



UPDATE

Lake Washington Education Association

September 28, 2016

Good news---you're getting a raise this month!

Last spring we negotiated a salary increase for all LWEA members that will go into effect with your September 30 paycheck. Here's where you'll find that raise:

- 1.8% from the state, added to the base salary.
- 2% raise on the base salary, added to the responsibility contract, which raises the responsibility contract from 13% to 15% of the base contract.
- An annual increase of \$500 for Attract and Retain in each cell, with the exception of Cell 25+ raised from \$6,200 to \$9,000.

Our new pay range is \$47,042 to \$90,186, moving us into the group of very few school districts with a \$90,000 top salary.

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

1. 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.)

2. 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 less 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 less 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.](#)

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

*Kevin Teeley,
President*

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3. Locate the current salary schedule on our [website](http://lakewashingtonea.org) at (lakewashingtonea.org) and find your cell (the intersection of completed years of experience and educational lane).
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 \$116.67 regardless of your FTE.
 - WORKLOAD STP should be \$41.67 if you're a 1.0 FTE employee.
5. Check the accuracy of your Attract and Retain bonus:
 - INCENTIVE is your Attract and Retain bonus divided by 12.
 - Attract and Retain is based on total years of experience the district has on record for you, not just your years in Lake Washington. You can verify what HR has on record for you by checking "Lane/Step History" in Employee Access under "Personal Information." "Step" is your years of experience placement on the salary schedule.
6. 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.Keep in mind that activity stipends and the special education IEP stipend do not start until November 30 and will be paid over 10 months.
7. 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 hours.
8. "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. November's \$2,000 professional fund). [Your October 31 check will be the first check to reflect the new deduction for medical benefits.](#)
9. "Benefits" on your paycheck are things the school district pays.

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 – 18% discount

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



LWEA Office

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UniServ Rep: [Jennifer Silves](#)

Admin Assistant: [Sheila Hagerman](#)

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Intermediate Rep:

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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

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.

Human & Civil Rights Leadership Conference

Join fellow WEA educators and members of color at the 2016 Human and Civil Rights Leadership Conference. This conference is a collaborative effort to help current and future educators with issues of cross-cultural competency, social justice, and educational equity within the institutions that serve our state's students. This event is open to all WEA members.

This year's conference will be held at the Four Points Sheraton Hotel in Des Moines, on November 18-19. On Friday, the program starts at 5 PM with a keynote speaker and dinner. On Saturday, participants will continue with full day sessions from 8 AM to 3:30 PM (and will include breakfast and lunch).

Nine clock hours and meals are included in the registration.

Registration closes soon so if you are interested in attending, please contact [Sheila Hagerman](#) in the LWEA office. LWEA will pay for the \$50 registration fee.

Please share sick leave

[David Jacobson](#), Associate Director of HR currently on leave while he deals with multiple serious medical issues, is in need to shared sick leave. He has now completed six rounds of chemo and physical therapy. He was able to return home but is faced with frequent doctor appointments and tests. Now that the chemo-therapy is completed, his broken femur and spinal fracture are beginning to heal.

David remains paralyzed from the chest down and requires 24-hour care. His wife is on leave from her position in order to provide his support.

Recently, a new scan has revealed a suspicious mass in his pelvis. In addition to monitoring and assessing this mass, David's doctors are now determining the next best steps for his treatment.

David is maintaining his optimism and is hopeful that he will get through this difficult time and return to the activities he misses and loves. Please keep David and his family in your thoughts and prayers.

Looking for a 2016-17 LWEA Salary Schedule? You can always find it on the LWEA [website](#) (www.lakewashingtonea.org) or the LWSD Staff [Portal](#) (look in the

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VACATIONS

Timeshare at the Kona Coast Resort: 7 nights/8 days (Friday to Friday) next spring or summer. Fabulous location on Hawaii, very close view of ocean, top-notch golf courses. 1 bedroom, sleeps 4, 2 full bathrooms, full kitchen, laundry facilities in unit. Great activities at the resort. Contact me for availability. Michael Chapin (Rose Hill MS) 425-885-7346 or musichapins@gmail.com.

SERVICES

Questions about your retirement, social security benefits, or state retirement plan? Utilize a knowledgeable & experienced financial professional to help you better understand your pensions, 403(b)s, 401(k)s, & IRA's. Contact Sean Tennis, Senior Associate with Foresters Financial, 206-204-3066, ext 403, or sean.tennis@foresters.com. (Brigitte Tennis, Stella Schola).

FOR SALE

All natural local beef by the half or whole. 3 younger (tender) steers ready this fall, finished on local hay & whiskey mash. \$3.50/lb hanging weight, no slaughter fee. You pay cut & wrap to the butcher. Call Josh at 425-445-0404. (Jill Johnson, LWHS).

Kenmore **washer & dryer**, white. 1.5 yrs old, great condition. Pictures available. Retails for \$1,000, sell for \$500. Meredith Nappa (Juanita Elem) 315-439-3057.

Professional development

Looking for professional development? LWEA is offering a wide variety of classes to choose from—check it out on the LWEA [website](#).

The latest classes added:

- Evidence and Artifacts in your Evaluation
- PGP & PGE: The professional growth intersection
- Retirement Seminar: Designed for teachers within 5 years of retirement.

Meet the candidates!

You are invited to attend a community forum to meet the candidates of the 45th and 48th legislative district and learn about their views on education issues. This event is co-sponsored by the LW PTSA Council and the Bellevue PTSA Council.

Date: Wednesday, October 5, 2016

Place: Redmond High School Performing Arts Center
17272 NE 104th Street, Redmond, 98052

Time: 7-8:30 PM

Learn where the candidates stand and how they will advocate for our students.

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.

LWEA Website

Lakewashingtonea.org

[Facebook](#)

Calendar

Sept. 23

Bargaining Input Mtgs
Sec Counselors—2:45 PM
Elem Counselors— 4:30 PM

Oct. 4

Executive Committee

Oct. 5

Evidence & Artifacts Class
4:15—7:15 PM

Oct. 6

Newbie Nights (4:30-7 PM)

Oct. 10

PGP & PGE 1st session for elementary (4:15 PM)

Oct. 17

PGP & PGE 1st session for secondary (3:30 PM)