

Snow make-up proposal approved by reps

Building reps unanimously approved a proposal yesterday to make up the three days missed due to snow (December 9, February 6, and February 7). Under the current contract, all weather-related make-up days are added to the end of the school year. With three snow days to make up, the school year was scheduled to end on Monday, June 23, with a half-day for students and a full-day for staff. Many LWEA members contacted the Association with the concern that the instructional value of having students attend for half a day on a Monday would be minimal, and that going back for that Monday would significantly impact staff members' and families' summer plans.

As a result, LWEA met with the district to explore other options for making up the missed instructional time. We kept in mind these factors:

- The state requires students to be in school for 180 days and at least 1,027 hours. In Lake Washington, students are in school for 181 days because we are short 6 hours in the number of instructional hours required by the state. (LWEA members previously voted to convert the May LEAP day to become a student day to make up these hours.)
- If we end school on Friday, June 23, students will be in school for the required 180 days, but we'll be 6 hours short of state-required instructional time.
- Converting the March 10 full-day LEAP day to a student day is not an option because special education staff members are scheduled to be involved in meetings to develop transition plans for students for the 2017-18 school year.
- Shortening spring break or scheduling school on a holiday was ruled out due to the impact it would have on staff and family travel plans.

Keeping the above in mind, here is the agreement we reached:

- **School will end on Friday, June 23**, with a half-day for students and a full-day for staff.
- Wednesday, June 21, and Thursday, June 22 will be snow make-up days for two of the snow days. Both will be full days. (Wednesday, June 21 was originally not a LEAP day, so it has to be a full day in order to meet the 1,027 instructional hours required by the state.)
- To make up the 6 hours of lost instructional time for the third snow day, four Wednesday LEAP days will become full-days for students. These days are **March 22, April 12, May 3, and May 31**.
- Buildings should work collaboratively to adjust the categories of these four LEAP Wednesdays so as to not disproportionately impact any given category.
- If there are any additional weather make-up days required, they will be added to the end of the school year.

"Many LWEA members contacted the Association with the concern that the instructional value of having students attend for half a day on a Monday would be minimal, and that going back for that Monday would significantly impact staff members' and families' summer plans."

Kevin Teeley,
President

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Building community and connections with LWEA members of color

Our first “*Wine and Wisdom*” event was a huge success with LWEA members networking and sharing ideas and thoughts about closing the achievement gap.

Our second event will focus on the topic of implicit bias - what it is, how to identify when it occurs, and how to be a positive change agent working to stop the hurtful impacts implicit bias has on our students and communities.

Don't miss this evening of great conversation, food, and connection beginning with happy hour appetizers at BJ's Restaurant & Brew House in Redmond, at 5 PM on March 28!

Join us in building community and connections with LWEA members of color, their allies, their accomplices, and those who have a desire to unite for the benefit of humanity.

Please let us know if you are coming—we'll need an accurate count for the restaurant! RSVP to [Maryziel Galarpe](mailto:Maryziel.Galarpe), Ethnic Minority Representative, mgalarpe@lwsd.org by Friday, March 24.

Creating a Culturally Responsive Classroom

As our classrooms welcome an increasingly diverse population of learners, educators need time to reflect on their practice as culturally responsive professionals to increase effectiveness across differences among their students and families.

Over the two nights, we will focus on:

- Integrating the cultural competency definition into educators' daily practice and classroom environment.
- Understanding the impact of resiliency in student growth by increasing relational strategies that focus on developing student resiliency as a primary factor in closing the opportunity / achievement gap.
- Using the cultural competency framework of awareness, understanding, skills, and advocacy to increase educator effectiveness with students from diverse populations including: socio-economic, language, ethnicity, race, sexual orientation, gender and gender identity religion, age, and ability.
- Growing as a culturally responsive educator through reflective practice by increasing one's AWARENESS of self (biases, stereotypes, expectations) and KNOWLEDGE of other social group categories to which one does not belong.

Learn how to: build relationships, communicate in culturally responsive ways, cultivate a safe and inclusive environment, and engage with families and communities. Educators will receive resources and materials to support their classrooms.

LWEA sponsors NBCT renewal

LWEA is offering a 1-day training that provides key information to those who are engaged in the National Board Certification renewal process. The training will take place on Saturday, May 6, from 9 AM to 3:30 PM.

