

Looking for Professional Development? LWEA can help!

Wine and Wisdom – An Evening for Building Community and Connections with LWEA Members of Color: January 31, 2018 (4:30 PM). This session will focus on the topic of implicit bias. We'll identify what it is, learn how to recognize when it occurs, and discuss ways to be a positive change agent working to stop the hurtful impact that implicit bias has on our students and communities. Contact [Maryziel Galarpe](#) for more information or to RSVP.

Is Your Family Growing? February 21, 2018 (4:30 - 7 PM). 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. [Use this link to view the flyer.](#)

PGP & PGE: The professional growth intersection: February 22 & May 8, 2018 (4:30 - 7:30 PM). What is a Professional Growth Plan (PGP)? Who needs to complete one? How can PGPs be used for certification renewal and salary advancement? How can I use my PGE work to satisfy the requirements for PGP? [Use this link to view the flyer.](#)

Our Diverse Community - Living, Working and Learning Together: March 9 (4 - 6 PM) & March 10 (9 AM - 4 PM). This 10-hour workshop presented by Kevin Teeley and NEA trainers will help participants understand diversity and our reactions to differences. [Use this link to view the flyer.](#)

Certification 101 – Everything you need to know but didn't know who to ask: March 29, 2018 (4:30 – 7:30 PM). Do you have questions about certification requirements, timelines, and continuing education requirements? Participants will explore the new certification requirements and policies and the impact on certification – including STEM, TPEP, and others. Learn how to use the e-certification system to make the process easier. In addition, the new National Board process will be explained. [Use this link to view the flyer.](#)

“LWEA offers great professional development in areas that affect your teaching, your certification, and your life.”

*Kevin Teeley,
President*

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Is your certificate expiring?

Did you know that maintaining your certification is your responsibility? That also means that you are also responsible for the renewal of your teaching certificate.

OSPI has set up a new online procedure where educators can manage their certifications and endorsements. The OSPI e-Certification service enables educators to:

- Apply for credentials online
- Monitor application status
- Receive expiration and renewal reminders
- Print certificates
- Update contact information

OSPI provides online training and information about the e-Certification service. Educators can access these at this [link](#). Anyone renewing their certificates are to maintain required certification/endorsements completely online.

Certificated staff with an expiration date of June 30, 2018 on their certificate must start the renewal process ASAP to guarantee maintenance of a valid certification before the certificate expires. Do not wait until the last minute as you might not be able to complete the requirements prior to the expiration date. **YOU MAY BE REMOVED FROM THE CLASSROOM WITHOUT PAY IF YOUR CERTIFICATE EXPIRES.**

Note: National Board Certified teachers (NBCT) are still required to renew their certificates prior to the expiration date. Being a NBCT does not change your responsibility for renewing your certification.

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	\$1,068.88
.51-.75 FTE	\$ 934.60
.26-.50 FTE	\$ 557.88
.10-.25 FTE	\$ 382.76

Please remember that your 2017 dues for income tax purposes includes 8 months at the 2016-17 dues rate and 4 months at the 2017-18 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.

LWEA Elections taking place now – did you vote?

The voting deadline is quickly approaching – 4 PM on Thursday, January 18 will be here before you know it! If you did not find your ballot, please make a quick check of your Junk and Clutter files and the Quarantined mail from Wednesday – Friday of last week. If you still can't find it – contact [Sheila Hagerman](#) in the LWEA office for assistance.



LWEA Office

10604 NE 38th Place, Suite 212

Kirkland, WA

425-822-3388

UniServ Rep: [Jennifer Silves](#)

Office Manager: [Sheila Hagerman](#)

Admin Assistant: [Terri Neely](#)

LWEA Officers and Executive Committee

President:

[Kevin Teeley](#)

LWEA Office / 425-822-3388

Vice President:

[Howard Mawhinney](#)

RHS / 425-936-1800

Primary Rep:

[Heidi Wilson](#)

Parks / 425-425-936-2650

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

Cash out your sick leave?

