

SALARY REOPENER - TENTATIVE AGREEMENT

June 5, 2018

1. 2018-19 salary schedule with a total compensation range of \$55,699 to \$112,957:
 - Base salary for 180 days, inclusive of 18% regionalization
 - 4.5% of base salary for Responsibility Contract
 - \$1,300 Tech Responsibility Contract
 - 8 LEAP days (5 in August, 3 during school year)
 - \$2,000 Professional Fund
 - \$1,000 Attract and Retain Incentive at Step 21
 - \$5,000 Attract and Retain Incentive at Step 25
2. Professional Fund for non-salary reimbursement only, includes reimbursement for instructional materials, workshops, conference fees, tuition, and membership in non-required professional educational organizations.
3. Outside experience credit for placement on the salary schedule for ESA experience that required licensure/certification as a condition of employment, excluding self-employment. Verification of employment is required to receive credit. ESAs for the purposes of this section shall be limited to SLPs, OTs, PTs, psychologists, and vision specialists.
4. New "Timecard Rate" of \$50 per hour for any hourly work paid on a time card, such as loss of planning, curriculum work, workshops, trainings, WaKIDS, elementary conference pay, etc. "Timecard Rate" replaces Curriculum Rate of \$40. (Staff who receive extra days in their contract will continue to be paid at their own daily per diem rate.)
5. State-determined inflationary adjustment on base for 2019-20 (projected to be 1.9%).
6. State-determined inflationary adjustment on base for 2020-21, unless Lake Washington's ranking among its 12 comparable school districts (12 districts used for the 2017-21 negotiations) falls below 3rd place in any of these categories:
 - BA+0, MA+10, or Non-Doctorate Schedule Max.If ranking drops below 3rd in one or more categories, then LWSD guarantees a 4% base salary increase (inclusive of any state inflationary adjustment). Any locally-funded increase above the state percentage increase shall be added to the Responsibility Contract.
7. Increase substitute rate of pay to \$180 per day (\$205 per day for retired LWSD teachers) and continue the \$25 per-day super-rate addition for Fridays. Continue the current bonus program. Sub rates will increase by the state-determined inflationary adjustment for 2019-20 and 2020-21.
8. Increase represented stipend rates by the state-determined inflationary adjustment for 2018-19 (3.1%), 2019-20, and 2020-21.
9. An earned doctorate will receive a stipend of .10 of the total base salary for Step A-0.

For the Association:

Kevin M. Treacy

Dated:

6-5-18

For the District:

[Signature]

Dated:

6-5-18