

## Bargaining update

Both the LWEA and LWSD bargaining teams have been working for the past several months to come up with a tentative contract agreement that will begin on August 11, 2017. There are 12 members on each team, for a total of 24 participants from all areas of the district.

The 24 members are divided up into three separate sub-teams, called Team A, Team B, and Team C. Each sub-team has members from both the LWEA and LWSD bargaining teams. Each of these teams has been assigned a list of topics that was determined by input from the 65 bargaining meetings, the all-member survey, and district administration.

The three sub-teams all met on April 12 to report out to the larger group of 24, get feedback on their work, and to plan out the remainder of the work to be done. The sub-teams will continue their small group negotiations until all three groups meet again for sequestered bargaining from May 15-19.

Here's the process the bargaining teams are using:

1. Identify the task (issue to be negotiated).
2. Tell the "story" (the background information about the issue).
3. Identify interests of both the Association and District.
4. Brainstorm possible options for solutions to the issue.
5. Winnow the options down to ones that meet the interests of both teams.
6. Develop a "straw design" that can be taken back to the large group for feedback.
7. Refine the straw design into a final solution.
8. The large group gives a "tentative agreement" to the final solution.

Once all the issues have been negotiated into tentative agreements, the entire package will be taken to the LWEA Executive Committee for approval on the morning of May 23, and then to the LWEA Rep Assembly (building reps) for approval that same afternoon.

On May 24, the final agreement will be presented to LWEA members at a general membership meeting at 4:00 pm at Lake Washington High School in the gymnasium. Voting on the new contract will take place afterwards by electronic ballots in each building.

Be sure to mark May 24 at 4:00 pm at LWHS on your calendars. It's an extremely important meeting that you won't want to miss!

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Kevin Teeley,  
President

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## Insights from WEA RA delegates

We asked LWEA delegates to the WEA RA to give us some insight into their experience. Here are some of their words:

*I have always been proud to be an educator, but never more so than now, having been able to experience the WEA RA and to feel the energy and determination of so many like-minded Washington educators in one place at one time. I am fully energized and more determined than ever to take an active role in fighting at the state and national level for what is right for our students and for public education.*

**Kathy Aslamy** (Blackwell)

*As a first time delegate it was amazing to have the opportunity to engage with the decision making process and as a teacher of color in the district it was heartening to see the emphasis on diversity and inclusion the union is making.*

**Rachelle Horner** (EHS)

*It is so impressive to see how hard WEA and the reps work to make sure schools have the best learning environment for students and the best working conditions for all staff. Watching democracy in action is just awesome!*

**Grace Brady** (RHS)

*WEA-RA is a great forum to compare notes with other WEA members from across the state. I always learn something new. Understanding the common challenges found across Washington state helps keep me energized to do the hard work advocate for teachers at the school, district, and state levels.*

**Howard Mawhinney** (LWEA Vice President)

*Having the opportunity to be an essential part in the role of WEA is something each LWEA member should get to do. It is a fascinating and empowering process which opens ones eyes to exactly what our union represents!*

**Cathey Hettinger** (Twain)

*I learned so much about how WEA works to support us, and how we can have our voices heard. I loved participating the process, especially when we were locked in to verify a vote!*

*I am fired up now to talk about RA to my building, and get more people involved in the process. I hope to go every year to both WEA RA and NEA RA now!*

**Mary Kay Weinmeister** (Rockwell)

*WEA was an invigorating gathering as we tackled the issues facing education in Washington. A small sampling of the new business items that were discussed and passed include: School Safe Zones, diversity training and mentoring, support for small rural districts, social justice, teacher pension ideas, CTE funding, teaching climate change, support for training modules to support immigrant students, suggestion to OSPI and the legislature to replace the current WA-Aim with a more useful measure. Attorney General Bob Ferguson brought an inspiring message to the delegates.*

**Diane Fabish** (EHS)

We'll have more for you next week!

## Honoring retirees

The annual Retirement Reception to honor retiring district staff has been scheduled for Wednesday, June 14, at 4 PM in the Resource Center Boardroom. The reception is hosted by the LWSD and the Beta Iota Chapter of Alpha Delta Kappa. Plan to attend and support those being honored.

In an effort to honor each retiring employee this year, the group has requested that individuals or schools use the contacts below to report the names of retirees to be sure that everyone is included in the program:

- **Peggy Solum** (Kamiakin, 425-936-2400) for certificated employees.
- **Shannon Parthemer** (Resource Center, 425-936-1300) for classified employees.



