

Dear Members,

We want to say **thank you** to all our K-1 classroom and elementary Special Education teachers who have crossed a significant threshold last week and welcomed students to new in-person or remote classrooms.

As change comes to K-1, Safety Net and EL teachers and ESA staff who work with elementary students are also planning, preparing, and adjusting to new classrooms and schedules. K-1 elementary educators who are now working in-person join Special Education staff who have been working with students in-person since September.




Your hard work and dedication to your students does not go unnoticed. We appreciate you!

Late last week we agreed to begin negotiations with the District for secondary in-person educational services. We have agreed to dates and will begin the process of formally bargaining soon. You'll hear more from us about this bargaining effort over the next few weeks.

2-5 BARGAINING UPDATE

The LWEA and LWSD bargaining teams have made remarkable progress as they work to conclude their discussions on the impact of returning approximately 4,500 students to in-person learning at over 30 buildings. When the 2-5 transition is implemented, LWSD will have around 8,000 students learning in-person on our campuses. A change of this magnitude will impact all staff and students in grades 2-5. This bargaining work is important because a safe, effective, and thoughtful agreement will benefit our entire community.

Did you know...

-  The 2-5 bargaining teams began meeting on **January 27** and will have spent **over 50 hours** in 15 meetings by the end of next week.
-  The LWEA team is a cross-representational group of 11 members from different grade bands and specialist areas. LWEA team members include Howard Mawhinney, Morley Spencer, Morgan Seymour, Fareeha Nasir, Kyla Thompson, Gerry Wilson, Mark Rabitoy, Heather Jones, Kelly Peart, Cathey Hettinger. LWSD team member include Jennifer Hodges, Robin Imai, Sandy Dennehy, Sandy Klein, Heather Frazier, Lucy Davies, and other District administrators.
-  Member input has guided our focus to safe worksites and manageable workloads as we consider the complexities of hybrid instructional models and disconnected students working in the remote setting. The teams have had to contend with practical concerns like transportation, funding, work hours, and staffing.

HAVE A QUESTION ABOUT COVID REQUIREMENTS OR OUR NEGOTIATED AGREEMENTS? ASK US!

Submit your question to askLWEA@washingtonea.org. Be sure to include your name and your work location.

K-1 Transition Impacts and Information

We heard good things from many K-1 teachers about in-person learning last week. Our goal is to support **all** members when grade bands are impacted by a return of some students to in-person instruction.

EVALUATIONS: NEWLY HIRED K-1 TEACHERS AND ALL SN TEACHERS

We have reached an agreement with the district on the evaluation process for newly hired K-1 teachers. This agreement would guide the evaluation for any educators hired in the second semester. Our agreement provides an abbreviated and modified process for educator evaluation for this year. You can read the agreement [here](#).

All Safety Net teachers will continue to be evaluated by the same administrator for the remainder of the school year. This includes SN teachers who were transferred to K-1 classroom teaching positions and SN teachers who have been

reassigned to new schools/regions. SN teachers who were transferred to K-1 classroom positions do not need to redo any components of their evaluation nor create new goals. They will need to have formative conversations in relation to student growth goals, as explained in our [evaluations FAQ](#) (questions 9-10). ***The bottom line is that there is no additional evaluation work for SN teachers.***

SAFETY REMINDER: PHYSICAL DISTANCING

Schools must implement strategies that allow everyone to maintain six feet of distance, especially when people are engaging in a task for more than few minutes. Our [K-1 LOU](#) defines distancing in three ways:

- Each classroom has a [capacity number](#).
 - Classroom capacity is set at the number of **people** (students + adults) who can be seated with 6 feet of distance person to person. ***This number shall not be exceeded.***
 - Classroom capacity depends primarily on the size of the classroom and is based on the DOH/L&I requirements that schools ensure at least 6 feet of distance among students and staff. Teachers will be granted the opportunity to review their classroom setup and can appeal the set up if necessary.
 - We are working to get the room capacity number for every K-5 classroom.
- Each in-person class has a [cohort size](#).
 - Classroom cohorts will not exceed 15 **students** for in-person instruction.
 - DOH identifies cohorts as a key principle for reducing potential exposure to COVID in schools. Therefore, ***maintaining classrooms as separate cohorts will be a high priority guiding principle when operationalizing the school day in LWSD schools.***
- The [teacher station will be at least 6 feet](#) from the nearest student desk.

NEW ADDITIONAL COMPENSATION FOR STAFF IMPACTED BY RETURN TO IN-PERSON INSTRUCTION.

Transitioning students to in-person instruction generated additional work, and our impacted members will be compensated. All previous compensation elements (remedies, equity hours, etc.) remain in place. Timecards must be submitted by the 10th of the month to be included in that month's pay. Ask your principal for the account code. Hourly timecard rate: \$50/hour.

Paid as stipend

Remote and in-person teachers who were **voluntarily or involuntarily transferred** ([V.C.5.11](#)): 5 days at timecard rate (7.5 hours x 5 days). This includes SN teachers who were transferred to classroom positions or any classroom teacher who was transferred to a new school or changed grade level.

Paid on a timecard

Any teacher who is asked to **pack up or move their classroom** ([V.G](#)): 7.5 hours at timecard rate.

Remote and in-person teachers who plan and present at a **remote family night** outside of the workday ([I.B.4](#)): 2 hours at timecard rate.

- Schools designate a date for a remote family night.
- Teachers don't need to submit documents as "evidence" of this work; verbal confirmation is sufficient verification of this work.

Remote and in-person teachers with **new students** added to their class roster ([I.B.6](#)): 30 minutes at timecard rate for each student.

- after January 11 for K-1 classroom teachers.
- after February 18 for any newly hired K-1 teachers or SN teachers transferred to K-1 classroom teaching positions.

In-person teachers who receive **insufficient IA time** ([II.A.2.c](#)): 1 hour of at timecard rate for each week that a teacher receives less than half of their 4 hours of IA time.