

Welcome back to a new school year!

We hope your summer was relaxing, fun, and full of new experiences, and that you're refreshed and ready to take on the most important work there is – teaching kids.

As you go through the year, remember that your Association is here to serve you. We represent you and approximately 1,800 other teachers, counselors, library media specialists, and educational specialists employed in the LWSD. We protect your rights under the contract, advocate on your behalf, assist you in resolving conflicts, answer your questions, and give you support. In addition, we publish a weekly newsletter and informational brochures on a variety of topics, offer training opportunities, and provide you with educational and personal resources.

We believe our job is to do what we can to make your job easier, which means you can spend your time and energy on what you do best – teaching. We encourage you to read the Update for timely information on upcoming activities and events, changes to benefits, and reminders of important deadlines, as well as legislation and the state of education in Washington State.

Please contact us any time you have a question, concern, or problem. We can be reached by phone at 425-822-3388, through District mail, or through the District e-mail system (send to [Kevin Teeley](#), [Jennifer Silves](#), or [Sheila Hagerman](#)).

“We believe our job is to do what we can to make your job easier, which means you can spend your time and energy on what you do best—teaching.”

*Kevin Teeley,
President*



LWEA Executive Committee (Missing Ken Egawa)

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Open enrollment for benefits is now!

The open enrollment period for all benefit plans will be from now to September 30. To make plan changes, you must do so online at this [link](#) – open the Documents File. Changes submitted by September 30 will become effective on November 1 and will affect your October 31 paycheck.

How do you determine which plan to choose? Simply check the [Summary of Health & Welfare Benefit Plans](#) on the LWEA website or on the LWSD Portal – see Open Enrollment.

Do you have questions? Contact Payroll or the LWEA office.

Did you change your name or address?

If you moved or your name changed over the summer, please take a moment to notify us. We try to keep our membership records as up-to-date as possible and we want you to be assured of receiving the NEA and WEA publications on a timely basis. Contact [Sheila Hagerman](#) in the LWEA office.

Please remember that you should also notify the district of these changes. You can do that by indicating the change on your Personal Action Form (PAF) and returning it to the Human Resources department.

Building Reps earn clock hours/credit

Again this year, LWEA will offer an educational leadership class (the B Team) for any member serving as a building rep. Utilize the time you spend at Rep Assembly meetings, building meetings, and assisting members in your building to earn 10 clock hours or 1 credit from SPU.

More information about the B Team will be presented at the Rep Assembly meeting on September 20.

Please explain the days

The LWEA has put together this informational brochure to explain the different days that are provided within the LWEA/LWSD negotiated contract. The brochures are being delivered to each building via an e-mail attachment – you may want to be sure to keep your copy filed in a place where you can find it! You can also find [Explain the Days](#) and other informational brochures on the LWEA [website](#) and LWSD [Portal](#).

If you have any questions about the days in this school year calendar, please contact the LWEA office for assistance.

Lake Washington Education Association

Explain the Days to Me

An explanation of the different types of days offered in your contract

2016-17

Questions?

If you have any questions regarding any of the information in this publication, please contact the LWEA office at 425-822-3388 for assistance. Our staff is here to help you with any questions you might have.

Student Days: These are the days in which students are in school. Your base salary is made up of 180 Student Days. You will be asked to sign a contract agreeing to work these days. You will be paid for the work in 12 equal monthly installments. In 2016-17, one additional student day will be paid from the LEAP contract.

LEAP Days: Each member will work 6 Learning Enhancement/Academic Planning (LEAP) Days. The activities will focus on District and building goals. The days have been scheduled into the school calendar on August 23–September 2, October 27, 2016; March 10, and May 26 (used as a student day, 2017). You'll be paid for these days in 12 monthly installments.

Responsibility Contract: Every member will be paid for a Responsibility Contract that will cover professional duties that teachers perform (such as Open House, Curriculum Night, and report cards) outside of the regular work day. You will be paid for this in 12 equal monthly installments.

Additional Days: Every full time member will be given a \$2,000 Professional Fund during each year of the contract. This fund can be used to pay for up to 4 additional days at a rate of \$500 per day, or \$250 per half-day. If this option is chosen, payment for these days will be in your November 2016 paycheck.

Non-Contract Days: There are no non-contract days this year.

Annual Leave: Each member has 3 Annual Leave Days to use at his or her discretion. No reason needs to be given to use an Annual Leave Day, but two restrictions apply: the day may not be used on the first or last day of the school year and may not be used on full-day LEAP days. Annual Leave Days can be spent before and after holidays and vacation. The District requests that you notify the Substitutes Office as soon as possible prior to using an Annual Leave Day, preferably giving at least 48 hours notice. Only 40 requests for an Annual Leave Day per day will be permitted (Monday-Thursday and only 20 requests on Friday and the days before/after holidays or school vacations, unless there are extraordinary circumstances).

At the end of the year, you can trade in unused Annual Leave Days to carry over for the following year until you have accrued up to 5 Annual Leave Days (new + 2 carried over). Anyone with Annual Leave Days remaining at the end of the year may also cash in each unused day at the current sub rate.

