



UPDATE

Lake Washington Education Association

October 12, 2016

Spread the word---LWSD is looking for subs!

We're trying our best to get the message out that LWSD is still looking for substitute teachers, but we need your help in sending people our way. If you know of anyone with a teaching certificate who might like to substitute teach here, please encourage them to go to the district website and apply.

In the meantime, be sure to let your current subs know about the bonus system we just negotiated for them. In addition to the daily rate of \$159 (\$182 for retired LWSD teachers), subs will receive the following bonus in July:

- √ **Substitute teach 50-69 days \$1,000 Bonus**
- √ **Substitute teach 70-99 days \$1,500 Bonus**
- √ **Substitute teach 100+ days \$2,000 Bonus**

Days do not have to be consecutive in order to receive the bonus.

Here are some things that can also help us attract and retain substitute teachers in LWSD:

- Make your building a welcoming place for subs so they want to come back. Be friendly, smile, learn their names, and invite them into conversations in the staff room. Check in on them during the day to see if they need anything. Ask who they're subbing for instead of asking them, "Who are you today?"
- Foster relationships with 2-3 subs so those subs feel valued and appreciated when you ask them to sub for you. Subs are much more likely to accept a request from someone with whom they feel connected.
- Shortages occur almost every Friday. Consider scheduling doctor's appointments and annual leave on other days if at all possible.
- For those who conduct DIBELS testing, schedule and secure your subs far in advance. It's not too early to schedule your MOY and EOY testing now.
- Consider cashing out and/or carrying over your annual leave.
- Secure substitute teachers as far in advance as you possibly can, since we share many of our subs with other school districts. AESOP accepts entries up to 365 days in advance.
- Have clear lesson plans that don't require substitute teachers to guess what you mean.
- Make sure your seating charts and attendance folders are up-to-date.
- Write down any school/class procedures you'd like the sub to follow.
- Leave instructions for student behavior plans.
- If you have an assigned parking space, be sure to specify it on AESOP so the substitute teacher doesn't have to go back and move his/her car after checking in.

"Best tip—send your sub a thank you the next day for teaching in your class while you were away. Let them know how much you appreciate them!"

*Kevin Teeley,
President*

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Social networking – protect your career

While social networking, such as Facebook and Twitter, is an effective way to keep in touch with friends and family and to connect to the broader world, school employees need to take precautions to make sure their posts don't jeopardize their careers.

Here are some suggestions to protect you in your role as an educator:

- √ Make sure your privacy settings allow only your friends to view your profile and your posts.
- √ Sort your friends by groups so that those in a work group, for example, don't have access to your posts in your close friends group.
- √ Be vigilant what others post about you. "Un-tag" photos of yourself that you wouldn't want students or parents to see.
- √ Before posting something, ask yourself, "Would I want my (principal, students, parents) to see this?"
- √ Be careful about linking your Facebook page with other social networking sites. If you update your status on a linked Twitter account, it will publish it to Facebook where others might see it.
- √ Don't accept friend requests from current or potential students or their family members.
- √ Don't accept a friend request from anyone you don't know personally.
- √ Don't join groups that may be considered unprofessional or inappropriate.
- √ Don't post vulgar or obscene language, materials, photos or other links that may be considered unprofessional. If you wouldn't want to see it on the front page of the newspaper, then don't post it.
- √ Don't post negative information about your students, co-workers, or administrators. Even though you may think it's safe, these things have a way of getting out.

Monitor what's being published about you. Do a Google search on yourself to see what information others can access about you. You may want to set up a Google alert that will send you an e-mail any time you're published. Go to www.google.com/alerts to set up a notification.

Lastly, use your common sense when you're using social media.

Personal information

Neither the Association nor the District gives out employees' addresses, home e-mail addresses, or home telephone numbers to commercial enterprises, organizations, or individuals. If you receive a contact from someone trying to sell you something, and they imply that they are either District or Association sponsored, be wary.

