



UPDATE

Lake Washington Education Association

September 14, 2016

You saved \$8.5 million over the past two years!

Did you know that by switching from Premera to Group Health Access PPO, Lake Washington School District employees saved themselves \$8.5 million in premium costs over the past two years? This is money that went directly into employees' pockets instead of going to Premera.

As the September 30 deadline for making changes to insurance coverage approaches, we strongly encourage you to investigate which medical plan is best for you and your family. If you're currently on Premera, you may want to think about changing to Group Health Access PPO. Here's why:

- Over the past two years, Premera raised its rates by nearly 19%. During the same period, Group Health Access PPO's rates decreased by 0.4%.
- As of January 1, 2017, Providence, Swedish, and Pacific Medical providers will no longer accept Premera medical insurance. This is due to a contract dispute they're having. While this could change between now and then, right now Premera coverage at these places is scheduled to end on January 1.
- Premera is now charging \$991 per month for employee-only coverage on its Plan 3. Compare this to Group Health Access PPO Plan 3 at \$702 per month. That's a \$289 per month difference. Even Group Health Access PPO Plan 1, the most expensive plan, is cheaper at \$905 per month.
- This year the state is providing the same level of benefits they did last year--\$780 per month per full-time employee.
- We negotiated a nice salary increase this year. Everyone will receive a 3.8% increase on the base salary, plus an increase of between \$500 and \$2,800 for "Attract and Retain." Premera's rate increase will eat up about \$1,350 of this increase for those who choose to stay with them. Those who choose Group Health Access PPO will see their full salary increase in their take-home pay this year.

You can find detailed information on all the plans on the staff portal under "Benefits."

Remember, all insurance changes are due by 4:00 pm on September 30!

"Those who choose Group Health Access PPO will see their full salary increase in their take-home pay this year."

*Kevin Teeley,
President*

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Answers to your questions about annual leave

Q. How many annual (personal) leave days do I get each year?

A. Each full-time employee is given three days of annual leave, which is front-loaded at the beginning of each school year. (Part-time employees have their 3 days prorated by their FTE.)

Q. What happens if I don't use all three days?

A. At the end of the school year, you can carry over unused days on a one-for-one basis by notifying Payroll. You can accrue up to five days. If you don't notify Payroll that you want to carry over days, then your unused days will be automatically cashed out at the substitute rate of pay (currently \$159 per day) and paid to you on August 31.

Q. Can I take annual leave anytime I want?

A. No. Annual leave is not permitted on the first and last day of school. They're also not allowed on full-day LEAP days without prior approval.

Q. Can I take annual leave for less than a full day?

A. Yes, but only in half-day increments.

Q. Is there a limit on how many people can take annual leave on any given day?

A. Yes. On Fridays and the days adjacent to a holiday or vacation, the limit is 25. On all other days, the limit is 40. This is due to a shortage of substitutes.

Q. I'm a specialist who doesn't get a substitute when I'm out. Does the daily limit apply to me?

A. No. The only days you can't use annual leave if you're someone who doesn't get a sub (such as a psychologist, counselor, OT, PT, SLP, staff development, etc.) are the first and last days of the school year and full LEAP days without prior approval. Again, the reason for the limit on other days is a sub shortage, which doesn't affect certain specialists.

Q. What if I really need to take an annual leave day and the limit has been reached?

A. Whatever you do, don't call in sick--you could get into lots of trouble for doing that. What you should do is fill out a leave request form explaining why you need the limit exceeded for you. Send the form to Human Resources for approval. If your request is denied, you can appeal the decision to the Deputy Superintendent.

Q. If I run out of annual leave days, can I take unpaid leave?

A. Unpaid leave is only granted for unanticipated significant life events that arise after you've used up all your annual leave. Unpaid leave will not be approved for a vacation. Our best advice is to use your annual leave days very carefully and continuously keep your accrual level at five days so you won't be in the position of needing to request unpaid leave.

Do you have homeroom?

If your building is currently using a homeroom model, keep in mind that we have contract language regarding the duties and responsibilities for homeroom.