Leave Without Pay: For a significant life event, an employee may request leave without pay. However, Annual Leave must be used up first before applying for this leave. Unused leave cannot be taken for vacations. The employee needs to give at least 30 days notice if at all possible. Approval for this leave is solely at the discretion of the District.

Definitions of contract terms

Household: Anyone permanently residing in the employee's residence and considered a member of the family.

Immediate Family: Spouse, parent, brother, sister, child, grandparent, or grandchild by blood, marriage, or legal adoption.

LWEA Office

10604 NE 38th Place, Suite 212

Kirkland, WA 98033

425-822-3388

UniServ Rep: [Jennifer Silves](#)

Admin Assistant: [Sheila Hagerman](#)

Admin Assistant: [Ila Rhea Morrow](#)

LWEA Officers and Executive Committee

President:

[Kevin Teeley](#)

LWEA Office / 425-822-3388

Vice President:

[Howard Mawhinney](#)

RHS / 425-936-1800

Primary Rep:

[Ken Egawa](#)

Blackwell / 425-425-936-2520

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



New teachers at the EIA in August during the LWEA presentation

Membership cards for members

Your new 2016-17 WEA membership card will be sent in US mail to your home address. If you don't receive your card, please contact [Sheila Hagerman](#) in the LWEA office.

In order to save on costs, WEA no longer sends the pocket calendar to all members but has given us a limited supply available to those who really use it. If you would like to have a 2016-17 pocket calendar, please contact the LWEA office.

Elect your reps

Now is the time to elect new LWEA building reps! Each building is entitled to 1 rep for every 15 members (or major fraction thereof). Reps must be elected by a secret ballot vote that provides an opportunity for write-in candidates.

Once your reps are elected, please notify [Sheila Hagerman](#) in the LWEA office as soon as possible. If you have questions about rep responsibilities, meeting schedules, or the amount of time involved, we can help with that.

Plan 2 vs Plan 3

Every new educator must make a choice between [TRS Plan 2 and TRS Plan 3](#) retirement—and that decision has to be made within 90 days of your first work day. LWEA is offering an information session for teachers who are new to LWSD. We're bringing in an expert from the Retirement Board who will explain the similarities and differences of the plans and will answer your questions. Plan to join us on Tuesday, September 13, from 4:30—7 PM.

Want to attend? Simply contact [Sheila Hagerman](#) in the LWEA office (shhagerman@lwsd.org or 425-822-3388) to reserve your seat.

VACATIONS

Perfect **Hawaiian get-away or family vacation**. Luxurious, oceanfront villa on the Big Island w/ 3 bedroom, 2 bath, top of the line appliances & furnishings. Access to private beach club, pool, & fitness center. Casey Conroy (Thoreau) mavisvacationrentals@gmail.com or 425-246-3646.

SERVICES

Real estate questions? Interested in what your property is valued at? Do you know someone who is looking to buy or sell? Contact a trusted professional & LWSD colleague for all your real estate needs. Patrick Parnell (EHS) patparnellrealestate@gmail.com or 425-208-9287.

Questions about your retirement, social security benefits, or state retirement plan? Utilize a knowledgeable & experienced financial professional to help you better understand your pensions, 403(b)s, 401(k)s, & IRA's. Contact Sean Tennis, Senior Associate with Foresters Financial, 206-204-3066, ext 403, or sean.tennis@foresters.com. (Brigitte Tennis, Stella Schola).

FREE

Sofa & oversized chair, cream w/ cream leaf inlay, great condition. Sofa 84"W x 36"D x 30"H. Chair 50"W x 36"D x 30"H. Pictures available. Liz Feldsher (Kirk) 425-803-3843.

FOR SALE

Charter Club china, Summer Grove: 8 ea dinner plates, salads, cups & saucers, large soup bowls, 4 mugs, 11" rectangular vegetable bowl, 14" oval serving platter. \$300. Pictures available. Liz Feldsher (Kirk) 425-803-3854.

How should I get my Update?

We get asked that question a lot so here is a simple explanation.

- 1) If you are a **certificated employee**, you will automatically receive your Update electronically via e-mail. If you don't – please contact [Sheila Hagerman](#) for assistance.
- 2) If you are a **classified employee or administrator**, and you received your Update via e-mail last year, you will continue to receive the Update via e-mail.
- 3) **Classified employees or administrators** who have not previously received Updates electronically will need to contact [Sheila Hagerman](#) in the LWEA office to be added to the mailing list.

If you have new people in your building – please make sure they know how to access the Update. We'll be happy to include others in our distribution list - just contact Sheila in the LWEA office for assistance.

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.

[LWEA Website](#)

[Lakewashingtonea.org](#)

[Facebook](#)

Calendar

Aug 29-Sept 2

LEAP Days

Aug 31

Benefits Fair (1-6 PM—RC)

Sept 5

Labor Day

Sept 6

First Day of School

Sept 13

Executive Committee

Sept 20

First Rep Assembly