

What to do when the election results spill over into classrooms

During and following the presidential campaign, the nation's schools and universities experienced a surge in harassment based on race, religion, gender, disability, and national origin. The Southern Poverty Law Center has received reports of more than 900 cases of harassment or intimidation in the United States since election day, and more come in every day. The reported incidents have included:

- Black, Latino, Muslim, Jewish, and Sikh students subjected to epithets.
- Schools vandalized with swastikas and racist graffiti.
- Latino students subjected to chants of "build the wall."
- Hijabs forcibly removed from Muslim students' heads at numerous schools and universities.
- Muslim students physically assaulted.
- Jewish students told by other students that now that Donald Trump has been elected, "all the Jews have to leave the country."
- Girls and women grabbed without their consent.
- Sexual orientation and gender identity.

As educators, we have the responsibility to ensure that our schools are safe for our students. We know that students learn best in an environment in which they're valued, respected, and cared for. Here are some things that you can do to make that happen:

- Prominently display the district's poster that outlines the harassment, intimidation, and bullying policies and procedures. (You'll be receiving information next week about how to get a poster if you need one.)
- Be present and available to observe and listen. Bullying happens in school buildings, classrooms, hallways, bathrooms, cafeterias, playgrounds, and other places. Ask students how they are feeling. Tell your students they are safe with you and that they can come to you for help.
- Intervene. If you witness bullying, racist slurs, or name-calling, stop the incident immediately.
- Give a clear message that bullying, hate, and racism are unacceptable and will not be tolerated.
- Support targeted students. Never tell a student to ignore bullying, hate speech, or a racist attack.
- Address bystanders to incidents. If the bystanders stood up, reinforce their efforts. If they did not intervene, give them examples of how to intervene appropriately the next time (get help from an adult, tell the person to stop, etc.).
- Investigate, document, and follow up after a bullying incident. If appropriate, impose consequences for the students doing the bullying.
- Be a caring advocate. Continue to make sure students are supported well beyond any incident.

For more resources on how to keep your school and classroom safe, visit www.nea.org.

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Kevin Teeley,
President

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Have you checked your beneficiaries lately?

Remember all those forms you filled out when you were first hired by the school district? Probably not. For some of us, it's been many years. Even if you've only been with the district a few years, you've likely forgotten what all the forms were, much less what you put on them.

On some of the forms, you were asked to designate a beneficiary for life insurance and retirement. If you don't remember who you listed on each of these forms, then it's probably time to fill out new forms and send them to Payroll. Please **DON'T** contact Payroll to find out who's listed on your forms. They'd rather you just sent them a new form, even if the information ends up being the same.

Since you were first hired, have you:

- Become married?
- Legally separated?
- Divorced?
- Remarried?
- Entered into a domestic partnership?
- Dissolved a domestic partnership?
- Had children, or additional children?
- Adopted?
- Experienced the death of a parent who might be listed as your beneficiary?

If you answered yes to any of these questions, then you should fill out new beneficiary forms. Most often employees are single with no dependents when they're hired, so they'll designate their parents as their beneficiaries. It's really easy to forget that when they experience a change in the family status (marriage or children), and that they should consider revising their designation.

Here are the four plans for which you should submit new forms:

District Life (Cigna): As an employee of the district, you're automatically covered with a life insurance policy that's equal to your salary up to \$50,000.

Retirement: State retirement plan

Premiera Life: If you have Premiera Medical, you're automatically covered by a small life insurance policy.

Unum Optional Life: This is an optional life insurance plan that you pay for through payroll deduction. If you're unsure whether or not you have it, look on a recent pay stub under "Deductions." It will show up as "OPTL LI-UNUM P."

It's important to know that these plans will **ONLY** pay to the designated beneficiaries. **REGARDLESS** of what your will might say. The only way to guarantee that the funds will be paid out to the people you want is to list them on your beneficiary forms.

To get copies of the life insurance beneficiary forms, go to this [Portal](#) link (look in forms). To get copies of the retirement beneficiary forms, go to this [Portal](#) link – (look in Department of Retirement). Send all completed forms to Payroll in the district mail.

Sick leave to share?

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!



