

Bargaining survey results released

1,475 LWEA members completed the bargaining survey, which represents an outstanding 79% response rate. Below are some highlights of the survey. You can view the complete survey results [here](#):

- Increasing compensation ranked as the #1 priority.
- An across-the-board percentage salary increase ranked #1 for how to increase compensation.
- Reducing caseload limits was #1 for special education staff and general education specialists.
- 61% of you indicated it was important to have a full-time tech instructional support person in each building, and 80% said it was important to have full-time tech operational support.
- For LEAP days, 56% thought it was reasonable to have between 8-12 days as building days.
- LEAP Day Structure B, which designates Wednesdays as individual, grade level/department, and building/district days, was preferred by 62% of respondents.
- 91.5% of respondents said that Teacher LEAP days (IPP days) were extremely valuable, while only 4% thought building days were extremely valuable.
- 56.5% indicated that there should be 2.5 or 3 days for classroom prep in August.
- Building in one or two “snow days” into the calendar was popular with 61% of respondents.
- For those of you who wanted mid-winter break to be a full week---you were outnumbered by those who wanted to keep it the same. 50.48% said keep it the same.
- Also for mid-winter break, 50% said keep it at Thursday through Monday, while the rest wanted different configurations or had no preference.
- Overwhelmingly, you want to keep winter break at 16-17 days---84.5% responded that way.
- You don't want a grade day built into the calendar. 56% of high school respondents said no, as did 63% of elementary respondents and 66% of middle school respondents.
- 48% of you want to start school after Labor Day, while 35% want to start before.
- Having a full-time counselor in each elementary building was important to 92% of respondents.
- Having a full-time Safety Net teacher in each elementary building was important to 94%.
- Secondary teachers chose additional compensation as their highest priority for addressing workload inequity in assignments.
- What would be the one thing that would improve your life---58% of respondents want us to improve their salaries.

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*Kevin Teeley,
President*

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Cash out your sick leave?

Each January, employees have the opportunity to convert last year's unused sick leave to cash. As designated by state law, employees must first accumulate 60 days of unused sick leave. After that point, any unused days from the prior year's allocation (not your total accumulated sick leave) can be cashed-out on a 4-for-1 basis.

Those who qualify for the Annual Sick Leave Buy Back received an e-mail from Payroll indicating that it's possible to buy back their unused 2016 annual accrual sick leave minus any days that were used during the calendar year 2016. To participate in the Buy Back program, you must notify Nancy Teske in Payroll of your intent. Payroll will send out the appropriate paperwork which must be signed and the original returned to the Payroll Office by February 8, 2017.

Anyone considering a cash-out of sick leave should be reminded of these points:

- You can accrue up to 204 days (1,428 hours) on the books. 204 days will carry you through an entire year of salary (student days, responsibility contract, LEAP days, etc.) should you become seriously ill or injured. Your sick leave days can also be used for seriously ill or injured spouses, partners, children, parents, and grandparents. You may want to consider building your balance up to the maximum of 204 days before cashing out days so that you're covered for an entire year.
- When you retire, you can cash out up to 180 days on a 4-for-1 basis and put that money in a tax-free account (VEBA) to pay for medical expenses after retirement. If you're planning to teach until you retire, you may want to build up your sick leave balance to at least 180 days so that you have a tax-free fund to help with post-retirement medical expenses.

Behavior Support for Challenging Students

As our classrooms welcome an increasingly diverse population of learners, many of our students struggle with appropriate behaviors. Whether you are a general education or a special education teacher, we know that finding ways to address these behaviors is the key to helping all of our students learn.

In this six-hour course, participants will look at behavior plans for students who need extra support for social and emotional issues that trigger disruptive behaviors in both the general education classroom and in more restrictive settings. Participants will look at strategies that can be implemented immediately to help track these behaviors and find ways to modify them.

To register, you can find information [here](#).

Deduct your dues

Did you know that you can deduct most of your association dues from your income tax? The dues deduction amount for teachers is as follows:

.76-1.0 FTE	\$1,045.56
.51-.75 FTE	\$ 913.44
.26-.50 FTE	\$ 546.28
.10-.25 FTE	\$ 373.29

Please remember that your 2016 dues for income tax purposes includes 8 months at the 2015-16 dues rate and 4 months at the 2016-17 dues rate. If you have changed FTE from last year, keep in mind that your dues will be different – you will need assistance in determining the correct dues amount. If you have any questions, please contact Sheila Hagerman in the LWEA office.



