



Update

September 26, 2018

Déjà vu, you're getting a nice raise on Friday!

Thanks to the hard work of LWEA members who doorbelled, phone banked, and lobbied on behalf of fully funding the Supreme Court's McCleary decision over the past 10 years, **LWEA members will enjoy a double digit pay increase for the second year in a row!** Congratulations, you've earned it!

The salary for beginning teachers in Lake Washington is now \$55,699 with the top non-PhD teacher salary reaching \$112,957. Teachers holding PhD credentials receive an additional \$4,810 for a total of \$117,767. Click here to see the 2018-19 salary schedule.

Please note that new LWEA/LWSD agreement ends the use of both Per-diem and Curriculum rates. All extra hours are now paid at the new "timecard rate" of \$50/hr. However, extra days specified as part of your contract such as those worked by Counselors, TOSAs, Special Education teachers, and several other positions are still paid according to the salary schedule.

It's very important for you to get into the habit of verifying the accuracy of your paycheck each month.

- Determine if your placement on the salary schedule for years of experience is correct.** Placement is based on completed years, not the year of teaching that you're currently in. For example, if you're in your 7th year of teaching, you have completed 6 years of teaching. Therefore, you should be placed on Column 6 of the salary schedule. (Keep in mind that if you've worked part-time during your career, each partial FTE is added up to create your experience level. For example, $.6 + .7 = 1.3$ years of experience, which is rounded to 1.0 years of experience for salary placement purposes.)
- Determine if your educational lane on the salary schedule is correct.** You can go on the portal to Employee Access and find all the classes and credits HR has on record for you. Click on "Personal Information," then "Prof Development" to see this list. Check to see if these credits and classes coincide with the records you have. Also check "Lane/Step History" to see where HR has you placed.
 - Lane A is for those who have a BA and have accrued fewer than 45 credits after receiving their BA.
 - Lane B is for those who have a BA plus at least 45 credits beyond their BA, but fewer than 90 credits beyond.
 - Lane C is for those who have either a Master's or a BA plus at least 90 credits earned after their BA.
 - Lane D is for those who have a Master's plus at least 45 more credits. (These additional 45 credits can be earned prior to the Master's degree to count towards MA+45.) Lane D is also for grandfathered employees who have a BA plus at least 135 credits beyond.

Educational advancements will not start until the October 31 paycheck, retroactive to September 1.

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3. **Locate your cell (the intersection of completed years of experience and educational lane) on the 2018-19 salary schedule.**
4. **Check the accuracy of your basic salary:**
 - TEACHER should be your Base Salary divided by 12.
 - LEAP DAYS should be the LEAP Day amount divided by 12.
 - RESPONSIBILITY should be the Responsibility amount divided by 12.
 - TECH RESP should be \$108.33 regardless of your FTE.
5. **Check anything else that you might have on your check.** Examples are extra hours worked, stipends, remedy funds, etc. Keep independent records of each of these so that you can compare your paychecks with your records each month.
 - Your daily rate is your base salary divided by 180.
 - Your hourly rate is your daily rate divided by 7.5.
6. **Keep track of your sick leave and annual leave that you take, and compare your balances with the balance listed on the portal in Employee Access.** Employee Access records these in hours; each full day is worth 7.5 hours.
7. **“Deductions” on your paycheck are things you pay.** Compare these month-by-month to see if there are any big changes. These should tend to be relatively stable, with the exception of months in which you receive a larger than normal check (e.g. July’s National Board bonus). Your October 31 check will be the first check to reflect the new deduction for medical benefits.
8. **“Benefits” on your paycheck are things the school district pays.**



Keep in mind that activity stipends do not start until November 30 and will be paid over 10 months.

Did my dues increase?

When you look at your paycheck, you’ll probably notice that your dues went up a little from last month. Here is the breakdown that explains how your dues are distributed – here is a sample of a 1.0 FTE member paying \$92.84 per month:

NEA	\$16.00
WEA	\$35.92
LWEA	\$30.00
Program	\$ 4.75
Direct Service Local	\$ 5.17
Community Outreach	\$ 1.00

A highlighted category means there was a small increase in the dues amount.

