

**Tentative Agreement regarding the Collective Bargaining Agreement**

**between**

**Lake Washington School District #414**

**and**

**Lake Washington Education Association**

1. Duration: Article 32

**ARTICLE 32 DURATION OF AGREEMENT AND REOPENING**

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**Section 32.1 Duration**

This Agreement is a collective bargaining agreement which becomes effective August 11, 2017 2021 and which will continue in full force and effect until August 10, 2023.

~~**Section 32.2 Reopener**~~

~~This contract will be reopened for negotiations on compensation only. Such negotiations will only impact the last three (3) years of the contract.~~

**Section 32.3 Contingent Re-openers**

Either party may reopen the contract for the following reasons:

- A. In the event the State or Federal Government:
  1. Appropriates or decreases funds for wages, benefits, working conditions, or significantly changes funding.
  2. Authorizes additional or decreases local levy authority specifically for the purpose of granting increased or decreased compensation, benefits and/or supplemental benefits for employees covered by this agreement, this Agreement shall be re-opened to bargain such additional allocation(s) as may be available to the district for the following contract year.

2. **Title Page:** Collective Bargaining Agreement between Lake Washington School District #414 and Lake Washington Education Association

August 11, 2021 – August 10, 2023


3. The parties agree to meet prior to August 15, 2021, to share edits of dates and of Article 20 and Article 22 language as necessary prior to the finalizing and printing of a new Collective Bargaining Agreement.
4. The parties agree to the 2021-2022 salary schedule attached and signed.
  - a. Substitute rates will increase by the state determined inflationary adjustment (IPD) for 2021-2022 (2%).
  - b. Represented stipend rates will increase by the state determined inflationary adjustment (IPD) for 2021-22 (2%).

5. The parties agree that for 2022-2023 school year, the salary schedule will increase by the state determined inflationary adjustment (IPD) added to base pay.
  - a. Substitute rates will increase by the state determined inflationary adjustment (IPD) for 2022-2023.
  - b. Represented stipend rates will increase by the state determined inflationary adjustment (IPD) for 2022-2023.
6. The parties agree that those LWEA members who presently fall into the BA 0 at 25+ years of experience column will receive a salary of 72,035 plus a 2% IPD increase to total pay. That new amount will remain unchanged until BA 0 Step 16 exceeds that total.
7. The parties agree that those LWEA members who presently fall into the BA 45 at 25+ years of experience column will receive a salary of 87, 823 plus a 2% IPD increase to total pay. That new amount will remain unchanged until BA 45 Step 16 exceeds that total.
8. The parties agree that all LOU's created in reaction to the Covid pandemic are hereby expired.
9. The parties agree that the 2021-22 calendar was ratified prior to this agreement.
10. The parties agree to the 2022-23 and 2023-24 school calendars as presented and signed.

**Tentative Agreement Effective**

**June 22, 2021**

**Lake Washington Education  
Association Bargaining Team**



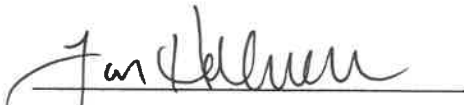
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President Howard Mawhinney

**Signed by administrators**

**June 22, 2021**

**Lake Washington School District NO.  
414**



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Superintendent Dr. Jon Holmen