It's important for you to review the language as you implement homeroom plans this year. You can find the language in [Appendix R](#) of the LWSD/LWEA negotiated agreement.



Parents in your classroom

While the District and the Association encourage parents to visit schools and classrooms, visitations do need to be planned in advance with the principal and the teacher. Whenever possible, the teacher should have an opportunity to meet with the parent before and after the observation.

In addition, no mechanical or electronic listening or recording device can be used in your classroom without your knowledge and permission.

LWEA Office

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You MUST report suspected child abuse

It's important to know that under Washington state law, you are required to report any suspected child abuse or neglect to Children's Protective Services (CPS) or law enforcement. Failure to do so could result in your teaching certificate being revoked, which would prevent you from teaching in any public school in Washington. (District policy requires a report be made to both CPS **AND** law enforcement.)

District policy directs principals or their designees to make the report, but under the law, employees are not relieved of their responsibility to report if the principal does not act upon the employee's request.

Therefore, it is extremely important that teachers obtain documentation that a report has been made. Reports to CPS must be made as soon as possible, but in no case later than 48 hours after first suspecting that abuse/neglect has occurred – even if this means you have to call CPS yourself in order to meet the deadline.

Be sure that a report form has been filled out with one copy retained in the building office and one kept for your files. Keep your report in a confidential, locked filing cabinet and not left out for others to see or access.

No subs available?

Each building needs to have a plan in place for the equitable assignment of specialists and other staff to cover unfilled absences. Teachers who are asked by an administrator to cover a class in an emergency will be compensated at their hourly rate for any missed planning time or are provided with comp time.

WEA Children's Fund

Do you know students whose families can't afford to buy a warm coat, a new pair of boots, or basic school supplies? The WEA Children's Fund reimburses WEA members who buy items to meet the modest, immediate needs of their students. Find out more by clicking [here](#).

Discounts for educators

Banana Republic offers educators 15% off full-priced items (Banana Republic Factory Stores at 10%).

Simply bring a valid school ID to receive your discount!

SERVICES

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

U-Haul **moving boxes**. Diana Arnold (Retired) 425-766-0669.

Sleep Number 7000, king size mattress & base. Dual controls. You haul. Lynne Luckey (LWHS) or Rob at 206-979-5802.

FOR SALE

2003 **GMC Yukon SLT**, 4 WD, leather seats, 128.5K miles. 1 owner, no accidents, just serviced. Pictures available. \$7,000 OBO. Marlee Sunderland (Purchasing) 425-882-8024 or r.sunderland@comcast.net.

Huge lots of **DOTS rubber stamps**—all in excellent condition—some unused. Selling for a former DOTS rep. Will sell individually or as sets. Great for crafting, children's art, homework stamps, etc. Vary in size. Price—willing to work out something you'll be happy with. Pictures available. Lynne Luckey (LWHS) 425-273-5802.

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

- Sept. 16**
Bargaining Input—Safety Net Teachers (4:15 PM)
- Sept. 19**
Bargaining Input—Elem Resource Teachers (4:15 PM)
- Sept. 20**
Rep Assembly
- Sept. 21**
Bargaining Input—Secondary Resource Teachers (3:00 PM)
- Sept. 27**
Retirement Planning—Start the Journey (4:30-7 PM)
- Sept 28**
Bargaining Input—Secondary Counselors (3:30 PM)
Elem Counselors (4:30 PM)

Have you checked out the new LWEA website?



"We believe our job is to do what we can to make you can spend your time and energy on what
Kevin Teoley, LWEA President



LWEA Update: News you can use!



The LWEA website has undergone a transformation over the summer—thanks to Jennifer Silves, our UniServ Rep. Take a few minutes to check out this helpful tool. While you are there—check out the LWEA sponsored professional development being offered this fall!

Use this link to access the LWEA website:

<http://www.lakewashingtonea.org/>

The LWEA Facebook page has also been overhauled and is full of interesting tidbits. We'd like to hear from you—tell us what do you think?

Use this link to reach the LWEA Facebook account:

<https://www.facebook.com/lakewashingtonea>

