

Top 10 reasons your vote matters for education

- 1. The State Legislature:** The legislature is required by our state constitution to fully fund public education. Electing legislators who support public education will be key as to whether or not schools will finally receive the resources they need to provide a high quality public education for all students.
- 2. The State Supreme Court:** The Washington State Supreme Court has ruled that the legislature is in contempt of court for failing to fully fund schools. Three positions on the Court are up for election. What's at stake? Making sure the Court continues to hold the legislature accountable for funding schools.
- 3. The Governor:** Governors negotiate the state budget and can veto anti-public education legislation. Having a governor who supports public schools is critical for education funding and policy.
- 4. Superintendent of Public Instruction:** How legislation is interpreted and implemented is a major function of the Office of Superintendent of Public Instruction.
- 5. The President of the United States:** Electing a president who has a proven track record for supporting public education and who listens to and respects educators can make the difference between good policy and bad (think No Child Left Behind). Also think---Supreme Court.
- 6. The United States Senate:** It makes a difference to have a majority in the Senate that believes in public education and supports school employees, and does not spend its time obstructing legislation that will help kids and schools.
- 7. The United States House of Representatives:** Same as the U.S. Senate.
- 8. Initiative 1491:** This initiative will allow families and law enforcement to petition a court to temporarily suspend a person's access to firearms if there is documented evidence that the person is a threat to themselves and others. Think school safety.
- 9. Initiative 1501:** This initiative will increase criminal identity-theft penalties and expand civil liability for consumer fraud targeting seniors and vulnerable individuals. It's opposed by the Freedom Foundation.
- 10. Your vote counts:** Check out this list of [close election results](#):

"Electing candidates who support public education will be key as to whether or not schools will finally receive the resources they need to provide a high quality public education for all students."

Kevin Teeley,
President

In this issue

- Annual Leave (2)
- Shared Leave (2)
- Pool amounts set (3)
- Help for voting (3)
- Sick leave use (3)
- Discount tickets (4)

You need to know about annual leave

Throughout the year we get many questions about annual leave (personal days) and how these days can be used. Here's our annual rundown of some of the things you may want to know about using your annual leave:

- Each full time certificated member is given 3 annual leave days at the beginning of the school year; part-time staff members are prorated according to their FTE.
- Annual leave can be used for any reason.
- To use an annual leave day, simply log on to the sub system and indicate the date/times you will be using the day. A limit of 25 people can use annual leave on Fridays or days connected to a holiday or school break. On all other days, the limit is 40. The sub system will not allow you to take an annual leave day if the system is at the limit for the day. If the system does not allow you to enter the day, do not try to put the day in as release time or anything else. Please try to give at least 48 hours notice for the day if at all possible.
- Specialists who do not get substitutes are not included in the daily limit.
- Annual leave can be used in either full or half-day increments but not in hourly increments.
- Be sure to keep track of how many days you've used. Check your Employee Access regularly to see your leave balance—it's listed in hours (1.0 FTE = 7 hours per day).
- Annual leave can't be used on either the first or last day of the school year, or on full-day LEAP Days.
- When deciding how you want to use your annual leave, please remember that there are no other leaves available for business obligations you might have, school events for your children, family reunions, or other events.
- **Please note: Calling in sick for personal events is not allowed. It puts you at risk for disciplinary action and violates the professional code of conduct.**
- Unused annual leave can be cashed out at the end of the year at the sub rate (\$159), or carried over to the next year on a 1-for-1 basis (up to a maximum accrual of 5 days).

If you have any questions, please contact your building rep or the LWEA office for assistance. (Use the e-mail links below or contact [Kevin Teeley](#)).



Please help!

We have two people who are in need of shared sick leave. Please do what you can to help!

Nyk Minke, PE teacher at LWHS, had a difficult surgery in September and had problems afterwards that caused a return to the hospital. Nyk needs additional sick leave for the additional hospital stay and extended recovery time.

L. Adrienne Schenkar, IA at Twain Elementary, is recovering from her second spinal surgery and won't be able to return to work until at least January, 2017.