When problems come after you

As an LWSD employee, you and your immediate family have access to the district’s Employee Assistance Program. This program is a confidential, professional assessment and referral program that is provided 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 six face-to-face sessions, counseling and consultation sessions per school year. Participation is entirely voluntary and confidential, and neither the District nor your coworkers will have any knowledge of your request for help.

If you could use some assistance, call Bellevue Community Services at 425-454-0616 for an appointment.

LWEA Office

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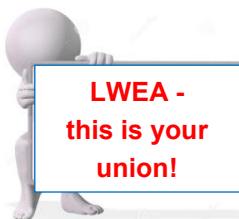
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425-936-2570

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[Maryziel Galarpe](#)
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Contact information for Benefit Questions

Last week, we offered a list of contact people that could help you with benefits questions. Since we published it, we've found out that some of the contacts were not the best choice to get your answers as fast as you needed them. So here is the most up-to-date list – please use this in your search for answers to your questions.

Many benefit questions can be answered with information located on the staff portal.

Click [here](#) to find information on:

- Your current medical plan
- Paycheck deduction amounts
- Benefit estimators
- Forms

For an overview on leaves click [here](#). Scroll down to Related Documents and click on [Human Resources -Overview and Leaves](#). The [leave process document will give you information and instructions for all leaves](#).

If you cannot find the answers to your benefit questions on the staff portal, please send to askpayroll@lwsd.org

If you have questions regarding your medical coverage, billing or prescriptions please contact:

- Kaiser Permanente customer service 1-888-901-4635
- Premera customer service 1-800-932-9221

If you called customer service and you feel that your issue was not resolved or if you need further assistance, contact Christine Pearson at The Partners Group (425-285-2313 or cpearson@tpgrp.com).

Don't miss this deadline!

The deadline to make changes to your medical plan is 4 PM on Friday, September 28! To find more information regarding the medical plans, enrollment and change forms, cost estimators, and submission information—click [here](#)!



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](mailto:Sheila.Hagerman@lwea.org) in the LWEA office.

All ads are subject to the approval of the LWEA Executive Committee and may be edited for length.



Sept. 28

Deadline for benefit enrollment or changes

Oct. 1

School Board Meeting

Oct. 2

Executive Committee

Oct. 6

Door Belling Event

Oct. 15-16

Elem Conferences – ½ Day

Oct. 18

Elem Conferences – ½ Day

Oct. 19

LEAP Day

FREE

Smooth CE7.4 **elliptical trainer**, about 10 years old. Works perfectly, includes owner's manual. This is large elliptical trainer, similar to the size at your gym. You must pick up - you'll need a truck or large vehicle to move it. Karen Bielitz (Mann EI) kbielitz@gmail.com or 425-868-6675.

FOR SALE

2005 **Buick LeSabre**, excellent condition, clean record. Well maintained, smoothest ride ever, 78,950 miles. Pictures available. \$5,300. Paul Blair (Retired) 425-488-8891.

Wireless phone discounts

You can access wireless phone service discounts and save your family money. The participating companies are:

- T-Mobile – 15% discount
- AT&T – 15% discount
- Sprint – 19% discount
- Verizon – 18% discount

To get more information – use this link to access the LWSD Portal [Payroll and Benefits](#).

Newbie Nights – a professional development series for newer teacher – check [this](#) out!

Lake Washington Education Association

Newbie Nights

A professional development series for newer teachers

October 25, 2018 (4:30 - 7:00 PM)

Recipe for Success: How to put the right ingredients together for a successful year!

Our introductory session this year will include a panel of experienced classroom teachers who will be available to share strategies and techniques for the classroom. From engaging reluctant learners to navigating the challenges of new curriculum, these colleagues will answer your questions and help you build a support system for a successful year.

We are working on exciting topics for our future sessions. Look for more about these sessions and other professional development opportunities in the Update (the weekly LWEA newsletter) and on the LWEA website (lakewashingtonlea.org).

Save these dates:

- November 29
- January 24
- February 28
- March 28

To register: Contact
Tern Neely at LWEA
(terneely@lwea.org)
or at 425-822-3386.

Lake Washington
Education Association
10004 NE 38th Place, Ste 212
Kirkland, WA 98033

Earn clock hours or credit while you attend these sessions!
Clock hours will be provided to all LWEA and WEA members who attend at least two sessions. Individuals interested and committed to at least four sessions can receive one college credit through Seattle Pacific University. More information will be available at each session.