

Pay and Benefits FAQ

This situation around COVID-19 continues to evolve and we want to ensure guidance with the information we have on hand. We will continue to update this FAQ as appropriate.

If you want to receive timely updates, please text LWEAINFO to 41-411. We currently have over half our membership on this text line. Help us get to 100% of our members on this text line. Sign up today!

Please see our website for all our past communications: [LWEA COVID 19 Info](#)

The term “teacher” or “staff” used in this FAQ refers to staff represented by the LWEA in the bargaining unit as defined in the Recognition Clause of the LWEA-LWSD Collective Bargaining Agreement.

1. Will the school closure affect our pay, even if it extends through the end of the school year?

Your pay should remain the same during the closure; this includes stipends and overage remedies. No one should have a loss of pay as a result of the closure.

- Questions about your pay should be sent to askpayroll@lwsd.org
- Please see “Pay” portion of a previous update that clarified this: [March 5 COVID message to LWEA membership](#).

2. Will I become benefit ineligible during the closure?

You will maintain benefits. See LOU.

- Governor J. Inslee signed a bill that guarantees benefits for staff.
- From WEA: *“During the COVID-19 state of emergency, school employees who were eligible for SEBB at the beginning of the emergency (Feb. 29) will maintain their SEBB eligibility...When regular school operations resume, SEBB eligibility will remain if the employee returns to the same schedule or if their new schedule would have resulted in 630 hours had it been in effect for the entire year. HCA has noted that if school employees access unemployment benefits after being put on standby by their district, that act alone will not end their benefit eligibility. In other words, usage of unemployment benefits will not be considered a termination of employment. We are not expecting many school employees to be placed on standby, but this clarification may be useful for substitutes or other intermittent workers.”*
- LWSD is not considering putting any LWEA members on standby at this time.

3. Will the district be extending the September 30th deadline for credits/clock hours for salary advancement?

The September 30 deadline cannot be extended because the district has to turn in credit/clock hour information to the state by October 1 in order to receive its allocation and comply with OSPI requirements. The state has not changed the October 1 deadline.

- If you are interested in completing the [Wednesday LEAP Course](#) for clock hours, please review the Professional Learning Digest sent by Stephen Bryant on April 30, 2020, for details on how to end the course and receive clock hours.
- WEA is offering [PD online](#) now: <https://www.washingtonea.org/pd/certification-licensure/>