The training helps candidates consider their growth and experiences since become a NBCT and how to relate this to the renewal process.

To register, complete the [registration form](#), and send it with your check to the LWEA office.



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WEA would like to know...

In recent weeks, the Governor, legislative Democrats and the Republican Senate each have put forward proposals that they believe will meet the McCleary mandate. Proposals vary, and locally bargained compensation may be enhanced, significantly reduced, or something in-between.

Association members and lobbyists will be active in Olympia advocating for a new system of funding educator compensation that recognizes the professional status of educators that is fair, and that is negotiated at the local level. WEA wants to know how you feel about this.

This state-wide survey should take less than 5 minutes to complete.

Vision benefits for your family

Your vision benefits cover your entire family even if you don't cover your other family members on your medical insurance. Many LWSD employees have used this handy benefit for themselves and did not realize that their spouse, domestic partner, and/or children are also covered for exams and hardware (glasses or contacts).

To access the Northwest Benefits Network (NBN) vision benefit information and provider list, go to the NBN website, click on NBN Vision Provider Search.

Creative ways to energize your classroom now

On this NEA Member Benefits site, teachers share their proven tactics to fight the mid-year slump and boost their students' enthusiasm for learning. Use this link to find 8 teacher-tested tips for rebooting your classroom.

Changing grades

When a dispute arises involving a report card grade given to a student, there are specific procedures that need to be used before any change is made.

- A written request must be provided to the teacher within 2 days of receipt of a request to change a grade.
- The building administrator will meet with the affected teacher to discuss the factors involved in determining the grade in question.
- The building administrator will make a determination whether the requested change has merit.
- If the teacher and administrator disagree over the requested change, a panel will be set up to discuss the requested change. Make-up of the panel is specifically defined in the contract.
- Should the parties prove unable to come to a decision or one that is acceptable to all parties, either party can appeal the decision to the superintendent or designee.

OPPORTUNITIES

Local business looking for interested teachers who want to **make some extra money this summer**. Free training provided in simple face painting & balloon twisting. Start at \$20/hour w/ room to move up. Call Julie for more information - 253-334-3472. (Denise DeWatt, Twain/Thoreau).

SERVICES

Fit4Baby if FIT4MOM's prenatal fitness program: Designed to strengthen the body for changes during pregnancy, whether this is your 1st or 5th. Help reduce many maternal aches/pains, increase energy during pregnancy & may speed the labor, delivery, & recovery process. Instructors certified in prenatal fitness. Combine strength training, cardio exercises, & stretching & balancing excises in each class. 1st class is free! Classes held in Redmond, Evergreen Hospital, & on Microsoft campus. Contact Erica at ericasppear@fit4mom.com.

FREE

Sleeper sofa, never used mattress, still in plastic wrapping, mechanism works smoothly. "Leather" couch itself has some wear, scratches on seat cushions & sides. Photo available. Jeanne Brown (Retired) 425-836-0172.

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Deduct your dues

Did you know that you can deduct most of your association dues from your income tax? The dues deduction amount for teachers is as follows:

.76-1.0 FTE	\$1,045.56
.51-.75 FTE	\$ 913.44
.26-.50 FTE	\$ 546.28
.10-.25 FTE	\$ 373.29

Please remember that your 2016 dues for income tax purposes includes 8 months at the 2015-16 dues rate and 4 months at the 2016-17 dues rate. If you have changed FTE from last year, keep in mind that your dues will be different – you will need assistance in determining the correct dues amount. If you have any questions, please contact Sheila Hagerman in the LWEA office.

The amount of sleep required by the average person is about five minutes more.

Wilson Misner

Marketplace

Ads are run in the Update on a first come , first served basis. All ads need to be in written form. Send directly to Sheila Hagerman at shhagerman@lwsd.org.

Ads are subject to approval of the LWEA Executive Committee and may be edited for length.

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LWEA Website

Lakewashingtonea.org

[Facebook](#)

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Calendar

Feb. 24-25

Retirement Class

March 9

Newbie Nights (4:30 - 7 PM)
Differentiating Instruction

March 10

LEAP Day

March 12

Daylight savings begins

March 13

School Board Meeting

March 14

Executive Committee