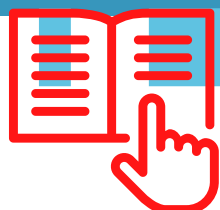


Update - stay connected

www.lakewashingtonea.org



March 13, 2024

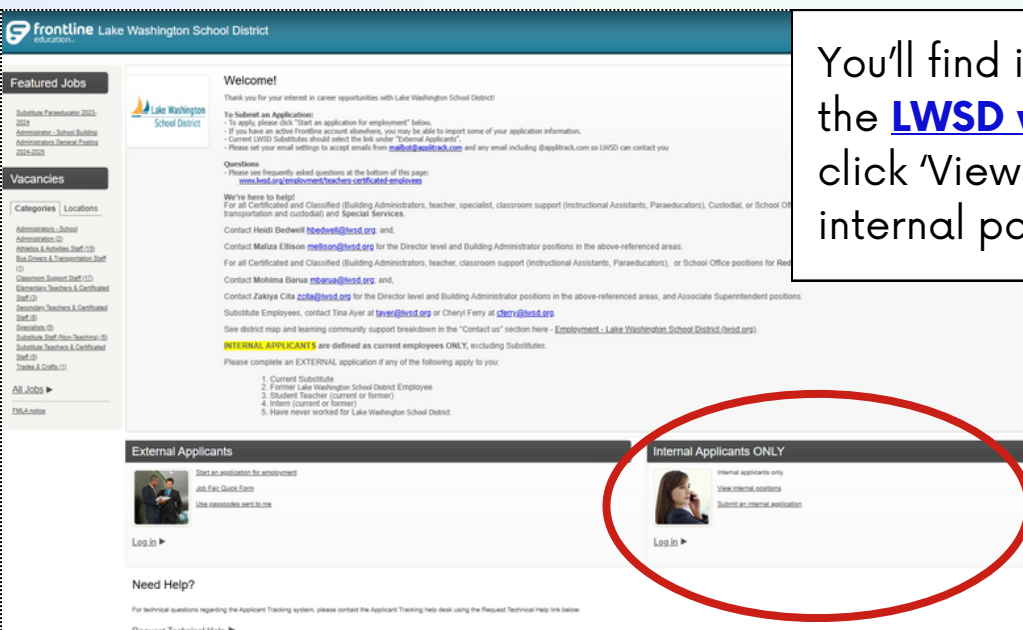
Know Your Contract

The Certificated Employee Initiated Transfer Process is different this year.

There is no more “transfer list.” For complete understanding of this new process, thoroughly read [Employee Initiated Transfer Process](#).

- The new contract language is in [23.4 of the CBA](#)
- LWEA and LWSD agreed to open the [transfer process early for secondary positions](#).
- Wondering what positions are considered TOSAs? [Check out Appendix N](#).

- 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 screenshot shows the Frontline website interface. On the left, there are navigation links for 'Featured Jobs', 'Vacancies', and 'Categories'. The main content area has a 'Welcome!' message and a 'To Submit an Application:' section. Below this, there are 'Questions' and a list of 'We're here to help!' links. At the bottom, there are two tabs: 'External Applicants' and 'Internal Applicants ONLY'. The 'Internal Applicants ONLY' tab is selected and circled in red. It shows a 'Log In' button and a list of internal applicants.

You'll find information and positions on the [LWSD website](#). Scroll down and click 'View internal positions' to see internal postings.



Other questions? Talk to your building rep!



In a School Board Minute

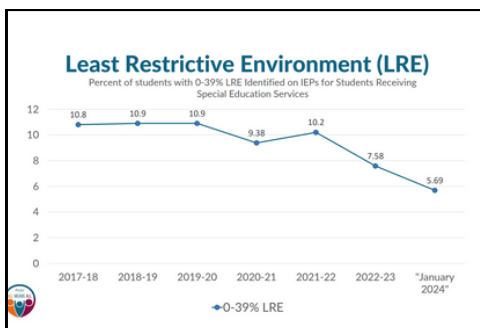
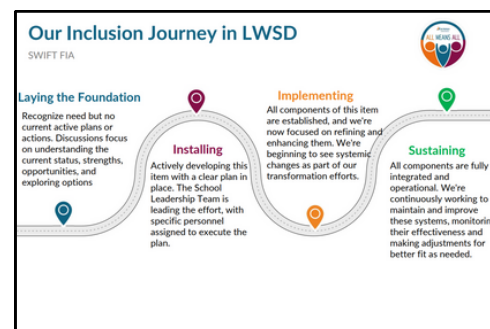
What's happening at the school board meetings?

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.**

Inclusionary Practice Update

At their January 22nd meeting, [the board directors were presented with an update on the district's progress toward inclusionary practices and environments](#). The goals of Inclusion include moving students who have qualified for Special Education services from learning centers throughout the district to their neighborhood schools; ensuring students participate in general education to the greatest extent possible for them; and recognizing that some students will still need to receive SDI in a special education setting in accordance with their IEP.

The work of Inclusion in LWSD was started a few years ago and will continue to take several years for full implementation. As measured by the SWIFT-FIA, 79% of schools are in the beginning phases of Inclusion which are labeled as Laying the Foundation and Installing. 17% of schools are in the Implementing phase, and 5% of schools are in the final phase, Sustaining.