Each January, employees have the opportunity to convert last year's unused sick leave to cash. As designated by state law, employees must first accumulate 60 days of unused sick leave. After that point, any unused days from the prior year's allocation (not your total accumulated sick leave) can be cashed-out on a 4-for-1 basis.

Those who qualify for the Annual Sick Leave Buy Back received an e-mail from Payroll indicating that it's possible to buy back their unused 2017 annual accrual sick leave minus any days that were used during the calendar year 2017. To participate in the Buy Back program, you must notify **Alyce Bredehoeft** in Payroll of your intent. Payroll will send out the appropriate paperwork which must be signed and the original returned to the Payroll Office by February 8, 2018.

Anyone considering a cash-out of sick leave should be reminded of these points:

- You can accrue up to 204 days (1,530 hours) on the books. Your sick leave days can also be used for yourself and for seriously ill or injured spouses, partners, children, parents, and grandparents. You may want to consider building your balance up to the maximum of 204 days before cashing out days so that you're covered for the maximum amount of time.
- When you retire, you can cash out up to 180 days on a 4-for-1 basis and put that money in a tax-free account (VEBA) to pay for medical expenses after retirement. If you're planning to teach until you retire, you may want to build up your sick leave balance to at least 180 days so that you have a tax-free fund to help with post-retirement medical expenses.



Introducing Terri Neely

We've hired Terri Neely as our new full-time Administrative Assistant in the LWEA office. She jumped right in this week and is already busy with professional development offerings and our many phone banks. Some of you will recognize her name as she has worked in the LWSD Benefits Payroll Department for many years.

Terri's experience in the district and knowledge of the processes and people will give her a great foundation for her success in LWEA.

We're looking forward to being able to bring additional services and communication to our members. Welcome to Terri!

WANTED

Fabric (cotton & cotton blend) in any pattern/size, colorful thread, & poly pellets for a service project making weighted lap pads for Redmond Learning Community SPED students. Lap pads help to relieve stress & manage anxiety. Rachel Christensen (Evergreen) rchristensen@lwsd.org.

Job share partner for 2018-19 school year, 1st grade at Parks. Alison Vigeland (Parks) 425-765-8015 or Allison.vigeland@gmail.com.

High school varsity **lacrosse coach** needed Feb. 26 – mid-May, for week-day afternoon practices/competitions along w/ supervision & instruction of students during all team activities. Stipend dependent on experience. Must be 21 years of age, have valid driver's license, USL member, background check, CPR & first-aid certification plus experience w/ either playing or coaching women's lacrosse at club, high school, or college level. Contact Allison Grassi at president@lakesammlacrosse.org. (Laurie Chirichigno, Sp Svcs).

FOR SALE

Matching **coffee & ends tables**, great shape, very stylish. \$150. Photos available. Molly Houtchens (RC) 425-213-6950.

OPPORTUNITIES

Quilters, sewers, volunteers! **Quilts of Valor Foundation National Sew Day** is 2/3/18. Canyon Park area, from 9 AM – 4 PM. We'll be making quilt tops for veterans. All materials, thread, patterns, irons, boards, & cutting mats provided. If you have red, white, or blue fabric you can donate – that would be great. Bring your machine & rotary cutter if you can help for 1 hour or more. Contact me for more information. Charlene Luttge (Dickinson) cluttge@gmail.com or 206-235-6932

Spread the word!

**Educator & Administrator
Career Fair**

Saturday, February 3

11 AM—3 PM

**LWSD Resource Center
16250 NE 74th Street, Redmond**

Recruiting for all teaching positions

Please bring a resume to share

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

Jan. 18

Voting deadline – 4 PM

Newbie Nights (4:30-7 PM)

LWEA Meeting Room

Jan. 20

Doorbellin' – Don't forget!

Jan. 22-24

Phone Banks – LWEA Office

Jan. 23 & 25-26

Elem Conferences – ½ day

Jan. 29-30

Phone Banks – LWEA Office

Jan. 31

Wine and Wisdom (4:30 PM)

Sam's Tavern in Redmond