



UPDATE

Why union?

Here's why:

Then:

- No extra pay for work outside of the school day
- Pay for your own professional expenses
- Expectation to learn tech on your own time
- No recognition for additional workload
- No attract and retain incentive
- No pay for working extra days
- No personal (annual) leave
- No early release for professional activities
- Recess duty for elementary teachers
- Bus duty for elementary teachers
- 150 minutes of planning time for elementary
- No COLA from the state
- No class size remedy money
- No caseload remedy money
- No limits on class sizes
- No limits on caseloads
- No remedies for elementary specialists

Now:

- 15% add-on for responsibility contract
- \$2,000 professional fund to cover expenses
- \$1,400 tech stipend for learning/ applying tech
- \$500 workload recognition stipend
- \$500-\$9,000 bonus based on experience
- Pay for 8 LEAP Days
- 3 days per year; can accrue up to 5
- Early release every Wednesday
- No recess duty
- No bus duty
- 250 minutes of planning time for elementary
- Initiative 732 passed
- Class size remedies
- Caseload remedies
- Class limits in contract
- Caseload limits in contract
- Remedies for specialists

Continued on page 2

"Bargaining is the ultimate process for improving the working conditions and compensation of education employees. It also allows us to show the reality of the everyday workload to the District."

*Kevin Teeley,
President*

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Why union? (continued from page 1)

Then:

- No elementary counselors
- No elementary conference pay
- No department chair language
- No homeroom guidelines
- No building decision-making process
- No extra days for specialists
- No labor-management process

Now:

- Guarantee of at least .5 in each building
- Conference pay for classes above 21
- Dept. chair responsibilities & process in contract
- Homeroom guidelines in contract
- Building decision-making process in contract
- Extra days for counselors, librarians, specialists
- Labor-management in every building

Review of building budgets

Our negotiated agreement with the District requires building principals to present copies of the building budget and carry-over funds to interested staff members for discussion by November 15. This is a great opportunity for you to discuss with your principal how your building resources are being spent.

You may want to check with your principal to see when your staff will review the final budget.

They're at it again...

The Freedom Foundation (formerly the Evergreen Freedom Foundation), a far-right, anti-union, anti-government organization based in Olympia, recently launched another phase of their project called "Choice for Teachers" with a letter from "James". This group is funded by wealthy corporate foundations including political groups affiliated with the billionaire Koch brothers. The foundation's agenda is clear: weaken the ability of educational professionals to stand together and to fight for workers' rights.

Groups associated with Choice for Teachers, the Freedom Foundation and the Koch brothers have been leading the efforts to outlaw public sector unions both in the courts and through the legislatures in the U.S.

Don't be fooled by the Freedom Foundation—these groups do not care about us, our students or public education. They only care about weakening our ability to join together to speak with one voice

If you have any questions or concerns, please don't hesitate to contact the LWEA office.



New LWEA members

If you are a new LWEA member this year, you have just been automatically covered by the NEA Complimentary Life Insurance. Although the coverage is automatic, you still need to take a moment to register a beneficiary of your choice.

To do this, simply log on to the NEA Member Benefits [website](#) or call 1-800-637-4636. Questions? Contact [Sheila Hagerman](#) in the LWEA office.

Not a member yet? We can help you with that – simply contact [Sheila Hagerman](#) and we'll get an enrollment form to you right away.

LWEA Office

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425-822-3388

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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:

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Consider these groups as United Way choices

LW Schools Foundation: The Foundation raises funds to support academic excellence and success for all students in LWSD. All children have the potential to succeed if they are given support, resources and inspiration, and the Foundation is dedicated to working with schools to make each one a great place to learn.

The Foundation provides extra resources to support quality teaching and equal access to educational opportunities, and to help develop students' future-ready skills. Some of the ways these are accomplished are by awarding classroom grants, supporting the LINKS mentoring program, and assisting low-income students with academic expenses.

Include LWSF in your **United Way** charitable automatic payroll deduction. It's easy and convenient!

Assistance League of the Eastside: This all-volunteer non-profit organization puts caring and commitment into action through community-based philanthropic programs in order to make a positive difference in the lives of children and adults touched by hardship or violence.

Operation School Bell® is a program that touches many school children in this community by providing new school clothes to elementary and middle school students who are identified by their counselors. Of the students who directly benefit from receiving new clothing, over half of these students are in the Lake Washington School District.

On a United Way contribution form, you may designate this organization by writing in "Assistance League of the Eastside," 16541 Redmond Way PMB 291C, Redmond, WA 98052.

WEA Children's Fund: You can designate the WEA Children's Fund when contributing to the United Way Campaign. Donations are tax deductible and giving is easy. Use this [link](#) to find out more.

Need help determining your vote?

Do you need more information regarding a candidate or ballot item in the upcoming election?

You can go to [Your Voters Guide](#) to get information on candidates and initiatives.



We still 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 closes on October 21.

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

FOR SALE

[Papasan](#) from Pier 1—includes chair, cushion, & base. Great condition. \$65. Marilyn Hargraves (LWSD) marilynhargraves@hotmail.com or 425-260-4103.

Graco Click-Connect 40 [infant car seat & stroller](#), w/ 2 bases, gently used, all for \$150. Graco Ready2Grow Click Connect [double stroller](#), black, barely used, new was \$200, sell for \$130. [Fisher Price Rock N Play](#), auto rock, cord missing but still takes batteries, gently used, \$40. Contact Sara at sbn724@gmail.com. (Sheila Hagerman, LWEA).

2000 [Honda CRV EX](#), AWD, interior looks new & exterior is excellent—no dents, heat & AC work great, new tires all around. Trailer hitch (used for bike rack). 183K miles, well maintained w/ all records. \$3,900—cash only. Contact Mark at mjensen@comcast.net—leave name & phone number for him to call. (Sarah Jensen)

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).

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Upcoming special interest group bargaining input meetings

October 19	CTE Teachers (3:30 PM) Elementary Music & PE (4:30 PM)
October 26	Substitutes (2:45 PM) Preschool (4:15 PM)
November 2 ists (3:30 PM)	Secondary Library Media Special- Elementary Library Media Specialists (4:30 PM)
November 9	SLPs (4:30 PM)
November 16	ELL Teachers (4:30 PM)
December 7	Self-contained Teachers (4:15 PM)
December 14	New Teachers (4:15 PM)

All special interest groups meet in the LWEA meeting room #214. Directions are [here](#).



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. 21**
LEAP Day—No Students
- Oct. 24**
School Board Meeting
- Oct. 25**
Rep Assembly
- Oct. 26**
Bargaining Input
Substitutes (2:45 PM)
- Oct. 26**
Bargaining Input
Preschool (4:15 PM)
- Oct. 29**
ELA State Standards
9:30 AM—2 PM