One goal of Inclusion is to place students in the Least Restrictive Environment (i.e., the regular educational environment). In LWSD, as a result of the district's focus on inclusionary practices and environments, more students receiving special education services are being placed in the Least Restrictive Environment (LRE). Specifically, the percentage of students spending 0-39% of their day in LRE has dropped from about 10% to 5.69% over the last few years.

To support the successful implementation of Inclusionary practices, LWSD has focused on instructional practices and staffing supports. Professional development around instructional practices to support Inclusion has included UDL, SIOP, Core Literacy, SEL Tier 2, and the Instructional Playbook. These instructional practices are meant to foster expert learning, account for learner variability, and provide clear goals for flexible learning pathways. Staffing supports have included placing an MTSS coach in every elementary school who works directly with teachers through coaching, professional learning supports, and modeling, planning, and reflecting on inclusive teaching practices. Additionally, 8 FTE special education teachers were hired at the elementary level this year to comply with the new special ed staffing ratio of 1:15. There are expected to be additional staffing needs at the secondary level.



Did you know that in 2019 when OSPI began their Inclusionary Practice Project, Washington was one of the ten least inclusive states in the nation?
[Read about the state's Inclusionary Practices Professional Development Project and how OSPI defines Inclusion.](#)

Medical Flexible Spending Account (FSA)

Deadline - March 31, 2024

DEADLINE

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.

Asynchronous Courses

WEA's Inclusionary Practices Technical Network (IPTN) is providing 13 professional development courses with up to 180 clock hours possible including 60 hours of STEM. The courses are free, provide clock hours, and available to all! These courses were created with flexibility in mind. You will move through the course at your own pace and can start at any time. For more information including descriptions and registration links, please visit our [asynchronous courses web page](#).

Important Deadlines

- Monday, May 27, 2024:
Last day to register for a course
- Monday, June 3, 2024:
Last day to submit assignments

Courses

- Coaching and Mentoring of Inclusionary Behavioral Strategies
- Data Collection in the Inclusive Classroom
- De-Escalation and Behavior Modifications
- Effective Co-teaching Strategies for Inclusion
- Empowering Educators - Using Explicit Instruction in the Inclusive Classroom
- Foundations for Equitable Inclusive Education
- High Leverage Practices for Inclusive Classrooms
- Intelligent Lives: An Inclusionary Practices Journey
- STEM for Primary (K-6) Educators
- STEM for Secondary (6-12) Educators
- STEM Integration and Inclusionary Practices
- STEMizing your Instruction
- Universal Design for Learning



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 El / 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



Eastside Native American Education Program Annual Auction

This [annual auction](#) is in large part a fundraiser that supports many of the events and services that the ENAEP (Eastside Native American Education Program) provides the Native students and families in the Bellevue, Lake Washington and Northshore school districts.

Many have approached ENAEP wanting to know how they can better partner with the organization and the Native Community, this is one of those ways that someone can begin building that partnership.

Please come and support!



March 22, 2024

6:00 PM

Lake Washington HS

12033 NE 80th St

Kirkland WA 98033

HUGE Thanks to All Classified Staff

Our teachers are amazing, but they aren't the only ones educating and caring for students every day. Next week, March 11-15, is [Education Support Professionals Week](#), and we celebrate all of our ESPs who work as paraeducators and in office/clerical, custodial/maintenance, food service, health care, security, skilled trades, technical services, transportation and more.

Take the time to honor and recognize the contributions they make everyday. Show your support and respect to all ESP's as equal and essential partners in public education.

*Thank
you*

Educator Appreciation



The Mariners are hosting their first Teacher Appreciation Night of the 2024 season on Friday, May 10. This discounted ticket offer also comes with a fun giveaway – a limited edition Mariners Stanley-style water bottle. All information and [tickets can be found at mariners.com/teacher](https://mariners.com/teacher).

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 17

St. Patty's Day



MAR 19

Rep Assembly Mtg

MAR 27

Mock RA

APR 1

April Fool's Day – Really!



Mariner Teacher Appreciation Night is a discounted ticket offer open to any educator, school staff member, family or friend. The Mariners want to celebrate you and thank you for the work you do.

Friends In Need



Laura Crocenzi, "I want to share a huge thank you to those who so generously shared sick time with me. This takes some stress off us during a challenging time. Much appreciated!!!"

Dani Meyer, an SLP (Speech-Language Pathologist) at Lake Washington High School, Community School and ICS, was diagnosed with Leukemia out of the blue this summer. **Update from Dani:** "Unfortunately, my aggressive leukemia has necessitated a temporary relocation out of state for a transplant. The length of treatment and expenses are much greater than anticipated. I am so appreciative for the donated leave I have already received! More donations will allow me to continue in a positive direction. I would be so grateful for any additional donations. Thank you!"

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



FOR RENT:

Condo available for rent in Kirkland! 2 bedrooms, 1 bathroom 1,040 sf; top floor w/ vaulted ceilings, large balcony, wood burning fireplace, & in unit laundry. GREAT location! Walking distance to Juanita Village & Beach. Free rent through March 2024. \$2,500/month. Contact former LWHS teacher Lucianna at luciannaweber206@gmail.com for more details.