### 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

## Important news about your annual leave

Your unused annual (personal) leave will be **automatically cashed out** at the sub rate of pay (\$159 per day). If you want to carry over days to next year, you must notify the district prior to June 30, indicating that you want to carry over your unused days (from the 2016-17 school year). Unused annual leave is carried over on a 1-for-1 basis.

Send your request to [leave@lwsd.org](mailto:leave@lwsd.org) – keep a copy of your e-mail and the auto-reply response from the District for your records.

Important – please note:

- You may only have a total of 5 days of annual leave in any school year. Since you get 3 new annual leave days in the fall, only 2 days can be carried over from any year. Any excess days will be cashed out.
- If you already have days that you've carried over from prior years, you **MUST** indicate that you want to continue to carry them over. If you do not notify the district, your carryover days will be cashed out.
- If you are interested in a combination (some cashed out and some carried over), you also **MUST** notify the district.
- Please don't contact the District to find out how many much unused annual leave you have remaining – you can easily [check your balance on Employee Access](#).
- Be sure to send your request to [leave@lwsd.org](mailto:leave@lwsd.org).
- You'll receive your annual leave cash out in your August paycheck

### Administrative Professional Day

April 26, 2017

*For everything you do...*



## What can bargaining do?

**Then:** Before unions got involved in working conditions and employee rights, teachers worked at the discretion of the District. The number of days in the school calendar was totally under their control.

**Now:** Members give input to the bargaining process and the calendar is created by the joint bargaining teams during negotiations. The calendars cover the length of the contract plus one additional year for planning purposes. LWEA members vote on the school year calendar as a part of contract ratification.

## Deadline is May 31

Your Professional Fund receipts are due on Wednesday, May 31. If you need a reimbursement form to submit with your receipts, you can find it on the LWSD Portal – go to Pay, Benefits, & Wellness – then to Professional Fund, and open “Documents.” Send completed forms and receipts to Liz Elliott in Accounts Payable.

An important reminder – receipts can't include personal items so be sure to check each receipt you submit.

## VACATIONS

Dreamed of sailing in the San Juan Islands? We have a 2017 Beneteau Oceanis 41.1 **sailboat in Bellingham available for charter**. Sleeps 6, w/ 3 staterooms & 2 heads. Great dates in June & August available. Susan Lindsey (RHS) [lindsey5@cablespeed.com](mailto:lindsey5@cablespeed.com).

## SERVICES

**Steps to Home Buying Success** - presented by Shelly Bean (Pointe3 Real Estate) & Rick Mangone (TILA Mortgage). Learn what it takes to be successful in this market. Two upcoming opportunities: Saturday, 5/6 & Saturday, 6/3, from 9:30 - 11 AM in the Point3 office in Issaquah. RSVP to Shelly Bean (former LWSD teacher) [shelly@pointe3.com](mailto:shelly@pointe3.com) or 206-419-5220.

## FOR SALE

**Wii console**: W/ Wii Fit, yoga mat, 2 controllers, 2 nunchucks, 1 game pad. Includes Wii Fit, Wii Sports, Wii Play CD's, & big game hunter game. Used maybe a dozen times, sat in box for past couple of years. \$60. Jamie Walton (EMHS) [hugheswalton@msn.com](mailto:hugheswalton@msn.com).

## NEW PROCESS FOR SPU CREDIT/CEU REGISTRATION

SPU has developed a **new online registration system** which will streamline the registration process. Additionally, it supplies the needed security for your personal information, which brings SPU into compliance with Payment Card Industry standards. To find out how it works - **follow this link**.

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## Don't miss out - last chance this year!

Interested in starting or growing a family? Find out the rights and benefits you have under the law and the LWSD/LWEA contract - all of which can help to make this life transition go as smoothly as possible.

We'll look closely at leave for childbirth and the time beyond. Your questions will help you plan for this joyful event.

**When:** May 31, 2017 (4:30 - 7 PM)  
**Where:** LWEA Meeting Room #214  
**Cost:** \$20 for LWEA members - we'll even include a light dinner.



To register, **use this link** to get your registration form. Simply fill it out and send it along with your \$20 check to Sheila Hagerman in the LWEA office.

## 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](mailto: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](http://Lakewashingtonea.org)

[Facebook](#)

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## Calendar

### April 27

Newbie Night (4:30-7 PM)  
Pathways to Certification

### May 2

Executive Committee

### May 6

NBCT Renewal Jump Start

### May 1-12

Teacher Appreciation Weeks

### May 14

Mother's Day

### May 15-19

Sequestered Bargaining