



NEWS UPDATE

APRIL 1, 2016

2016 Gold Star Award Winners Announced!

The 2016 Gold Star Award winners were announced last night at the annual **Gold Star Awards BASH!** Thank you to everyone who attended to help celebrate!



- Outstanding Classified Staff - **Ila Hewitt**, Global Connections
- Outstanding Teacher, **Heidi Jacobson-Beal**, Beverly Park
- Outstanding Volunteer, **Jill Mudge**, Gregory Heights
- Gold Star Rookie Teacher of the Year - **Meagan Fleming**, Parkside
- Outstanding Administrator, **Robin Lamoureux**, Parkside
- Outstanding Alumnus, **Monique Matheson**, Highline High School, Class of 1985/Vice President and Chief Talent and Diversity Officer ~ Nike (not pictured)

Family Medical Leave Act

Who Can Use FMLA Leave?

In order to take FMLA leave, you must first work for a covered employer. Generally, private employers with at least 50 employees are covered by the law. Private employers with fewer than 50 employees are not covered by the FMLA, but may be covered by state family and medical leave laws. Government agencies (including local, state and federal employers) and elementary and secondary schools are covered by the FMLA, regardless of the number of employees.

If you work for a covered employer, you need to meet additional criteria to be eligible to take FMLA leave. Not everyone who works for a covered employer is eligible.

First, you must have worked for your employer for at least 12 months. You do not have to have worked for 12 months in a row (so seasonal work counts), but generally if you have a break in service that lasted more than seven years, you cannot count the period of employment prior to the seven-year break.

Second, you must have worked for the employer for at least 1250 hours in the 12 months before you take leave. That works out to an average of about 24 hours per week over the course of a year.

Lastly, you must work at a location where the employer has at least 50 employees within 75 miles of your worksite. So even if your employer has more than 50 employees, if they are spread out and there are not 50 employees within 75 miles of where you work, you will not be eligible to take FMLA leave.

When Can I Use FMLA Leave?

If you work for an employer that is covered by the FMLA, and you are an eligible employee, you can take up to 12 weeks of FMLA leave in any 12-month period for a variety of reasons, including:

Serious Health Condition

You may take FMLA leave to care for your spouse, child or parent who has a serious health condition, or when you are unable to work because of your own serious health condition.

The most common serious health conditions that qualify for FMLA leave are:

- 1)** conditions requiring an overnight stay in a hospital or other medical care facility;
- 2)** conditions that incapacitate you or your family member (for example, unable to work or attend school) for more than three consecutive days and require ongoing medical treatment (either multiple appointments with a health care provider, or a single appointment and follow-up care such as prescription medication);
- 3)** chronic conditions that cause occasional periods when you or your family member are incapacitated and require treatment by a health care provider at least twice a year; and
- 4)** pregnancy (including prenatal medical appointments, incapacity due to morning sickness, and medically required bed rest).

For more information contact :

Gianna White
Retirement & Leave Specialist
206-631-3141

For forms click [here](#).

Information and News you need to know

Sparks 2016

"I had the pleasure of attending SPARKS 2016. The atmosphere was lovely, the people engaging, and the knowledge unlimited. All of the staff who hosted SPARKS were accommodating, and the information they shared enlightening. As a first year teacher, a contract, and the process behind developing the contract, can be mind-boggling and confusing. There are always the initial questions that one may have: How many vacation/sick days do we have? How do they work? What does overload look like for different positions? The overarching question: What are my rights as a teacher?"

The wonderful HEA members were able to make the process of understanding the contract much easier, scaffolding the contract and focusing on some of the most FAQs that a new staff member may have. Even though there was a plethora of information shared and was quite a bit to digest in one weekend, they were able to chunk the information and make going through the contract fun and entertaining. (Those are words I never thought I would use to describe going through a contract.)

Attending SPARKS was one of the best decisions I could have made as a first year teacher and HEA member. I would highly recommend attending if you have the chance because what you'll leave with is so much more than you go in with."

Nancy Shi

McMicken Heights



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Educators applaud Supreme Court decision to reaffirm collective bargaining

WEA president: strong unions benefit workers, families and the communities we serve

An equally divided U.S. Supreme Court today delivered its decision in *Friedrichs v. California Teachers Association*, affirming that public employers have a compelling interest in having strong and effective collective bargaining.

The 4-4 decision leaves intact the sound law of *Aboud v. Detroit Board of Education* that has been working for nearly four decades.

At issue in *Friedrichs* was whether non-union members could share the wages, benefits and protections negotiated in a collectively bargained contract without paying their fair share for the cost of those negotiations.

Calendar of Events

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| April 6 | School Board Meeting - ERAC
6pm |
| April 14 | Educator Forum 5pm - 8pm
Billy Baroo's at Foster Golf Course |
| April 15—16 | Pre-Retirement Seminar - Rainier UnioiServ
575 Andover Park West, Suite 205
Tukwila, WA 98188 |
| April 20 | School Board Meeting - Madrona
6pm |
| April 18-22 | HEA Executive Board Election \ Voting |
| April 21 | HEA Executive Board Meeting |