

## Now is a good time to review your benefits!

Open enrollment for insurance benefits is happening now through September 29, so this is your chance to make changes in your insurance coverage. All changes must be made by 4:00 pm on September 29.

**If you're on Premera, we strongly urge you to check out the Kaiser plans.** Virtually all Premera doctors and other medical providers accept Kaiser Access PPO plans through the First Choice Health network. If your doctor takes First Choice, then he/she also accepts Kaiser Access PPO.

Premera PPO 3's rate is going up this year by 18.75%, making it far more expensive than any Kaiser plan, including Kaiser PPO 1. The employee-only rate for Premera PPO3 will be \$1,177 per month, while Kaiser PPO 1's rate is \$970. Kaiser PPO 3 is \$753 per month---**\$424 per month lower than Premera PPO 3.**

Here are some other changes that will become effective on November 1, 2017:

- The state increased your benefits allocation this year by 5.1% (from \$780 per month to \$820 per month).
- Delta Dental rates are going down by 2% (from \$117 per month to \$115 per month).
- Kaiser has added a new HMO plan to its menu of options. The rate will be 4.4% lower than the traditional HMO.
- NBN Vision is increasing the frame allowance by 25% with no rate increase.
- Unum Optional Life Insurance is offering a one-time guarantee issue open enrollment with no medical pre-approval required.
- Kaiser is increasing its rates for the first time since the plan was enacted in 2014. Rates will go up by 7.2%. Premera rates, on the other hand, have gone up almost 38% since 2014.

You can find all the information on benefits by clicking on this [link](#):

For a benefits calculator to estimate your potential out-of-paycheck costs, check out the Benefits section on the staff portal. It's a great tool that can help you in your decision-making.

**Remember, open enrollment closes at 4 pm on September 29!**

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*Kevin Teeley,  
President*

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## How much do you have the right to know about your students?

This is a question we get asked every so often by members. The short answer is, you have the right to have student information that is relevant and necessary for you to perform your job. This is what's referred to as "a need-to-know" basis. For example, you should be informed if a student has a certain medical condition (such as a food allergy) that could be triggered by something he/she might come into contact with during the time he/she is with you. You don't, however, have the right to know about other medical conditions that have no relevance to the classroom.

In a situation where a student has threatened suicide, it would be appropriate for the administration to notify all the students' teachers so they could be on alert for any signs that immediate help for the student was needed. Such information would not be a violation of the student's privacy rights since the disclosure would be made on a "need-to-know" basis.

When it comes to having other information, such as a difficult situation at home that will likely impact the student's learning, teachers should be informed in order for the teacher to help the student be as successful as possible. If the home situation is not likely to affect the school setting, then the teacher does not have the right to know.

Section 18.7 of the contract states that students who have exhibited, or have a history of, violent or threatening behavior will be identified to the student's assigned staff, and to other staff on a need-to-know basis, as soon as the information is known. Section 18.6 requires behavior plans of disruptive students to follow those students from grade to grade.

All school employees should recognize that it's expected they'll maintain confidentiality with all student information, and only discuss that information with others who either have a need to know or who are otherwise authorized. It's like a doctor--the doctor can discuss a patient's medical condition with the nurses because they need to know in order to provide the best possible care, but the doctor can't tell others about the patient who don't have a need to know.

## Register to vote

The election is less than two months away and we want to remind everyone to make sure their voter registration is up-to-date. We've discovered a little secret – a lot of people are not registered voters. It's not that they didn't intend to register when they moved, or re-register when they missed that last election – it's just been that life is so busy and they didn't know where to go to get registered.

Well, we can help – and you can become a registered voter without a lot of fuss and time. Just click on this [link](#), and follow the instructions. Keep in mind that you need to do this before the October 9 deadline. Now you'll be all ready for November!



## Married/partnered to another LWEA member?

If so, you may want to take advantage of a new provision we negotiated in our contract. LWEA members who are married to or in a registered domestic partnership with another LWEA member can combine their medical benefits allocation, plus their pooling dollars, to cover themselves on one medical plan for the entire family (vs. covering themselves individually on separate plans).

