

UPDATE

Lake Washington Education Association

September 1, 2010

You may want to revisit your health care choices this fall!



Benefits open enrollment is upon us---you have until October 12 to make insurance choices for the new school year. It's important for you to carefully consider your options, since once open enrollment closes, you won't be able to change your mind.

This year Premera rates took a huge jump. All their medical plans went up a stunning 13.3%, even though general inflation is at rock bottom. (Group Health increases were much more reasonable at 2.5%.)

To further exacerbate the problem, the state legislature only increased the allocation for full-time employees by \$23 per month.

This year each full-time employee will have \$768 to spend on health benefits before insurance pooling kicks in. (Due to the nature of insurance pooling, we won't know how much money is available in the pool until after October 12 when everyone makes their final health care choices.)

Part-time certificated employees who are half-time or greater will have the state's \$768 insurance allocation prorated by their FTE. (Remember that part-time certificated employees are not eligible to participate in the insurance pool---only full-time employees have access to insurance pooling.)

Here's how the health care increases could affect you if you're a full-time employee:

State Allocation	\$768.00
Washington Dental	-129.30
NBN Vision	-24.00
Cigna Life Insurance (average)	-4.72
Cigna Long-term Disability	-16.98
Funds Available for Medical (Before insurance pooling)	\$593.00

Premera is charging \$720 per month for a single subscriber on Plan 1. That means if you stay in this plan, or select it, you could potentially have to pay \$127 per month out-of-paycheck for medical insurance. Last year, full-time employees who selected this plan paid nothing. (This \$127 calculation is before pooling is taken into account---but again, we won't know how much, if any, pool dollars will be available until everyone makes their final, irrevocable choice for 2010-11.)

To insure a family is even worse. Premera charges \$1,686 for full-family coverage on Plan 1. A full-time certificated employee who chooses this plan will pay \$1,093 per month out-of-paycheck (before pooling). Even selecting Premera's least expensive plan, Easy Choice, will result in an out-of-paycheck monthly deduction of \$474 for full-family coverage before pooling.

We strongly recommend you take a close look at the medical plan you've selected to see if a different plan may make more economic sense for you. If you're a full-time employee insuring only yourself on Premera, for example, moving to Plan 2 will lessen the likelihood you won't have any out-of-paycheck costs. (Plan 2 does have a higher deductible and higher co-pays, however.)

Another option might be to consider Willamette Dental, which will allow you to spend \$45 more per month on medical than if you select Washington Dental.

You can find information on all the plans, along with the 2010-11 insurance rates, on the [LWSD Portal](#). We also encourage you to attend the district's benefits fair on September 29 at the Resource Center where you can discuss your options with insurance representatives and Payroll staff.

Information & News for Members

LWEA Executive Committee - what does it do for me?

The LWEA Executive Committee is made up of the President, Vice President, and seven elected representatives - one from primary, intermediate, junior high, senior high, special services, specialists, and ethnic minority.

This group is responsible to carry out the program and policies of the Representative Assembly (the governing body of LWEA) and to exercise the general authority of the Representative Assembly between its meetings. The term of office is one year and once elected, it is possible to serve for more than one year.

Executive Committee members volunteer hundreds of hours each year to help improve your working environment. They advocate for you on district and community committees, participate in trainings and workshops to learn better ways to serve you, and represent your interests within LWEA, WEA, and NEA.

In addition, the Executive Committee provides a network of information to the President and the LWEA office. Twice a month meetings, along with the monthly Rep Assembly meetings, mean that member issues and concerns are addressed in a timely manner.

As you go through the year, remember that your Executive Committee is here to represent you. They work to protect your rights under the contract, advocate on your behalf, assist you in resolving conflicts, answer your questions and give you support.

The Executive Committee members, their work locations, and their area of representation are listed below. Please don't hesitate to contact them with questions, concerns, or issue.



Request annual leave now?

Have you made special plans to use your Annual leave during the 2010-11 school year or the following year? Did you know that you can enter your Annual leave request up to 365 days in advance. Dates do fill up quickly around breaks and holidays (limit of 25 per day) so don't wait – make your arrangements now!

LWEA Executive Committee

President - Kevin Teeley
LWEA / 425 822-3388
kteeley@lwsd.org

Vice President - Mike Blodgett
Kirkland / 425 936-2420

Primary Rep – Ken Egawa
Blackwell / 425 936-2520

Intermediate Rep - Peggy Solum
Frost / 425 936-2560

Junior High Rep – Vincent Noto
Northstar / 425 936-1760

Senior High Rep – David McGibney
EHS / 425-936-1500

Special Services Rep – Gerry Pappas
Muir / 425 936-2640

Specialist Rep – Jim Eaton
Resource Ctr / 425 936-1363

Ethnic Minority Rep – Ernest Young
Kamiakin / 425-936-2400

lakewashingtonea.org

LWEA Office
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Kirkland, 98033
425 822-3388

UniServ Rep: Caroline McDowell
cmcdowell@washingtonea.org

Admin Assistant: Sheila Hagerman
shhagerman@lwsd.org

Admin Assistant: Ila Rhea Morrow
imorrow@lwsd.org

How do extra days affect part-time employees?

If you're a part-time employee or on a job share, you are expected to work the full-day, non-student days on your contract prorated to your FTE. For example, if you have a .5 contract, you'll work .5 of the seven extra days.