Lake Washington School District  
LWEA Compensation Schedule  
2021-22 DRAFT

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>BA</b>																	
Base Salary (180 days)	53,219	54,266	55,332	56,425	57,537	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670
LEAP Days (8 days)	2,365	2,412	2,459	2,508	2,557	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608
Responsibility	5,162	5,264	5,367	5,473	5,581	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691
Attract and Retain	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Technology	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300
<b>Total</b>	64,046	65,242	66,458	67,706	68,975	70,269	70,269	70,269	70,269	70,269	70,269	70,269	70,269	70,269	70,269	70,269	70,269
<b>BA + 45</b>																	
Base Salary (180 days)	55,460	57,017	58,614	60,258	61,947	63,688	65,474	67,312	69,200	71,140	73,135	73,135	73,135	73,135	73,135	73,135	73,135
LEAP Days (8 days)	2,465	2,534	2,605	2,678	2,753	2,831	2,910	2,992	3,076	3,162	3,250	3,250	3,250	3,250	3,250	3,250	3,250
Responsibility	5,380	5,531	5,686	5,845	6,009	6,178	6,351	6,529	6,712	6,901	7,094	7,094	7,094	7,094	7,094	7,094	7,094
Attract and Retain	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Technology	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300
<b>Total</b>	66,605	68,382	70,205	72,081	74,009	75,997	78,035	80,133	82,288	84,503	86,779	86,779	86,779	86,779	86,779	86,779	86,779
<b>MA / BA+90</b>																	
Base Salary (180 days)	60,258	62,014	63,820	65,678	67,587	69,552	71,578	73,661	75,805	78,010	80,281	82,618	85,022	87,498	90,045	92,663	95,358
LEAP Days (8 days)	2,678	2,756	2,836	2,919	3,004	3,091	3,181	3,274	3,369	3,467	3,568	3,672	3,779	3,889	4,002	4,118	4,238
Responsibility	5,845	6,015	6,191	6,371	6,556	6,747	6,943	7,145	7,353	7,567	7,787	8,014	8,247	8,487	8,734	8,988	9,250
Attract and Retain	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Technology	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300
<b>Total</b>	72,081	74,085	76,147	78,268	80,447	82,690	85,002	87,380	89,827	92,344	95,436	98,104	100,848	103,674	106,581	109,569	115,146
<b>MA+45 / BA+135*</b>																	
Base Salary (180 days)	65,474	67,327	69,231	71,191	73,207	75,279	77,407	79,597	81,848	84,165	86,549	88,998	91,515	94,102	96,767	99,508	102,325
LEAP Days (8 days)	2,910	2,992	3,077	3,164	3,254	3,346	3,440	3,538	3,638	3,741	3,847	3,955	4,067	4,182	4,301	4,423	4,548
Responsibility	6,351	6,531	6,715	6,906	7,101	7,302	7,508	7,721	7,939	8,164	8,395	8,633	8,877	9,128	9,386	9,652	9,926
Attract and Retain	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Technology	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300	1,300
<b>Total</b>	78,035	80,150	82,323	84,561	86,862	89,227	91,655	94,156	96,725	99,370	102,591	105,386	108,259	111,212	114,254	117,383	123,099

\* Placement of teachers on the salary schedule shall be according to their years of experience and education

\* For an earned doctorate stipend add (\$5,104)

\* Rates are based on 1.0 FTE

\* It is not possible to achieve this level for a BA+135 as of 9/94

**Explanation of Days/Responsibility**

Base Student Days (180): Days in which students are in school.

LEAP Days (8): Five days are scheduled in the building prior to school opening. Three days are scheduled into the school calendar.

Responsibility Contract: Defined as professional duties worked outside of the regular workday (Section 9.3).

**Additional Compensation:**

Incentive for Attracting and Retaining Teachers: An additional amount will be paid based on above schedules. Prorated based on FTE.

Technology Skill Application and Integration: An additional \$1,300 stipend will be paid for acquiring, applying and integrating technology skills. This amount is paid regardless of FTE and

prorated for late hires/leaves. Payment will be made in November.

Time Card Hourly Rate: \$50

Handwritten signatures and dates: 6/22/2021, 6/22/2021, and a circled signature.

# Lake Washington School District | 2022-23 Calendar TENTATIVE



## August 2022

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29*	30*	31*			

## September 2022

S	M	T	W	Th	F	S
				1*	2*	3
4	5	6*	7*	8*	9*	10
11	12	13*	14*	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## October 2022

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17*	18*	19	20*	21	22
23	24	25	26	27	28	29
30	31					

## November 2022

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8*	9	10	11	12
13	14	15*	16	17	18	19
20	21	22	23*	24	25	26
27	28	29	30			

## December 2022

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## January 2023

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18*	19	20	21
22	23	24*	25	26*	27*	28
29	30	31				

## February 2023

S	M	T	W	Th	F	S
			1	2	3*	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

## March 2023

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## April 2023

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7*	8
9	10	11	12	13	14	15
16	17	18	19	20	21*	22
23	24	25	26	27	28	29
30						

## May 2023

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## June 2023

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14*	15	16	17
18	19*	20	21	22*	23*	24
25	26	27	28	29	30	

## July 2023

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## Important Dates

**Aug. 29-Sept. 2** LEAP Days  
**Sept. 5** No School - Labor Day  
**Sept. 6** First Day of School (grades 1-12)  
**Sept. 6-8** Kindergarten Family Connections  
**Sept. 9** First Day of School for Kindergarten  
**Sept. 13** First Day of Preschool  
**Sept. 14** 1.5 hrs. early release schedule begins  
**Oct. 17-18, 20** Half-Day Elementary Conferences  
**Oct. 21** No school - LEAP Day  
**Nov. 8** Last Day 1st Quarter (Secondary)  
**Nov. 11** No school - Veterans Day  
**Nov. 15** Secondary Grades Due  
**Nov. 23** Half Day  
**Nov. 24-25** No school - Thanksgiving Vacation  
**Dec. 19-Jan. 2** Winter Break  
**Jan. 16** No school - MLK Jr. Day  
**Jan. 18** Elementary Grades Due  
**Jan. 24, 26-27** Half-Day Elementary Conferences

