

## Ever wonder what the role of a building rep is?

Building reps are there to support you, listen to you, and advocate for you. Reps spend many hours volunteering to represent you, and LWEA could not function effectively without them. Next time you see your reps, give them a big thanks for all the work they do on your behalf.

Here are some things that building reps do:

- Help answer your questions about the contract.
- Work collaboratively to help resolve conflicts.
- Ensure that members receive communications from LWEA.
- Represent you at monthly LWEA building rep meetings.
- Hold LWEA building meetings in your building.
- Hold monthly labor-management meetings with your building administration to address building concerns.
- Attend meetings between members and administration when members request it.

Here are some things we ask building reps **not** to do, and instead contact the LWEA office for assistance:

- Participate in evaluation meetings of members, or represent members who have concerns over their evaluations.
- Represent members in employee discipline.
- Mediate significant conflict between individuals or members of a team.
- Solve problems for individuals anonymously without any participation by the individual in the resolution.

When an individual has a concern or an issue with administration, here's what we ask reps to do:

- Listen for understanding without passing judgment.
- Seek information and clarification by asking questions.
- Encourage the individual to address the concern directly with administration.
- Offer to accompany the individual in a meeting with administration if the person is uncomfortable going in alone. The role of the rep in this situation is to take notes, ask clarifying questions, and help the parties reach a collaborative resolution.



## In this issue

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## Did you know these things are in your contract?

- By October 1, the principal will seek input from interested staff regarding the building budget. Principals will distribute finalized copies of the building budget, including carryover, and will hold a meeting to discuss the final budget by November 15. (Section 10.10)
- The staff handbook at each building must contain a copy of the building's decision making model. (Section 10.12)
- Except during periods of inclement weather or an emergency, elementary teachers will not be assigned supervision of students before or after school or during the AM, PM, and noon recesses, or during the loading and unloading of buses. (Section 12.4.3)
- During periods of inclement weather when it becomes necessary to call a rainy day recess, buildings will have written procedures in place. Such procedures will attempt to minimize assigning teachers for supervision. (Section 12.4.4)
- Whenever an employee is asked by an administrator to cover a class because no substitute is available, the employee will be compensated at his/her hourly rate for any missed planning time. (Section 12.8)
- Each middle and high school building will receive 30 minutes per FTE classroom teacher per week of instructional assistant (IA) time. The building staff must decide each year how to allocate this time. (Section 13.3.2)
- A committee of teachers chosen by the staff will meet with the principal by October 1 to provide input regarding scheduling, duration, and content of staff meetings. This information will be shared with all staff. (Section 14.4)
- Staff meetings are most effectively used for discussion and decision-making regarding important educational issues. Whenever possible, routine information will be communicated electronically or by other appropriate means. (Section 14.4)
- Except for emergencies or exceptional circumstances, no more than an average of 2 hours per month will be scheduled for required staff meetings. (Section 14.4)

You can find the LWEA/LWSD contract on the LWEA [website](#) and the LWSD [portal](#).

*DON'T MISS  
THE DEADLINE!*

**The deadline to make changes to your medical plans is next Friday, September 29!  
To find more information regarding the medical plans, enrollment and change forms,  
cost estimators, and submission information—click [here](#)!**

## Need an attorney?

If you need a lawyer, WEA's Attorney Referral network provides WEA members with attorney services at a discounted hourly rate for personal legal matters (not employment related).

Participating attorneys will provide each member with two 30-minute consultations per school year (must deal with two different matters). This benefit allows you to discuss your problem with an attorney to determine whether you need additional legal services.

If you need additional services and your problem falls within any of the areas listed below, the attorney's fee will be discounted by 30%:

- Real estate matters
- Wills and estates
- Domestic relations
- Traffic violations

There are attorney groups on the Eastside and in Seattle. To obtain their names and numbers, contact [Sheila Hagerman](#) in the LWEA office, or on the WEA [website](#).

### 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

## 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.

## DACA Resources

The Trump administration is considering eliminating DACA, the Deferred Action for Childhood Arrivals program that provides hope and opportunity for immigrants brought to the US as children.

NEA has put together resources for action and awareness to support our members, students, and allies. We encourage you to share them with your members and post on your Facebook accounts:

[EdJustice/DACA](#) - directing folks on how to take action to #DefendDACA.

[DACA Resources](#) - a page that provides resources for educators to use in your classrooms.

## 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!

## Clarification on sick leave from last week's Update

In last week's Update, we wrote that you'll be deducted 3.75 hours of sick leave if you're out for half-a-day. Actually, you'll be deducted the exact number of hours you're gone from work. For example, if you're only gone for 2 hours, while your sub will be there for a half-day, your sick leave will only be charged 2 hours.

For elementary, you'll be charged 4 hours if you're gone all morning and 3.5 hours if you're gone all afternoon. The reverse is true for secondary---you'll be charged 3.5 hours for being gone all morning, and 4 hours for being gone all afternoon.

## FREE

Handcrafted solid wood **TV media center**, storage, pull-down desk, up to 55" TV, 3 individual sections. Left & right sections 27" W, middle section 34" W. 21.5" D x approx. 80" H. Very sturdy, good condition. Rita Rhinehart (Retired) 425-821-3466 or [rjrhinehart@comcast.net](mailto:rjrhinehart@comcast.net).

## FOR RENT

**Apartment** in my house, Juanita area, 2 bedrooms, 1 bath, large deck, dishwasher & W/D. \$1,750/month, heat/water/ garbage included. Lorrie Uribe (Frost) 425-820-6547.

## FOR SALE

Frigidaire **refrigerator**, like new, purchased 12/13, lightly used. White, top freezer, 30" W x 32" D x 69"H. Photos available. \$350 OBO – cash only. Susan Nelson (Substitute) 425-351-9054 or [heartathomesuz@msn.com](mailto:heartathomesuz@msn.com).

**Piano** w/ bench, good condition. Pictures available. New lower price, \$225 OBO. Located in Sammamish. Lisa Lovin (McAuliffe) 425-417-6806.

**Kidz Bop Tickets** (2) for Friday, 9/29 at 7 PM, at the Paramount. Includes prepaid parking. Paid \$120, happy to get \$60 OBO. Jarucia Jaycox (Keller) 425-218-3518 or [jarucia@gmail.com](mailto:jarucia@gmail.com).

## 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. 22**

First Day of Fall

**Sept. 29**

Open Enrollment Ends 4 PM

**Oct. 2**

School Board Meeting

**Oct. 3**

Executive Committee

**Oct. 5**

Newbie Nights (4:30-7 PM)  
LWEA Meeting Room

**Oct. 11-12**

Behavior Support for  
Challenging Students (4:30-  
7:30 PM)

## Professional Development for you!

LWEA is proud to sponsor a wide variety of professional development offerings that will take place throughout this school year. Here is a sampling of what's coming up this fall:

**Newbie Nights:** We're sponsoring 6 evening sessions designed for teachers with 6 or fewer years of teaching experience. You can attend one or all of them and we have clock hours available. [Use this link](#) for more information.

**Behavior Support for Challenging Students:** Participants will look at behavior plans for students who need extra support for social and emotional issues that trigger disruptive behaviors in both gen-ed classrooms and in more restrictive settings. [Use this link](#) for more information.

**PGP & PGE - the professional growth intersection:** Participants will receive hands-on instruction and will actually complete most of your professional growth plan right at the workshop. [Use this link](#) for more information.

**Taking Charge of your Future – Preretirement Seminar:** This 10-hour class has been specifically designed for those who are within 1-5 years of retirement. [Use this link](#) for more information.