Keep in mind that it's important to meet with your building administrator to determine which of the scheduled days would be best for you to work to meet your contractual obligation.

Join PTSA!

Please show your support for PTSA by joining your local school unit. PTSA provides assistance, equipment, service, and programs that make our schools a better place to learn and work. LWEA encourages you to become a member of this outstanding organization!

Turn in those credits!

If you are planning on making an educational advancement on the salary schedule this year, remember that **the deadline for turning in credits is September 30.**

Even if you don't think you have enough credits to advance, it's important to turn in your credits anyway, since it may generate additional salary money from the state that can be placed on our local salary schedule. This is particularly true if your credits move you to BA+15, BA+30, or MA+90.

Also, remember that it's possible to reach the MA+45 lane without taking all additional credits **AFTER** your Master's. In some cases, credit taken before the Master's degree count as being after the Master's for salary purposes.

Specialist meeting dates

Librarians, elementary PE and music teachers, psychologists, OT/PTs, SLPs, and counselors have four early release Wednesdays per year that are designated for district-wide meetings. In the 2010-11 school calendar, those dates are October 6, January 5, March 23, and May 4.

Where can I find a contract?

The LWSD/LWEA contract can sometimes be a confusing place to look for information. If you are looking for specific information on a specific subject, there are a couple of places you can look:

- Index – the last page of the contract has a very comprehensive list of things you may need to know and where to find them.
- Search – if you are looking at the contract on the LWEA website or the LWSD Portal, you can search for a phrase or set of words. From the edit toolbar – pull down to “Search” and fill in the specific item you need to find.

You can access the LWSD/LWEA contract at the LWEA website (www.lakewashingtonea.org) or on the LWSD Portal (look under Lake Washington Education Association – lower right side of screen).

Calendar

Sept. 6	Labor Day - No School
Sept. 7	Executive Committee
Sept. 13	School Board Meeting
Sept. 21	Rep Assembly
Sept. 29	Benefits Fair, 1-6 PM

Marketplace

WANTED

Home to rent – accessible to LWSD. Very interested in lease option if possible but not necessary. We have no pets, are non-smokers. Joan Kitch (Rose Hill Jr) 425-246-1783 (cell).

FOR RENT

House across from Kirk Elem, 3 bedroom, 1 bath. \$1,800/mth. Contact Pam Meehan at 541-207-8382. (Kristine Isaacson, Alcott).

SERVICES

Arinna Photography: It's not too early for senior portraits or family photos for Christmas cards. Outdoor work only, competitive rates. E-mail Arinna for more info & a link to photo samples at arinnap@gmail.com. (Lisette Cauble, Frost).

Auto body repair: TAJ Collision Center in Issaquah - insurance, restoration, bedliners, bikes & custom work. Lifetime warranty. Ask about \$50 off Gatorhyde spray-in bedliner. Josh Luna, new owner, (60 NW Gilman Blvd, Ste D) 425-557-7993 or tajcollision@gmail.com. (Linda Luna, Rush).

Kids back in school? Now's the time to treat yourself to a new kitchen or bath "facelift". Let us save you \$\$\$ by repairing & restoring your cabinets & all wood surfaces to like-new condition. Refacing & new cabinets as well. Most kitchens under \$895. Free estimates. Call John at Cabinet & Wood Restoration NW, 425-861-5470. (Suzi Desimone, Audubon).

Computer problems? Let me help you – at less than the price of the “big box” stores. Software installs / updates, virus/spyware/malware removal, data recovery, back up of your important files, computer upgrades, wireless networking, game console set-up/networking, general computer repairs, new computer set-up. If I can't fix it – it's free. Free pickup & delivery in greater Seattle or Eastside area. Fast, friendly. Call for pricing, Chris at 425-320-1397. (Sheila Hagerman, LWEA).

FOR SALE

Sony stereo system: STR-DE575 500 W 5.1 channel receiver; CDP-CX235 200 CD player; SS-MF600H speakers (2) – dual 8” woofer, 3” midrange, 1” tweeter; SS-MF515 speakers (2) – dual 6.5” woofer, 3” midrange, 1” tweeter; SA-WM20 8” powered subwoofer. Kristina Eramo (Thoreau) 425-246-7587.

Graco Snugride infant car seat + stroller travel system + 2 car seat bases, neutral grey color, 2 yrs old, excellent condition, \$60 for while system – will not sell separately. G-Diaper system (check out online) w/ 14 outer covers (small), 16 snap-in liners, 16 washable inserts + materials to make more, 1 pkg disposable inserts, all new unused, cost \$150+, sell at \$100. Call Sara at 425-308-6832 or sbn724@gmail.com. (Sheila Hagerman, LWEA).

THIS COULD BE YOUR AD!

Do you have something to sell...rent...or want to offer services? You can place your ad here at no cost. All ads are run on a first-come, first-served basis and are accepted in written form from any LWSD employee. Of course, all ads are subject to the approval of the Executive Committee and may be edited for length.

For inclusion in the Update Marketplace, ads should be sent to [Sheila Hagerman](mailto:shhagerman@lwsd.org) via e-mail or the LWEA office via the district mail.



**Pending available space, ads are run in the Update on a first come, first served basis.
Ads are accepted only in written form – send directly to Sheila Hagerman – shhagerman@lwsd.org.
Ads are subject to approval by the Executive Committee and may be edited for length.**