

**LAKE WASHINGTON EDUCATION ASSOCIATION  
REP ASSEMBLY**

**MINUTES**

**SEPTEMBER 18, 2018**

**PRESENT:**

Joy Donovan, Alcott  
Janine Sullivan, Audubon  
Loren Turner, Barton  
Jennifer Balke, Carson  
David Leviten, Dickinson  
Lori O'Brien, Franklin  
Melanie Miller, Kirk  
Michelle Toth, McAuliffe  
Cookie Grant-Suggs, Muir  
Megan Wiene, Redmond Elem  
Hanah Rasmussen, Rockwell  
Nicole Derbyshire, Rose Hill El  
Bryan Melerski, Sandburg  
Melissa Tubbs, Twain  
Joe McKenzie, Finn Hill  
Gary Knowels, Kamiakin  
Gil Harding, Kirkland  
Rodney Thornley, Rose Hill MS  
Rachelle Horner, EHS  
Leanne Mawhinney, LWHS  
Amy Leslie, TESLA  
Andrea Benn, OT/PT  
Kathy Colombo, RC  
Howard Mawhinney, President  
Kyla Thompson, MS Rep  
Maryziel Galarpe, Minority Rep

David Moore, Alcott  
Megan Anderson, Baker  
Rebekah Lazoritz, Bell  
Kelsey Rataushk, Carson  
Diane Jewel, Discovery  
Kelly Winters, Frost  
Karla Coghlan, Lakeview  
Barbara Weibel, McAuliffe  
Jacqilynn Castleton, Parks  
Morgan Seymour, Redmond El  
Mary Kay Weinmeister, Rockwell  
Ann Burd, Rush  
Jamie Teteak, Smith  
Eric Peterson, Evergreen  
Julia Vasiliauskas, ICS  
Karyn Taggart, Kamiakin  
Julie Lynd, Redmond MS  
Carrie Peterson, Stella Schola  
Michelle Fraley, EMHS  
Morgan Douglas, LWHS  
Brynn Counselors, Elem Couns  
Julie Grant, OT/PT  
Lee Ann Jackson, RC  
Gerry Wilson, Vice President  
Katie Badger, HS Rep

Samantha Tusler, Alcott  
Kai Redman, Baker  
Kathy Aslamy, Blackwell  
Marilyn Fullerton, Community  
Ryan Smith, Einstein  
Aurora Capone, Juanita El  
Florinda Gorostiza, Mann  
McKenzie Ballod, Mead  
Jennifer Kelly, Parks  
Maren Talcott, Redmond Elem  
Brian Daly, Rose Hill Elem  
Miok Oh, Rush  
Eleanor Jones, Thoreau  
Ron Maier, Finn Hill  
Maria Fyles, Ingelwood  
Anne Herendeen, Kirkland  
Martha Daman, Renaissance  
Meghan Delaney, EHS  
Carol Coleman, JHS  
Kristen Dominici, LWHS  
Jennifer Pence, EM K-12  
Denise Radecke, Psychologist  
Leigh Jones, SLP  
Patti Cook, Primary Rep  
Marilyn Hargraves, Specialist Rep

Lynn Bailie, Audubon  
Cathey Hettinger, Barton  
Ellen Rademacher, Blackwell  
Jennifer Bergstrom, Dickinson  
Molly Bair, Franklin  
Jessie Miera, Juanita El  
Kristi Bergquist, Mann  
Stephanie Egeberg, Mead  
Haley Skinner, Parks  
Heather Hein, Rockwell  
Sue Hanson, Rose Hill Elem  
Stephanie Miller, Rush  
Cassie Huffman, Twain  
Liza Duncan, Finn Hill  
Kacie Simpson, Inglewood  
Amy Myhre, Kirkland  
Jason Reisenauer, Rose Hill MS  
Laura Flagg, EHS  
Jim Clark, JHS  
Andy Robertson, RHS  
Heather Jones, Library Media Sp  
Keenyn Odom, Psychologist  
Colleen McAlerney, SLP  
Ben Corey, Intermediate Rep  
Sarah Cooper, Sp Svcs Rep

