

Be sure to complete the Strategic Planning Survey!

On Monday you received a districtwide survey from Traci Pierce, LWSD Superintendent. It's very important for you to take time to respond to this survey.

One of the issues that came out in the last contract negotiations was LWEA members' deep concern with the number of new initiatives launched each year, and the resulting impact on their workload. This issue prompted countless hours of conversation between the District and Association in an attempt to try to mitigate increased teacher workload.

The outcome was new language in the contract that can be found in Appendix K, "New District Programs and Practices." The agreement calls for all staff to be provided the opportunity each year to give input on the multi-year District strategic plan, including implementation and impact.

A teacher representative group, who were members of the LWEA Bargaining Team that negotiated this agreement, will use the results of that input to review the implementation and effectiveness of current new programs and practices, and the impact on teacher workload.

The teacher representative group will make recommendations later this month regarding appropriate adjustments to the new programs and practices timeline. These recommendations will be used by the District's Strategic Advisory Leadership Team (SALT) for the purpose of monitoring and adjusting the new programs and practices identified in the multi-year strategic plan.

Your responses to this survey are extremely important in order for the LWEA Bargaining Team to do the best job possible representing you when they make their recommendations to the district. The survey will be open until March 20, 2017. The team meets with the District on March 22 and 24.

"The agreement calls for all staff to be provided the opportunity each year to give input on the multi-year District strategic plan, including implementation and impact."

Kevin Teeley,
President

Survey Links:

Elementary School: [Click on this link - 2017 Elementary Program Survey](#)

Middle School: [Click on this link - 2017 Middle School Program Survey](#)

High School: [Click on this link - 2017 High School Program Survey](#)



In this issue

- Free speech... (2)
- Proof of income (2)
- Deduct your dues (3)
- Free tickets (3)
- Come tell your story! (4)

Free speech, personal blogs, and public employment

Do teachers have the same rights to free speech as the rest of the country? Not really. It is a general rule that school employees can be disciplined for off-duty conduct if the school district can show that the conduct had an adverse impact on the school or the teacher's ability to teach. Over the last few years, this general rule now has the support of a growing number of court decisions.

Social media such as Facebook or Twitter are providing opportunities for many teachers to test the boundaries between free speech and common sense. Don't school employees have the right, on their own time, to post about their private lives without fear of losing their jobs? Not really, and especially so if the post includes sexually explicit or other inappropriate content and is viewed by students. Teachers have been terminated because they posted their drinking habits, sexual practices, sexually explicit pictures and/or videos, or have used social media to carry on inappropriate relationships with students.

We advise the wise use of social networking. Don't post anything you don't want the entire community to see. This community includes your students, their parents, and their lawyers.

Do you need proof of income?

From time to time, you may need proof of your income when applying for a loan or another financial transaction. You can generate your own report that lists LWSD as your employer through Employee Access.

"Report Options" in Employee Access allows you to select pay information (Calendar Year to Date, Fiscal Year to Date and/or Check Detail along with Employer Information and/or Employee Information) and then view or print that information.

These instructions are available on the Employee Access portal page, under the heading, "How to print pay info with employer name."

Classified School Employees Week

March 6 - 10



Take a moment to thank the classified staff in your building who work so hard to keep your school running so well!

LWEA Office

10604 NE 38th Place, Suite 212

Kirkland, WA 98033

425-822-3388

UniServ Rep: [Jennifer Silves](#)

Admin Assistant: [Sheila Hagerman](#)

Admin Assistant: [Ila Rhea Morrow](#)

LWEA Officers and Executive Committee

President:

[Kevin Teeley](#)

LWEA Office / 425-822-3388

Vice President:

[Howard Mawhinney](#)

RHS / 425-936-1800

Primary Rep:

[Ken Egawa](#)

Blackwell / 425-425-936-2520

Intermediate Rep:

[Gerry Wilson](#)

Muir / 425-936-2640

Middle School Rep:

[Peggy Solum](#)

Kamiakin / 425-936-2400

High School Rep:

[Katie Badger](#)

RHS / 425-936-1800

Specialists Rep:

[Marilyn Hargraves](#)

LWHS / 425-936-1700

Special Services Rep:

[Sarah Cooper](#)

Juanita Elementary Preschool /
425-936-2570

Ethnic Minority Rep:

[Maryziel Galarpe](#)

Blackwell / 425-936-2520

LWEA Office:

425-822-3388

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 20156 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.

Free tickets for educators

Village Theatre in Issaquah is offering LWSD educators free tickets for the dress rehearsal of *A Proper Place*. The dress rehearsal will take place on Sunday, March 12 at 7 PM. If you would like to attend, RSVP by 5 PM on Friday, March 10 – contact [Ann Reynolds](#) or 425-392-1942 and indicate whether you need 1 or 2 tickets.

In addition, the Village Theatre is offering 50% off ticket prices for LWSD employees in the first 2 weeks of the run (March 16-26). Call the Box Office at 425-392-2202 or online at this [link](#) and use the coupon code – “Education.” This offer is subject to availability.

Students can always get 50% off tickets to any show by arriving 30 minutes before the show starts and showing their student ID.

What bargaining can do...

THEN: Building staff had little or no say in what happened in their building; decisions were made by others.

NOW: The building staff now can use their building decision-making model to determine activities, events, building focus, budget decisions, and other things. The decision-making model is unique to each building and is created by that building's staff.

Looking for something?

Looking for an article or ad from a previous Update? We've put all of the 2016-17 Updates on our [website](#).

SERVICES

Questions about your retirement, social security benefits, or state retirement plan? Utilize a knowledgeable & experienced financial professional to help you better understand your pensions, 403(b)s, 401(k)s, & IRA's. Contact Sean Tennis, Senior Associate with Foresters Financial, 206-204-3066, ext 403, or sean.tennis@foresters.com. (Brigitte Tennis, Stella Schola).

Pretty tile – ugly grout? **Let the Grout Doctor take care of all your grout & tile needs.** For a free estimate, call John Start at 425-947-0060. (Ila Morrow, LWEA).

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).

FOR SALE

Baldwin **upright piano**, great shape, recently tuned. Pictures available. Clara Fitzsimmons (Psychs) clara.fitzsimmons@yahoo.com.

New Teacher Career Fair

LWSD Resource Center

Saturday, March 11

9 AM - 12 Noon



* * * * *

Education Funding Forum - A conversation with legislators

On Saturday, March 11, local WEA affiliates will be holding town hall forums with legislators regarding education funding. This is your chance to have your voice heard by those who will be making the decisions in Olympia. Bring your family and friends and share your stories about what our schools need to provide the best education possible for all our students.

This conversation will take place at the **North Creek High School** (3613 191st Place SE, Bothell, 98012) from 9:30-11:30 AM.

Please put this event on your calendar!



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.

* * * * *

LWEA Website

Lakewashingtonea.org

[Facebook](#)

* * * * *

Calendar

March 9

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

March 10

LEAP Day

March 12

Daylight Saving Time Begins

March 14

Executive Committee

March 20

First Day of Spring

March 21

Rep Assembly