

Did you know these things are in your contract?

- By October 1, the principal will seek input from interested staff regarding the building budget. Principals will distribute finalized copies of the building budget, including carryover, and will hold a meeting to discuss the final budget by November 15. (Section 10.10)
- The staff handbook at each building must contain a copy of the building's decision making model. (Section 10.12)
- Except during periods of inclement weather or an emergency, elementary teachers will not be assigned supervision of students before or after school or during the AM, PM, and noon recesses, or during the loading and unloading of buses. (Section 12.4.3)
- During periods of inclement weather when it becomes necessary to call a rainy day recess, buildings will have written procedures in place. Such procedures will attempt to minimize assigning teachers for supervision. (Section 12.4.4)
- Whenever an employee is asked by an administrator to cover a class because no substitute is available, the employee will be compensated at his/her hourly rate for any missed planning time. (Section 12.8)
- Each middle and high school building will receive 30 minutes per FTE classroom teacher per week of instructional assistant (IA) time. The building staff must decide each year how to allocate this time. (Section 13.3.2)
- A committee of teachers chosen by the staff will meet with the principal by October 1 to provide input regarding scheduling, duration, and content of staff meetings. This information will be shared with all staff. (Section 14.4)
- Staff meetings are most effectively used for discussion and decision-making regarding important educational issues. Whenever possible, routine information will be communicated electronically or by other appropriate means. (Section 14.4)
- Except for emergencies or exceptional circumstances, no more than an average of 2 hours per month will be scheduled for required staff meetings. (Section 14.4)

“The LWEA/LWSD contract contains information that affects your working conditions every day. If you have questions regarding a specific issue, be sure to check the contract to see what resolution has already been negotiated.”

*Kevin Teeley,
President*

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Understanding sick leave language in your contract

Each school year, full-time employees receive 12 days of sick leave to be used for absences caused by illness, injury, or emergencies. Less than full-time employees or late hires will be given a proportionate number of days. Unused days carry over from year-to-year, up to a maximum of 204 days.

You can use your sick leave for:

- Your personal illness;
- Illness of your spouse, domestic partner, children at home as well as adult children, parents, grandparents, or anyone permanently living at your residence and considered part of the family;
- Medical appointments that can't be scheduled outside of your work hours;
- Annual sick leave cash out (from the prior year's allocation) on a 4:1 basis (minimum of 60 days must be reached prior to cash out);
- Sick leave cash out of up to 180 days at 4:1 at retirement;
- Shared leave for seriously ill individuals who have used all of their own sick leave.

Misuse of sick leave is considered to be a very serious violation. If you are not sure that your reason for using sick leave is appropriate, contact the LWEA office for a clarification.



The deadline to make changes to your medical plans is next Friday, September 30! To find more information regarding the medical plans, enrollment and change forms, cost estimators, and submission information—click [here!](#)

Need an attorney?

If you need a lawyer, WEA's Attorney Referral network provides WEA members with attorney services at a discounted hourly rate for personal legal matters (not employment related).

Participating attorneys will provide each member with two 30-minute consultations per school year (must deal with two different matters). This benefit allows you to discuss your problem with an attorney to determine whether you need additional legal services.

If you need additional services and your problem falls within any of the areas listed below, the attorney's fee will be discounted 30%:

- Real estate matters
- Wills and estates
- Domestic relations
- Traffic violations

There are three attorney groups on the Eastside and three in Seattle. To obtain their names and numbers, contact [Sheila Hagerman](#) in the LWEA office, or check out the LWEA [website](#).

LWEA Office

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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

Looking for teachers with 6 years or fewer of teaching experience

LWEA is sponsoring 6 evening sessions designed specifically for teachers with 6 or fewer years of teaching experience. You can attend one session or all of them – and we have clock hours and credit available.

On October 6 (4:30-7 PM), our focus will be on More than Alphabet Soup: Understanding your new profession and the acronyms that it brings with it. We've invited a panel of experienced classroom teachers who will be available to share strategies and techniques and will help you build a support system for a successful year.

Want to join us? Contact [Sheila Hagerman](#) in the LWEA office. The class, food, and clock hours are free.