**NOT PRESENT:**

Keller                      Wilder                      EAS                      Northstar                      Preschool

**SECONDARY BUILDING ISSUES**

1. Concern was expressed regarding peripheral problems that are taking place in some buildings. In addition, the District did a network upgrade which deleted IP addresses. If your building is having issues, e-mail Howard Mawhinney and identify what the issue(s) is.
2. Concern was expressed regarding the Para-educator shortage. Howard is working with Special Services to get some resolution of the shortage.
3. LEAP Planning Time: Administrators have been scheduling meetings during planning time. This is not supposed to be taking place. Howard and Jenifer Silves will be taking this issue to Labor Management at the District level to get this planning time recognized as planning time which can't be used by administrators. Some buildings are also having issues with early release LEAP days that are designated for individual or team time. Work with this issue in building using the Labor Management process.
4. ELL staffing issues: This was just resolved last week.
5. Some buildings are having problems with not enough passing time for those who have multiple classrooms. It was suggested that this should be dealt with in the building's Labor Management.

6. Some buildings are having a concern regarding an overlap when a substitute is working for a teacher on leave that is close to coming back to the building. This would need to be paid from the building budget – this should be worked on in the buildings Labor Management.
7. Go Fund Me or Donors Choose: Howard will check at Labor Management regarding the district's procedures regarding these programs.
8. Concern was expressed regarding someone missing planning time due to field trip – can they turn in a time card to cover the missed planning time? Yes, turn in a time card.
9. Questions regarding medical leave are not being answered. If this continues, contact Howard for help.
10. Concern was expressed regarding teachers who are displaced from their classroom during planning time. Individuals should work this through the Labor Management process. If there is no resolution, contact Howard.
11. Concern was expressed that some buildings have a large number of teachers with super contracts. We are watching this.
12. Some buildings are having a problem temperature control. If there are temperature problems, go to InfoCenter to report the issue. If no resolution – contact Howard.
13. Can a principal overlap a substitute and returning from LOA teacher for continuity purposes? Yes, but it's paid for by the building budget.

#### **CALL TO ORDER**

The meeting was called to order at 4:32 PM.

#### **APPROVAL OF MINUTES**

A motion was made by Carol Coleman and seconded by Samantha Tusler, to approve the minutes of the May 22, 2018 meeting. The motion was approved.

#### **INFORMATIONAL ITEMS**

- A. Housekeeping Items: Reps were asked to remember to:
  - Sign in at each meeting and to pick up meeting materials and name tag in the sign-in area.
  - Choose a Communication Rep to be the one to share information with members.
  - Create a building DL with just LWEA members.
  - Help with scheduling building visits.
- B. Non-member Recruitment: Reps were given building list indicating the member status along with membership packets to help in talking with non-members. Send completed forms to the LWEA office in district mail.
- C. Event Reminders: Maryziel Galarpe encouraged reps to take this information to the LWEA members in your building.
  - Educators of Color – October 24
  - Newbie Nights – October 25
  - Wine & Wisdom – November 7
- D. Superintendent visit to Rep Assembly: Jane Stavem, new superintendent will be a guest at the October 9 meeting.

