9:00 PM on the day the posting closes.

- The new contract language is in **23.4 of the CBA**

- Wondering what positions are considered TOSAs? **Check out Appendix N of the CBA.**

- Questions? Talk to your building rep!

# Political Scene Update

*Remember, the work of educators is political because our work is defined by laws and OSPI guidance.*



## Legislative Action Needed

SB 5882 is our last chance this year to get funding for ESP staffing. Because of outreach by WEA members, the House Appropriations passed SB 5882 on Monday. **Now it needs to pas the House floor before Friday.**

**Tell your Representatives in the House to fund more ESP positions because our students and schools need them!**



## WEA PAC Drive Happening Now

- Interested in learning more about how legislation impacts the work of educators?
- Want to help inform elected officials about the realities of being an educator today?
- Love organizing people to take action on behalf of students and educators?

**WEA PAC might be for you!**

We are conducting a **WEA PAC membership drive** throughout March. Talk with your building rep to learn more about how to get involved.

# MONEY MINUTE



Did you know that the WA Department of Retirement Services has webinars that explain what your options are for saving for retirement? Whether you're new to public service or getting ready to retire, there is a webinar for you. Get information you can apply right now to increase your preparation toward financial independence. Webinars are 30 to 60 minutes.

Find the full schedule of webinars by clicking [here](#). You can also [subscribe](#) to be notified when we add new webinars.



## 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](mailto: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	



# WEA Certification Trainings

As we move towards June 30, when many Washington educator certificates expire, members are having an increasing number of questions relating to certificate renewal and new requirements. We encourage members to attend a WEA professional learning on teacher, CTE teacher, and ESA certification! Participants at these trainings report they better understand their certificates and have a clear idea of next steps they need to take.

Trainings for the remainder of the year below. Register for WEA Certification trainings at: **State Certification | Washington Education Association ([washingtonea.org](http://washingtonea.org))**

Learn about the latest teacher, CTE teacher, and ESA certificate renewal requirements! Become familiar with recent state certification changes. Find out more about the new equity-based school practices requirement, STEM requirement, and the next steps you need to take. Learn how to add an endorsement and explore OSPI eCertification.

## **Teacher Certification 101** (2 Clock Hours)

- Thursday, Feb. 15, 2024, 4:30-6:30 p.m. **Register**
- Wednesday, April 17, 2024, 4:30-6:30 p.m. **Register**
- Wednesday, May 29, 2024, 4:30-6:30 p.m. **Register**

## **Educational Staff Associate (ESA) Certification 101** (2 Clock Hours)

- Wednesday, May 8, 2024, 4:30-6:30 p.m. **Register**

Please visit the [WEA Certification Webpage](#) for details and registration links.

*Cheers!*

## **Educator Appreciation** **Next Week!**



**EDUCATORS:** You invest so much of yourselves into our children and communities and we would love to return the favor. Please allow us to show our appreciation for all that you do. Escape the classroom routine and join us **on the first Thursday of every month** for an evening at Woodinville's Wine Alley!

Unwind and indulge in a sensory adventure with locally crafted wines, as you mingle with fellow educators in a relaxed and charming atmosphere. Each of the 6 tasting rooms will be offering 2-for-1 wine tastings as well as discounts on glass pours and bottle purchases, so be sure to bring some of your friends and co-workers along!

**It's a night of appreciation, laughter, and, of course, exceptional wines.**  
**We look forward to raising a glass with you!**





## No Child Should Go Without the Basics



### Support WEA Children's Fund

The purpose of the Children's Fund, a registered 501(c)(3) foundation, is to make sure all Washington state children thrive in school, regardless of their family income. To that end, the fund reimburses WEA members in public education who purchase shoes, coats, clothing, and other necessities for needy students throughout our state. Members are allowed to purchase up to \$100 for a student who is in need of any of the above supplies.

#### Fundraising Campaign:

WEA's goal is to raise \$20,000. To purchase your "no child should go without the basics" gear or to make a donation, visit the on-line store:

#### [WEA Children's Fund](#)

### 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



LWEA members participated in WEA's Lobby Day on Monday, February 19.