Future Newbie Night sessions:

November 13, 2016—Navigating the Use of Technology in your Classroom

January 12, 2017—Difficult Conversations & Family Parent Engagement

February 9, 2017—Creating a Culture of a Positive Classroom

March 9, 2017—Potpourri

April 27, 2017 - Pathways to Certification

Remembering a friend

We are saddened to share that David Wobker, retired Horace Mann teacher, passed away on Sunday, September 18. The brain cancer he had battled 13 years ago had returned.

David started in the LWSD in 1993, at Kirk Elementary, moving to Alcott for 1994-2003, and then to Mann from 2003 until he retired in June of 2015. After his retirement, he continued to work as a substitute teacher in his former building.

David was a LWEA activist serving many years as an LWEA building rep and a delegate to WEA Rep Assemblies. He was always willing to volunteer with activities from doorbelling to phone banks, and more.

David will be missed by his former students, their parents, coworkers and the greater Mann community. Services for David will be at 11 AM on Saturday, October 1 at St Jude's Church in Redmond (10526 166th Ave NE, Redmond). His family has asked that those in attendance wear a wacky tie (like David did every day). In lieu of flowers, the family would appreciate donations in David's name to the Horace Mann Elementary PTSA.

We need your input on wellness

As part of an ongoing commitment to promote wellness, the LWSD Benefits Committee, comprised of representatives from every employee group, would like to develop a wellness program to benefit LWSD employees. In order to know what you think would best serve your needs, the committee has put together a short survey to gather your thoughts and opinions.

Committee members would really appreciate it if you would take the survey. The survey takes less than 5 minutes to complete, and is completely anonymous. The survey will be open until October 21.

Here's the link: <https://www.surveymonkey.com/r/LWSDpre2>

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).

FOR SALE

Beats by Dre Solo2 [wireless on-ear headphones](#), new in-box & sealed. Matte gray w/ blue trim. Retail for \$200-250, sell for \$125. Gary Conklin (Kirk) 206-817-0645 or gconklin@fronitier.com.

Home [entertainment cabinet & side tower](#), built by Custom Woodwork & Design Co. Cherry finish, excellent condition. (57 5/8" T x 68 7/8" W x 25 1/2" D). Tower—3 adjustable shelves w/ glass door, bottom compartment has speaker grill. Cabinet—TV compartment (30 3/4" H x 37" W), has 2 retractable wood doors, bottom compartment w/ adjustable shelves & speaker grills. Pictures available. \$150. Elizabeth Feldsher (Kirk) 425-803-3854.

WANTED

[Tutor](#) for 12-yr old son (7th grade) in math & social studies, prefer twice/week for 60-90 minutes after school. Looking for someone who can explain concepts w/ as little complexity as possible & make it applicable to real word situations, as well as making the subject enjoyable. High school or college students would be good. Roger Johnson (Bell) 425-449-449-0402 or rogerjohnson@live.com.

First prize puzzle of the year!

We've got \$10 Starbucks cards to give away! Send us the correct answer to this puzzle and we'll enter your name in our Prize Puzzle drawing to win one.

Which of these statements is **NOT** correct?

- A. The state allotment for health insurance in 2016-17 is \$780.
- B. The open enrollment for benefits period closes on September 30 – all changes must be submitted by then.
- C. Each employee pays dental, vision, disability, and life insurance before any of the state allotment is used for medical.
- D. There are 7 different medical plans that LWSD employees can choose for coverage this year.
- E. Changes to medical plans submitted through September 30 will be effective November 1 and will affect your October 31 paycheck.
- F. If you don't like the plan rate you've chosen, you will be allowed to make another change in January.

Send your best guess to [Sheila Hagerman](#) in the LWEA office. Who knows – you just might be one of the winners!

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. 22

First Day of Autumn

Sept. 27

Retirement Planning– Starting the Journey (4:30-7 PM)

Oct. 5

Evidence & Artifacts (4:15—7:15 PM)

Oct. 6

Newbie Nights (4:30—7 PM)

Oct. 10

PGP & PGE (4:15 PM) 1st session for elementary

Oct. 17

PGP & PGE (3:00 PM) 1st session for Secondary First Rep Assembly