All commercial contact from the Association would only come through NEA or WEA Member Benefits, and would be clearly identified as an approved program available only to WEA/NEA members. If you're uncertain whether or not something is an approved program, you can contact LWEA or check the [NEA Member Benefits website](#).



LWEA Office

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LWEA Office:

425-822-3388

Bad weather can affect schools

When the wind, rain, flooding, and snow arrive, it's important to fully understand the intent of contract language that we have related to inclement weather and reporting to work.

You are expected to report to work on time; however, the District and the Association are concerned that individuals get to work safely. If the cars driving in front of your house are sliding into ditches or trees are falling across your road, common sense says to wait until conditions improve. However, you must arrive at work no later than 30 minutes before students are due to arrive.

If you don't get to work because of inclement weather conditions, you may use annual leave (after calling in).

Staff who report to work on a day when school closures are announced late (after 5:30 AM for secondary staff and 6:30 AM for elementary staff) shall be paid 2 hours at their hourly per diem rate. This is intended to compensate those individuals who have already left for work before the school closure announcement was made. "Announced" means the time at which the District notifies the media, not the time the media makes the announcement, nor the time you are actually notified.

In addition to staff phone trees and TV or radio announcements, you can always check the LWSD website for up-to-date announcements relating to weather-caused delays or cancellations.

Like us on Facebook!

Did you know that LWEA is on [Facebook](#)? Please take a moment to check us out! We'll try to keep our information updated regularly – so we'll always have an interesting tidbit for you!

Clock hours or credits?

Many times when you take a class, you're given a choice between clock hours or credits. Which one should you choose? Here are some points to consider when deciding:

Choose clock hours if:

- You're not planning on using the class towards an advanced degree.
- You only need the clock hours for certification renewal.
- You don't plan on teaching in another state that might not accept clock hours.
- You want to advance on the salary schedule while spending as little money as possible.

Choose credits if:

- You might be able to use the class towards an advanced degree.
- You might teach out-of-state in the future and want to make sure your classes are recognized.
- You want to advance on the salary schedule and the cost of doing so isn't a concern.

FOR SALE

Graco Click-Connect 40 [infant car seat & stroller](#), w/ 2 bases, gently used, all for \$200. Graco Ready2Grow Click Connect [double stroller](#), black, barely used, new was \$200, sell for \$150. [Fisher Price Rock N Play](#), auto rock, cord missing but still takes batteries, gently used, \$50. Contact Sara at sbn724@gmail.com. (Sheila Hagerman, LWEA).

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) 425-208-9287 or patparnellrealestate@gmail.com.

Pretty tile—ugly grout? [Let the Grout Doctor take care of all your grout & tile needs](#). For a free estimate, call John Start at 425-947-0060. (Ila Morrow, LWEA).

[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).

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Bargaining did this...

Then: Teachers purchased materials and supplies for their classroom out of their own pocket and received no reimbursement. In addition, there was no reimbursement of tuition or extra work done outside of the regular work day.

Now: Teachers receive the \$2,000 Professional Fund which can be used to:

- √ Cover classroom materials
- √ Home DSL or high speed internet service
- √ Membership to professional organizations
- √ Tuition for continuing education classes conference fees and materials
- √ Payment of student loans incurred after employment
- √ Up to 8 half days of salary for extra work.

Retirement Seminars

LWEA is sponsoring three different seminars designed just for teachers who are within 5 years of retirement. This 10-hour class covers a wide subject area and has received rave reviews from previous participants.

To get registration information—use this [link](#).

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.

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LWEA Website
Lakewashingtonea.org

[Facebook](#)

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Calendar

Oct. 17-18
Elementary Conferences

Oct. 20
Elementary Conferences

Oct. 21
LEAP Day—No Students

Oct. 25
Rep Assembly

Oct. 29
ELA State Standards
9:30 AM—2 PM

Nov. 3
Newbie Nights (4:30-7 PM)