



# Update

September 5, 2018

## Benefit enrollment is now open!

The open enrollment period for insurance benefits runs through September 28. Now is your opportunity to review your benefits and make changes to your insurance coverage. All changes must be made by 4:00 PM on Friday, September 28.

Here are some of the exciting changes that will become effective as of November 1, 2018:

- State Allocation increase
- Delta Dental annual maximum increase to \$2,300
- NBN Vision – frames covered every 365 days

Also remember to look at your Optional benefits during Open Enrollment – for more information contact Brianna Edwards in Payroll/Benefits

- UNUM Optional Life – Guarantee Issue for new hires w/in 30 days
- Cigna Short Term Disability
- American Fidelity Flexible Spending Accounts
- UNUM Long Term Care – Guarantee Issue for new hires w/in 30 days regardless of medical condition

You can find all the information on benefits by clicking on this [link](#).

For a benefits calculator to estimate your potential out-of-paycheck costs, check out the Open Enrollment section on the home page of the Staff Portal. It's a great tool that can help you in your decision-making. These estimates do not account for the additional pooling dollars received by full time employees. Pooling dollars cannot be set until all new hire and open enrollment elections have been made.

**Remember, open enrollment closes at 4:00 PM September 28!**

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## Good time to review your benefits!

Open enrollment for insurance benefits is happening now through September 28, so this is your chance to make changes in your insurance coverage. All changes must be made by 4 PM on September 28.

Here are some other changes that will become effective on November 1, 2018:

- The state increased your benefits allocation this year from \$820 per month to \$843.97 per month.
- Delta Dental rates are going down by \$1.50 per month and Willamette Dental rates are increasing by \$4.55 per month.
- NBN Vision has no rate change but has changed the frame allowance to cover new frames every 365 days.

You can find all the information on benefits by clicking on this [link](#) which will take you to the Open Enrollment site on the Home page of the Staff Portal.

## Careful with those receipts

If you are collecting receipts to use for your Professional Fund or in-building reimbursements, remember that you can't have any personal items on the receipt. The state auditor will not allow any "mixed" receipts, so keep items on separate receipts when you purchase materials.

## Married/partnered to another LWEA member?

If so, you may want to take advantage of a new provision we negotiated in our contract. LWEA members who are married to or in a registered domestic partnership with another LWEA member can combine their medical benefits allocation, plus their pooling dollars, to cover themselves on one medical plan for the entire family (vs. covering themselves individually on separate plans).

This option may save you out-of-paycheck costs each month, so it's definitely worth checking out. You can find the form at this [link](#). The deadline for choosing this option is September 28.

## Register to vote

The election is less than two months away and we want to remind everyone to make sure their voter registration is up-to-date. We've discovered a little secret – a lot of people are not registered voters. It's not that they didn't intend to register when they moved, or re-register when they missed that last election – it's just been that life is so busy and they just didn't know where to go to get registered.

Well, we can help – and you can become a registered voter without a lot of fuss and time. Just click on this [link](#), and follow the instructions. Keep in mind that you need to do this before the October 8 deadline. Now you'll be all ready for November!



### LWEA Office

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### Office Staff

Office Manager: [Sheila Hagerman](#)  
Admin Assistant: [Terri Neely](#)

UniServ Rep: [Jennifer Silves](#)

## LWEA Officers and Executive Committee

### President:

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LWEA Office / 425-822-3388

### Vice President:

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Muir / 425-936-2640

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Rush / 425-425-936-2690

### Intermediate Rep:

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Rockwell / 425-936-2670

### Middle School Rep:

[Kyla Thompson](#)  
Finn Hill / 425-936-2340

### High School Rep:

[Katie Badger](#)  
RHS / 425-936-1800

### Specialists Rep:

[Marilyn Hargraves](#)  
LWHS / 425-936-1700

### Special Services Rep:

[Sarah Cooper](#)  
Juanita Preschool /  
425-936-2570

### Ethnic Minority Rep:

[Maryziel Galarpe](#)  
Blackwell / 425-936-2520



## How much do you have the right to know about your students?

This is a question we get asked every so often by members. The short answer is, you have the right to have student information that is relevant and necessary for you to perform your job. This is what's referred to as "a need-to-know" basis. For example, you should be informed if a student has a certain medical condition (such as a food allergy) that could be triggered by something he/she might come into contact with during the time he/she is with you. You don't, however, have the right to know about other medical conditions that have no relevance to the classroom.