**Jan. 27** Last Day 1st Semester (Secondary)  
**Feb. 3** Secondary Grades Due  
**Feb. 16-17** No school - Mid-Winter Break  
**Feb. 20** No school - Presidents Day  
**March 10** No school - LEAP Day  
**April 7** Last Day 3rd Quarter (Secondary)  
**April 10-14** No school - Spring Break  
**April 21** Secondary Grades Due  
**May 26** No school - LEAP Day  
**May 29** No school - Memorial Day  
**May 30** Snow Make-up Day  
**June 14** Elementary Grades Due  
**June 19** Juneteenth  
**June 22 or 23** Half-Day - Last Day of School (Last Day is Subject to Change)  
 Last Day 2nd Semester (Secondary)  
 Secondary Grades Due

### Key

No School   
  Half Day   
  First/Last Day

\* Check Important Dates Section

**Wednesday schedule:**  
**1.5 hrs. early release for students**  
 LEAP=Learning Enhancement Academic Planning

**Calendar is subject to change.**  
**School year may be extended due to inclement weather.**

Updated 6/22/21

[Signature] 6/22/2021  
 [Signature] 6/22/2021

# Lake Washington School District | 2023-24 Calendar TENTATIVE



## August 2023

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28*	29*	30*	31*		

## September 2023

S	M	T	W	Th	F	S
					1*	2
3	4	5*	6*	7*	8*	9
10	11	12*	13*	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## October 2023

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16*	17*	18	19*	20	21
22	23	24	25	26	27	28
29	30	31				

## November 2023

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7*	8	9	10	11
12	13	14*	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## December 2023

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## January 2024

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23*	24	25*	26*	27
28	29	30	31			

## February 2024

S	M	T	W	Th	F	S
				1	2*	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## March 2024

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## April 2024

S	M	T	W	Th	F	S
	1	2	3	4	5*	6
7	8	9	10	11	12	13
14	15	16	17	18	19*	20
21	22	23	24	25	26	27
28	29	30				

## May 2024

S	M	T	W	Th	F	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
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## June 2024

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2	3	4	5	6	7	8
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16	17	18	19*	20*	21*	22
23	24	25	26	27	28	29
30						

## July 2024

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## Important Dates

Aug. 28-Sept. 1 LEAP Days  
 Sept. 4 No school - Labor Day  
 Sept. 5 First Day of School (grades 1-12)  
 Sept. 5-7 Kindergarten Family Connections  
 Sept. 8 First Day of School for Kindergarten  
 Sept. 12 First Day of Preschool  
 Sept. 13 1.5 hrs. early release schedule begins  
 Oct. 16-17, 19 Half-Day Elementary Conferences  
 Oct. 20 No school - LEAP Day  
 Nov. 7 Last Day 1st Quarter (Secondary)  
 Nov. 10 No school - Veterans Day (Observed)  
 Nov. 14 Secondary Grades Due  
 Nov. 22 Half Day  
 Nov. 23-24 No school - Thanksgiving Vacation  
 Dec. 18-Jan. 1 Winter Break  
 Jan. 15 No school - MLK Jr. Day  
 Jan. 17 Elementary Grades Due  
 Jan. 23, 25-26 Half-Day Elementary Conferences

Jan. 26 Last Day 1st Semester (Secondary)  
 Feb. 2 Secondary Grades Due  
 Feb. 15-16 No school - Mid-Winter Break  
 Feb. 19 No school - Presidents Day  
 March 8 No school - LEAP Day  
 April 5 Last Day 3rd Quarter (Secondary)  
 April 8-12 No school - Spring Break  
 April 19 Secondary Grades Due  
 May 24 No school - LEAP Day  
 May 27 No school - Memorial Day  
 May 28 Snow Make-up Day  
 June 13 Elementary Grades Due  
 June 19 Juneteenth  
 June 20 or 21 Half-Day - Last Day of School (Last Day is Subject to Change)  
 Last Day 2nd Semester (Secondary)  
 Secondary Grades Due

**Key**

No School   
  Half Day   
  First/Last Day

\* