



# UPDATE

Lake Washington Education Association

March 7, 2018

## Be sure to complete the Strategic Planning Survey!

On Tuesday 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 previous contract negotiations was LWEA members' 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 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, 2018. The team meets with the District on March 22 and 29.

### Survey Links:

**Elementary School:** [Click on this link – 2018 Elementary Program Survey](#)

**Middle School:** [Click on this link – 2018 Middle School Program Survey](#)

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

---

*"A teacher representative group will use the results of this input to review the implementation and effectiveness of current new programs and practices, and the impact on teacher workload."*

*Kevin Teeley,  
President*

---

## In this issue

- Free speech (2)
- Master's Degree (2)
- Proof of income (2)
- Deduct your dues (3)
- Snow make-up day (3)
- Job Fair on 3/10 (4)

## Free speech, personal blogs, & 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.

## Master's degree in teacher leadership from SPU

You are invited to attend an Open House to learn more about Seattle Pacific University's Master of Education in Teacher Leadership program. This event will take place on Tuesday, March 13, from 4:30 – 6:30 PM, at the LWSD Resource Center (Hughes room).

The MEd in Teacher Leadership Program at SPU offers teachers current educational theory, research and professional practices to enhance not only their knowledge and skills as they serve their students, but also provides a foundation of leadership skills to enhance teacher capabilities in many school-based roles, from department chair, to instructional coach.

The unique aspect of this program is that it is cohort-based, offering a combination of online classes as well as face-to-face courses offered in our district, with instructors who are both from the university, but also your own district teachers and leaders. The cohort-based program also offers a tuition discount. In addition, you can use some of the elective credits as Pro Teach or National Board credits if this is something you are interested in.

To learn more about this program and/or if you have any questions, please attend this informational session. For more details, contact [Robin Henrikson](#), chair of the Master in Teacher Leadership Program or [Karen Ripley](#), your district coordinator.

## 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.](#)"

## Looking for something?

Looking for an article or ad from a previous Update? We've put all of the 2017-18 Updates on our [website](#).

### 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

## 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.

**Daylight savings time  
starts this Sunday,  
March 11!**



## Snow makeup day is June 21

Whenever we negotiate a contract, we always negotiate a calendar for one year past the expiration date of that contract. This allows staff members and families to make plans even though the next contract has not been ratified.

The 2017-18 calendar was negotiated as part of the 2013-17 negotiated agreement. That agreement did not include a built-in snow makeup day. Snow makeup days in that agreement were added to the end of the school year. As a result, the snow makeup day for the school closure on February 26 will be June 21.

## Learn About National Board for Professional Teaching Certification

Have you been considering pathways towards professional certification? Then we invite you to attend one of the information sessions located at the LWSD Resource Center from 4:30 – 5:30 PM:

- **March 29 – Hughes Room**
- **April 19 – Curriculum Library**
- **May 10 – Curriculum Library**

National Board Certification is the highest credential in the teaching profession and is a voluntary process established by the National Board for Professional Teaching Standards (NBPTS). Certification is achieved through rigorous performance-based assessments that can take 1-5 years to complete. The process measures what accomplished teachers/librarians or school counselors should know and are able to do. In addition, holding a valid NBPTS certificate satisfies the ongoing clock hour requirement for 5 years of a teaching certificate, or the requirements of the Washington State Professional Certificate, whichever is applicable.

Additional information for National Board Certification is available by visiting the [NBPTS website](#), calling 1-800-22TEACH, or contacting [Kathy Colombo](#).

If you are interested in attending one of the NB Information Sessions please sign up through **INFORM** (located on the LWSD Staff Portal).

If you have questions regarding registration for the meeting, please contact [Pattie Grohl](#) or 425-936-1253.

Our next year's NB Cohort begins on June 23. You must attend the LWSD Foundations (June and August) or WEA Jump Start to complete components 2-4 with LWSD.

### LWSD Educator & Administrator Job Fair – March 10

Lake Washington School District will hold an [Educator & Administrator Job Fair](#) on Saturday, March 10 from 9 a.m. – 12 p.m. at the Lake Washington School District Resource Center (16250 NE 74th Street, Redmond, WA 98052).

Learn more on the [Employment page of the LWSD website](#).

LWSD will also be at many career events throughout the region. See the schedule here: <http://www.lwspd.org/employment/career-events>.

## 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.

\* \* \* \* \*

[LWEA Website](#)

[Lakewashingtonea.org](http://Lakewashingtonea.org)

[Facebook](#)

\* \* \* \* \*

## Calendar

### March 9

LEAP Day – no students

### March 11

Daylight savings time begins

### March 15

Newbie Nights (4:30 – 7 PM)  
LWEA Office

### March 19

School Board Meeting

### March 20

Rep Assembly  
1<sup>st</sup> Day of Spring

### March 21

First Rep Assembly