If you have sick leave you can share, please complete a Shared Leave Donation form, and send it to HR. Your donation will make a difference to these individuals!

Daylight Savings Time ends this Sunday, November 6!
Don't forget to fall back!

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

Pool amounts set

Each year after the close of the open enrollment period for health benefits, the Business Office calculates the amount of the insurance pool. This year the Legislature has allocated \$780 per FTE employee to be used for benefits. State law requires that after everyone has made their basic benefits selections, any leftover money must go into an insurance pool. This pool is used to help full-time employees who have to pay part of the medical premiums out-of-pocket due to insuring their dependents. (The pool is not available to part-time employees.)

The amount available from the pool has been calculated. Teachers will be able to spend up to \$810 per month (\$837 if you are on Willamette Dental instead of Delta Dental) for their medical insurance after all of their other benefits have been paid. Selection of medical coverage in excess of this amount will result in a deduction from the employee's paycheck. These changes will be effective with the October payroll.

Keep in mind that under state law, school districts must set a minimum monthly medical benefit contribution that employees must make. We've negotiated that minimum to be \$10 per month.



Need help with voting?

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 (from your personal device during non-work hours).

Remember—ballots must be postmarked by November 8 in order to count in this election.

Bargaining did this...

THEN: Teachers could only use sick leave for times when they were either sick or injured, but not to care for their family.

NOW: Teachers can use their sick leave for not only themselves, but to allow them to care for their spouse, partner, children (including adult-age children), parents, and anyone permanently living at the employee's residence and considered part of the family.

What is my work day?

Did you know that 1.0 FTE certificated employees work 7 hours per day? And included in that time is 30 minutes before and after school every day?

Both are true. The 30 minutes before and after school allows teachers to make preparations for class activities, communicate with parents, and consult with colleagues.

FOR SALE

Beach house on Harstine Island, great for retirement, weekend retreat or vacation rental. Custom 4 bedroom home, 3-bay garage w/ RV bay. New roof & skylight in 2014. Spectacular views of Mt Rainier & Case Inlet. Gated community w/ clubhouse, pool, tennis, sports courts, fitness center, miles of trails & saltwater beaches, picnic areas, marina, ramp, & more! \$439,000. Cindy Blair (Audubon) cindyblair@hotmail.com.

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 mjensen2@comcast.net—leave name & phone number for him to call. (Sarah Jensen).

Studded winter tires (Federal Himalaya WS2, size 225/55R-17XL) set of 4. Purchased in 1/16 for \$580, used a few months. Mitzi Adler (Carson) florascapes@aol.com.

SERVICES

Need a French or English tutor? WA state certified teacher w/ 2 decades of instruction & hundreds of inspired students. Liv Grohn (Substitute) 425-736-8011 or livgrohn@gmail.com.

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).

WANTED

Gently used **smart phones or tablets** that are not being used. My students (w/ heavy ELL presence) would be able to use them to access the internet to complete translations & look up vocabulary words. Karen Murk (Muir) 425-936-2640 or kmurk@lwsd.org.

* * * * *

Village Theatre discount

LWSD educators are invited to attend a free dress rehearsal performance of *Singin' in the Rain*, taking place on Sunday, November 6, at 7 PM, at the Issaquah Village Theatre.

If you would like to attend, simply RSVP no later than 5 PM on Friday, November 4—contact [Noel Pederson](#) with your name on whether you would need 1 or 2 tickets. This offer is only for LWSD employees and is non-transferable to other performances.

The Village Theatre also offers a 50% discount off any performance from November 9-20. To take advantage of this offer, call the Box Office (425-392-2202) or visit online at VillageTheatre.org and use the coupon code "EDUCATION."

This offer is subject to availability, can't be combined with any other offer, and is not valid on previously purchased tickets.

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

Nov. 3

Newbie Nights (4:30—7 PM)
LWEA Mtg Room

Nov. 7

School Board Meeting

Nov. 8

Election Day
Did you return your ballot?

Nov. 11

Veterans Day

Nov. 15

Rep Assembly

Nov. 19

ELA State Standards Class