In a situation where a student has threatened suicide, it would be appropriate for the administration to notify all the students' teachers, so they could be on alert for any signs that immediate help for the student was needed. Such information would not be a violation of the student's privacy rights since the disclosure would be made on a "need-to-know" basis.

When it comes to having other information, such as a difficult situation at home that will likely impact the student's learning, teachers should be informed in order for the teacher to help the student be as successful as possible. If the home situation is not likely to affect the school setting, then the teacher does not have the right to know.

Section 18.7 of the contract states that students who have exhibited, or have a history of, violent or threatening behavior will be identified to the student's assigned staff, and to other staff on a need-to-know basis, as soon as the information is known. Section 18.6 requires behavior plans of disruptive students to follow those students from grade to grade.

All school employees should recognize that it's expected they'll maintain confidentiality with all student information, and only discuss that information with others who either have a need to know or who are otherwise authorized. It's like a doctor--the doctor can discuss a patient's medical condition with the nurses because they need to know in order to provide the best possible care, but the doctor can't tell others about the patient who don't have a need to know.

## Your building needs a Safety Committee

Each elementary, middle school, and high school with 11 or more employees is required to have a functioning site safety committee composed of employer and employee selected members. The committee is required to meet a minimum of four times throughout the year, with minutes taken at each meeting.

The purpose of the committee is to promote safety awareness in order to prevent accidents involving staff, students, and community members while on school grounds. In many locations, the building's emergency preparedness committee is also part of the safety committee.

## 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](#) in the LWEA office.

All ads are subject to the approval of the LWEA Executive Committee and may be edited for length.



**Sept 11**

Executive Committee

**Sept 12**

Early Release LEAP starts

**Sept 17**

School Board Meeting

**Sept 18**

First Rep Assembly

**Sept 22**

1<sup>st</sup> day of Autumn



## FOR SALE

Motiv **mountain bike**, 26" wheels, 17" frame, quick release front wheel, 18 speed w/ Shimano gears, very good condition, \$100. Specialized **Hardrock Sport 29**, 19" frame, 8yrs old, barely used, 24 speed, w/ quick release front & rear wheels, headlight, water bottle holder, removable rear fender & odometer, tires (work well on both road/light trails), Ibera commuter bag, & Schwinn rear bike rack; near excellent condition, \$275 OBO. Bob Veres (RC) 425 829-8016

Hampton & Rhodes **mattress & box spring**, queen size, 2 yrs old, protective mattress cover was used, includes bed frame, perfect condition, purchased for \$549.00 - selling for \$225.00. Gliga **violin** model VW2, beautiful sound, includes violin case, 2 violin stands & 1 music stand, purchased from & played by Sammamish Symphony concert master, purchased for \$1,200, selling for \$950. Mary Lou Nakao (McAuliffe), [mlnakao@comcast.net](mailto:mlnakao@comcast.net) or 425-830-1366.

2004 **Toyota Corolla**, power doors & windows, AC, CD, auto transmission. Clean record, 133K miles, regular maintenance. \$3,500. Alison Short (Bell) 206-612-8169.

2008 **Pontiac Torrent**, FWD, 86K miles, pictures available. Paint peeling a bit on driver side. \$4,000 OBO. Annemarie Smith (JHS) [Annemarie.edmonds@gmail.com](mailto:Annemarie.edmonds@gmail.com).

## FOR RENT

**Cottage** w/ 2 bedrooms 1 bath available now, 1,200 sq ft w/ high ceilings. Newly renovated - all new appliances & interior finishes. Washer/dryer included. Private residence on 4 acres w/ 2 other homes. Quiet park like setting, large storage unit, unlimited parking, patio, access to sport court. Maximum 1-2 persons. \$300/mth for all utilities including electricity, heat, water, & garbage. Contact Stacy Mattingly at [stacymattingly@yahoo.com](mailto:stacymattingly@yahoo.com). (Michelle Horner, Barton/Franklin/Rockwell).

## Join PTSA!

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

**PTA**<sup>®</sup>  
*everychild.one voice.*<sup>®</sup>