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Please share—sick leave still needed!

Nathan Sun-Kleinberger, a RHS teacher, needs additional sick leave after suffering a heart attack and open heart surgery. He will need to be away from work until after mid-winter break and then is only able to come back part-time.

If you have sick leave you can share, please fill out a donation form and send it to HR. This will make a big difference to Nathan and his family!

What do you think of ProTeach?

The ProTeach® Portfolio was piloted in 2009 and offered as the primary assessment for obtaining the Professional Certificate beginning in 2010. It evaluates teachers on their ability to impact student learning as stated in the 3 standards -- effective teaching, professional development and professional contributions -- and 12 criteria for the professional certificate approved by the Professional Educator Standards Board (PESB).

WEA would like to know about your experiences with and opinions on ProTeach® Portfolio in order to make recommendations to the Washington State Legislature, the Professional Educator Standards Board (PESB) and other education decision-makers.

Please complete WEA's ProTeach® survey.

What can bargaining do...

Then: Bereavement leave could only be used for your spouse, parents, and children.

Now: Bereavement leave (up to 5 days) can be used for anyone in the immediate family (spouse, partner, parent, brother, sister, child, grandparent, or grandchild by blood, marriage, or legal adoption) and anyone permanently residing in the employee's residence and considered a part of the family. In addition, one emergency leave day can be used to attend the funeral of a non-covered family member or close family friend.

Professional Development opportunity

The Cascade UniServ Council is hosting a Special Ed – Section 504 training on February 4, 2017. The training will take place at the Shoreline Center from 8:30 AM – 3:30 PM and is taught by the WEA Special Education Cadre. The cost is \$20 for members; \$155 for non-members. [Register for Special Education: Section 504 Here!](#)

Ballots are coming—watch for your e-mail!!

OPPORTUNITIES

Community garage sale: Sat, 2/4, at Kamiakin Middle School, 9 AM—2 PM. Décor, housewares, books, music, movies, furniture, tools, video games, toys, clothes, & bake sale. All proceeds go to reducing costs of 8th grade end-of-year activities. (Sharlene Durbin, Keller).

SERVICES

Kitchen or bathroom cabinets need restoration? Why not treat them to a facelift in the new year. Cabinets looking dull or even damaged? Let us restore them to like-new condition. Free estimates—excellent references. Over 25 yrs in the business. Most kitchens under \$895. Call John at Cabinet & Wood Restoration NW at 425-466-3553. (Suzi Desimone, Retired).

FOR SALE

Holiday Rambler **RV**, 29', 38,250 miles. All new tires, Ford 450V—10 engine, 4K generator, 3 slide outs. \$41,500. Call Joe at 360-371-1220. (Joan Livesey, Audubon).

Oak bookcase w// 8 adjustable shelves, great condition. 60"H X 48"W X 13"D. Pictures available \$150 OBO—will negotiate. Call Gary at 425-433-6490 or masong987@gmail.com You haul. (Karen Ripley, RC)

Matching oak bookcases (2) w/ 7 adjustable shelves & 1 built-in door, great condition. Can be placed separately or combined to form one. Has 2 interior lights. 76"H X 18"D X 61"W (each bookcase is 30.5" wide). Pictures available. \$200 OBO -will negotiate. Call Gary at 425-433-6490 or masong987@gmail.com You haul. (Karen Ripley, RC)

VACATIONS

Mid-winter break get-away in Bend, OR: Well appointed condo, sleeps 6, at Eagle Crest Resort. Available 2/17-24. \$125/night (3 night minimum stay). Sports center, spa, horseback riding, skiing, hiking, & more. Easy access to airport. Julie Banchemo (Sandburg/Juanita) 206-715-3357.

Educator & Administrator Career Fair

Saturday, January 28

11 AM—5 PM

LWSD Resource Center
16250 NE 74th Street, Redmond

Recruiting for all teaching positions

Please bring a resume to share

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

Jan. 26-27

Elem Conferences—1/2 Day

Jan. 31

PGP & PGE Class

LWEA Mtg Rm (4:30-7 PM)

Feb. 7-8

Support for Challenging Students (4:30—7 PM)

Feb. 9

Newbie Night 4:30—7 PM
Positive Classrooms

Feb. 16-20

Mid-winter Break