

THEN

No extra pay for work outside of the school day

Pay your own professional expenses

Expectation to learn tech on your own time

No attract and retain incentive

No pay for working extra days

Inadequate state funding for schools

No personal (annual) leave

No early release for professional activities

Recess and bus duty for elementary teachers

150 minutes of planning time for elementary

No class size/caseload remedy money

No limits on class sizes or caseloads

No remedies for elementary specialists

No elementary counselors

No homeroom guidelines

No building decision-making process

No extra days for specialists

No labor-management process

NOW

24% add-on for responsibility

\$2,000 professional fund

\$2,000 tech stipend

\$500-\$9,000 bonus

Pay for 8 LEAP days

McCleary victory---billions more

3 days per year; can accrue up to 5

Early release every Wednesday

No recess or bus duty

250 minutes of planning time

Class size/caseload remedies

Class size and caseload limits

Remedies for specialists

1.0 FTE counselor in each building

Homeroom guidelines in contract

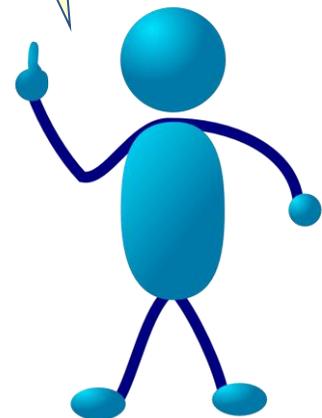
Building decision-making process

Extra days

Labor-management

Why Union?

Here's why!



In this issue

- Last call for dues (2)
- Special election soon (2)
- When problems come after you (2)
- Teaching equity (3)
- Shared leave is needed (3)
- Delegates to Spokane (3)

Last call!

If you're still working on your taxes, don't forget that you can deduct most (but not all) of your association dues from your income tax. The dues deduction amount for teachers is as follows:

.76 - 1.0 FTE	\$1,068.88
.51 - .75 FTE	\$ 934.60
.26 - .50 FTE	\$ 557.88
.1 - .25 FTE	\$ 382.76

Please remember that your 2017 dues for income tax purposes includes 8 months at the 2016-17 dues rate and 4 months at the 2017-18 dues rate.

If you changed FTE from last year, keep in mind that your dues amount will be different - you will need assistance in determining the correct dues amount.

If you have any questions, please contact [Sheila Hagerman](#) at the LWEA office.



When problems come after you

As an LWSD employee, you and your immediate family have access to the district's Employee Assistance Program, a confidential, professional assessment and referral program for anyone who might be having problems that affect their personal happiness, family relations, overall health, or job performance.

The LWSD has contracted with Bellevue Community Services to provide up to 6 face-to-face sessions, counseling and consultation sessions per school year. Call Bellevue Community Services at 425-454-0616 to make an appointment.

Nomination period opens on Thursday

LWEA is holding a special election for two vacant positions for next year's Executive Committee. If it seems like we did this already, you would be correct. Since the election (held in January) the Primary Rep - Elect notified us that her entire family would be moving to Texas at the end of this school year. In addition, the Vice President Elect has had to withdraw due to health issues.

We plan to run an electronic ballot in late April. Nominations will open at 9 AM on April 12 and close at 5 PM on April 17.

To nominate someone (or even yourself), contact [Sheila Hagerman](#) in the LWEA office.

Election Schedule

4/12	Nominations open
4/17	Nominations close
4/24	Candidates speak at Rep Assembly
4/25	Voting begins
5/2	Voting ends 5 PM

Nominations for LWEA Vice President and Exec Committee Primary Rep start 4/12 at 9 AM!

LWEA Office

10604 NE 38th Place, Suite 212
Kirkland, WA
425-822-3388

UniServ Rep: [Jennifer Silves](#)

Office Manager: [Sheila Hagerman](#)

Admin Assistant: [Terri Neely](#)

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

Teaching Equity Conference

Join fellow WEA members and future teachers (high school and college students) at a conference to learn about what equity looks like in today's classroom. The WEA Human & Civil Rights committee invites you to participate in the 10th Annual Teaching on Saturday, April 28, at Highline College in Des Moines. This year's conference focuses on creating culturally responsive classrooms where all thrive.

[Read about courses offered.](#)

This year's keynote speaker is Georgina Cecilia Perez, author of Unity framework: Critical Pedagogy Curriculum, and a member of the Texas State Board of Education.

WEA is part of a network of cross-sector collaborators promoting equity and pathways into education. The network helps current and future educators interested in exploring and learning about the profession with an equity lens.

Five clock hours and two meals (breakfast and lunch) are included in the \$40 registration fee for WEA members. There is no fee for high school and college students.

[Register for the conference here.](#)

LWEA will reimburse the registration fee to LWEA members who complete the course. Questions? Contact [Sheila Hagerman](#) in the LWEA office.

WEA Rep Assembly

Thirty-one LWEA delegates to the WEA RA will be heading to Spokane on April 19 to represent you at the annual business meeting for our state organization. We'll capture some of their impressions in the Update over the next weeks.

Please share – two need your help!

Chris Wolman, 4th grade teacher at Twain, is in need of shared sick leave.

Elizabeth Miles, library media specialist at Redmond Elementary, is still in need of additional sick leave after 2 surgeries.

If you have sick leave you can share, please fill out a onation form and send it to HR.

Private & home school evaluations

Did you know that Special Ed teachers and specialists (psychologists, SLP, OT, PT, VOM) who complete private and homeschool evaluations outside of their regular school day are compensated at their per diem rate for this extra time? Time sheets need to be submitted to the Special Ed Department office within 30 days of the completion of the evaluation.

WANTED

Roommate wanted: Male physician (35 yrs old) looking for M or F, to share 3-bedroom, furnished house on large corner lot of cul-de-sac in Finn Hill area. Room is 101 sq ft. Includes W/D, dishwasher, storage in garage. 5-minute walk to bus stop. Available now. Initial 3-month lease – then option for longer. \$750/month + ½ utilities & wireless (\$125/month). Contact Brian at 206-715-8572). (Kathleen McConaha, Retired).

Industry leading IT company **looking for temporary staff.** Customer service, service, manual labor, & at least 21 years old. Travel w/ expenses paid, \$200 a day. Call Jamie at 425-345-3438.

SERVICES

Notary Public of Washington state, specializing in foreign language documents (all languages). Available in Redmond. Contact Laurence Raybois at lraybois@comcast.net. (Mike Gulluly, RC).

FREE

Vintage, **upright piano.** You must pick up & haul. Pictures available. Anita Page (Retired) 360-794-4047.

FOR SALE

Natuzzi leather furniture, 4-piece set, black, excellent condition. Pictures available. Will sell pieces separately or as a set. Couch - \$250; Loveseat - \$175; Chair & ottoman - \$150 or all for \$495. Bob Veres (RC) 425-829-8016.



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

April 12

Nominations open 9 AM

April 16

School Board Meeting

April 17

Nominations close 5 PM

April 18-19

Culturally Responsive Classrooms (4:30-7:30 PM)

April 19-21

WEA RA in Spokane

April 24

Rep Assembly

April 27-28

Retirement Seminar