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

Vacationing students and homework

One of the more frustrating experiences for teachers is when they receive a request to provide class work in advance for students who are going on vacation during school time. It's especially frustrating when the teacher spends hours and hours compiling the work, only to have the students return to school having completed none of it.

You should know that you're not required to provide advance work for students who will miss school due to a vacation.

When faced with such a request, here are some suggestions for parents:

- Recommend that the student or parent get the school assignments online from your class website.
- Consider telling the student or parent that your policy is to have the student make up missed work after the vacation.
- Depending on grade level, you might also direct the student to find a friend who will collect the assignments during the time he or she is away.

Smart shopping

If the Disney Store, Toys"R"Us, Lego, Lowes or Best Buy happen to be on any gift shopping list you are preparing for the upcoming holiday season, make sure you sign up for NEA Member Benefit Click & Save to stretch your gift budget.

Some of your gift recipients or you may enjoy the holidays while munching on sumptuous gourmet treats from Harry and David, Omaha Steaks or Wine Country Gift Baskets. Go to [NEA Click & Save](#).

What can bargaining do...

THEN: No limits were placed and teachers had no remedies or recourses when classes grew beyond certain limits.

NOW: Class size remedies are provided by the negotiated contract. When class size (or caseload) goes over the limit, specific remedies are applied which include IA time, the monetary equivalent for the purchase of instructional materials, or salary. Class size is evaluated four times each school year and remedies applied where needed (Article 13: Class Size / Caseload, page 14-21).

Your Professional Fund money is here

You will find your Professional Fund money in your November paycheck. If you selected materials or tuition, your untaxed money will be directly deposited into your regular account - just like your normal paycheck. If you selected salary, your money will included in your November paycheck as taxable income.

FOR SALE

Big piano w/ big sound—Baldwin 6'3" model L 1943 Concert Grand. Rated by technician/appraiser as excellent re: hammers, ivories, ebonies, belly touch & tone, mahogany case. \$5,000. Carol Stolz (former LWSD) 425-483-6755.

Refinished vintage dresser, 4 drawer, solid construction, dovetail joints, measures 18"D x 42.5"Tx37.75"W. Stained sides, top, legs, painted drawer fronts w/ new brass hardware. Pictures available. \$300. Jo Sentell (Evergreen) jocsentell@gmail.com or 425-495-3193.

1913 White Rotary Treadle Sewing Machine. Unique sewing cabinet w/ wooden castor wheels, front door opens to reveal cast iron treadle, machine lowers into cabinet for storage. Includes all operational parts & extra needle. Pictures available. \$300 OBO. Maureen mbmena2001@gmail.com. (Colleen McAlerney, Rush).

iPhone 6S, white, 64G, good condition (light wear on case, no scratches on screen), 1 yr old. In original box. Carrier is Verizon. \$375 OBO. Lisa Lovin (McAuliffe) 425-417-6806.

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).

WANTED

Yoga mats for our student dance class at Transition Academy. Sonja Kastner (skastner@lwsd.org).

FOR RENT

Kirkland Kingsgate 1&2 community rambler, 1,600 sq ft, 3 bedrooms, 1.5 bath. Fully remodeled w/ new floors, windows, roof, bath, kitchen. Large family room, new gas fireplace, & landscaped backyard. Large 2-car garage. Includes all appliances. LWSD schools. Close to Evergreen hospital & I-405. Available 12/16. No smoking, no pets. \$2,300 per month, yearly lease. 1st/last month rent + \$500 damage deposit & \$450 for annual HOA Association dues. \$50 application fee. Contact baird.e01@gmail.com. (Nancy Rusch, RC).

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Upcoming bargaining input meeting

Teachers who have 5 or fewer years of teaching experience are invited to attend a special bargaining input meeting on Wednesday, December 14. The session will take place in the LWEA meeting room #214 at 4:15 PM.

Directions are [here](#). We encourage you to attend!

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

Dec. 2-3
Retirement Class

Dec. 7
Bargaining Input
Self Contained Teachers
4:15 PM

Dec. 8
Wine & Wisdom (5 PM)

Dec. 10
ELA State Standards Class
9:30 AM—2 PM

Dec. 14
Bargaining Input
0-5 Year Teachers
4:15 PM