- E. Personal Device Privacy: Laws have changed and if you conduct public business on your personal device – the device can now be classified as public. It is possible to be required to reveal what is on your personal device.
- F. Contract Changes:
1. Since this is the first payroll period, people should check to make sure they are paid in the correct cell on the salary schedule.
  2. Stipend amounts have changed.
  3. Time card rates are now being used for extra time worked except for designated extra days that are specified in the contract. Per diem is no longer being used – it is now a \$50/hour time card rate.
  4. Professional Fund: This can no longer be used for compensation only for materials, tuition, school loans occurred after employment starts, and professional fees (dues). Everything needs to be in \$500 increments. Data plans and home internet expenses can also be included. Electronic forms will be sent out to allow people to estimate how much they will declare. The time period for collecting receipts is from June 1, 2018 to May 31, 2019. Those using dues in their calculations will receive a receipt from LWEA in May. Reminder – make copies of your records before sending to the District.
  5. Prior Experience Recognition: This new language has been difficult to do but it is being worked on to improve the process.
- G. Statewide Settlements: All of the large districts have settled and some of the districts are now higher than LW. We have language that allows a re-opener in 2019-20 to get another 4% on top of what the state gives. LWEA is committed to remaining competitive.

#### **DISCUSSION / ACTION ITEMS**

- A. LWEA proposed Budget: Cathey Hettinger presented the budget and reviewed some of the categories. Reps are asked to take the budget back to their building for discussion. A vote will take place in October.
- B. Election Support: Reps were asked to help recruit volunteers for the campaign activities coming in October. Send volunteer forms to the LWEA office in US mail.
- C. WEA-PAC Drive: The drive was explained and reps were asked to return completed forms to the LWEA office in the postage paid addressed envelope provided.

#### **DOOR PRIZES**

The following people won door prizes: Michelle Toth, Lynn Bailie, Kacie Simpson, Maru Kay Weinmeister, Heather Hein, Morgan Douglas, Liza Duncan, Julia Vasiliauskas, Keenyn Odom, Marilyn Fullerton, Laura Flagg, Karla Coghlan, Hanah Rasmussen, Jennie Bergstrom, Leanne Mawhinney, and Diane Jewell.

#### **ADJOURNMENT**

The meeting was adjourned at 5:44 PM.

## ELEMENTARY BUILDING ISSUES

1. Can leave be transferred to LWSD from other districts with new employees? Yes, sick leave can be transferred. Contact Payroll ([askpayroll@lwsd.org](mailto:askpayroll@lwsd.org)) for assistance. If anyone is having problems with this, contact Howard.
2. Concern was expressed over the bus issues. This is due to the driver shortage which is area wide. Howard will continue to bring this up at Labor Management. Field trips are being impacted due to time constraints. If someone is having difficulties that are not being resolved, they should contact Howard with the specific information. If teachers are being required to supervise special needs students waiting for buses after school, should submit a timecard for the time.
3. Special Ed Caseload Management Time: Administrators are asking people to travel during their CMT which is to be done. This time is very specifically defined and traveling isn't in there. Schedules need to be changed to allow for the CMT and travel time. Go to building Labor Management for resolution. If that can't be reached, contact Howard.
4. Are Friday's available for DIBELS subs? No, this was agreed to by Kevin Teeley and the district to help with the sub shortage on Fridays. If additional time is needed, go to the principal. Principals can ask for additional funds to cover sub time.
5. Para-Educator Shortage: This is a state-wide problem. Howard is working with the district to get this resolved. If you have a specific situation when a lack of a para has created a hardship, please send that information to Howard – he is using the “stories” to explain the shortage problems.
6. Concern was expressed regarding administrators or department chairs who are scheduling meetings during planning time or on early-release LEAP says. If this is happening, take it to your building Labor Management. If it isn't resolved, contact Howard.
7. Can handwriting curriculum be purchased using the Professional Fund? If it is the teacher's choice, it is okay. If someone is being forced to do so, it is not okay to be forced to use the Professional Fund.
8. Concern was expressed over the number of buildings that didn't have the master schedule done until the first day of school. This should be done sooner. Staffing hiring was the biggest problem with this. This is being talked about in the district Labor Management.
9. What breaks are teachers legally allowed during the work day? Only the 30-minute duty-free lunch.
10. What happened to credits being offered for LEAP work? Since the district is no longer going through SPU for credits and clock hours, the district is not offering credit, only clock hours. Clock hours are now free.

Session ended at 6:35 PM.

Recorded by: Sheila Hagerman, Office Manager