This option may save you out-of-paycheck costs each month, so it's definitely worth checking out. You can find the form at this [link](#). The deadline for choosing this option is September 29.

### LWEA Office

10604 NE 38th Place, Suite 212

Kirkland, WA

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:

[Heidi Wilson](#)

Parks / 425-425-936-2650

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

## We've lost a friend



It is with great sadness that we share that Cass Avery, former Rose Hill Elementary teacher, passed away on Sunday, August 27, after a long battle with brain cancer.

He started in LWSD in 1998, teaching third grade at Keller Elementary and then moved to Rose Hill Elementary in 2005. He took the 2016-17 school year off to travel and connect with family in other parts of the world.

Cass was a LWEA activist serving many years as a LWEA building rep. He was always willing to volunteer with activities from doorbelling to phone banks, trips to Olympia to speak to legislators, and more.

Cass will be missed by his former students, their parents, and coworkers. His wife Paloma shared with us that he didn't want a memorial, flowers, elaborate condolences or big rituals – Cass asked that people honor him by taking a bike ride, cooking a good meal, enjoying a hike, and having a good time.

## Please share

Shawna Rothaus, Franklin Elementary teacher, is in need of additional sick leave as she faces surgery for lung cancer and a long recovery. If you have sick leave you can share, please fill out a Shared Leave Donation form and send it to HR. Shawna will really appreciate your help!

## Your building needs a Safety Committee

Each elementary, middle school, and high school with 11 or more employees is required to have a functioning site safety committee composed of employer and employee selected members. The committee is required to meet a minimum of four times throughout the year, with minutes taken at each meeting.

The purpose of the committee is to promote safety awareness in order to prevent accidents involving staff, students, and community members while on school grounds. In many locations, the building's emergency preparedness committee is also part of the safety committee.

## Join PTSA!

Please show your support for PTSA by joining your local school unit. PTSA provides assistance, equipment, service, and programs that make our schools a better place to learn and work. LWEA encourages you to become a member of this outstanding organization!

## FOR RENT

**Apartment** in Juanita area, ½ mile north of Juanita Beach. 1 bedroom, 1 bath, 930 sq ft. Private entrance, open floor plan. Shared laundry facilities on same floor. No smoking, no pets. \$1,650/month, security deposit flexible. References. Available now. Contact Inge Theisen at 425-823-5710 (leave name, phone #, and email address).

## WANTED

**After-school care** for 15 yr old boy w/ autism. He is high-functioning, well-behaved, & needs someone who can help him w/ homework, chores, & general engagement. Background w/ Sp Ed is desirable. Daily from 3-6 PM in Bellevue. Attractive pay. LaRee Ghassemi (Rose Hill MS) 425-820-0766 or lareegh@gmail.com.

## FOR SALE

**Piano** w/ bench, good condition. Perfect for lesson & practicing. Pictures available. \$275 OBO. Located in Sammamish. Lisa Lovin (McAuliffe) 425-417-6806.

## OPPORTUNITIES

Village Theatre in Issaquah is offering a **50% discount to educators for any performance of *Into the Woods*** during the first 2 weeks of the run (9/14-24). Call the Box Office at 425-392-2202 or visit online at VillageTheatre.org. Use the coupon code "EDUCATION."

Students can get 50% off tickets to any show at Village Theatre by arriving 30 minutes before the show starts and showing their student ID.



## How should I get my Update?

We get asked that question a lot so here is a simple explanation.

- 1) If you are a **certificated employee**, you will automatically receive your Update electronically via e-mail. If you didn't – please contact Sheila Hagerman for assistance.
- 2) If you are a **classified employee or administrator**, and you received your Update via e-mail last year, you will continue to receive the Update via e-mail.
- 3) **Classified employees or administrators** who have not previously received Updates electronically will need to contact Sheila Hagerman in the LWEA office to be added to the mailing list.

If you have new people in your building – please make sure they know how to access the Update. We'll be happy to include others in our mailing!

## 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](mailto: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](http://Lakewashingtonea.org)

[Facebook](#)

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## Calendar

- Sept. 11  
School Board Meeting
- Sept. 12  
Executive Committee
- Sept 19  
First Rep Assembly

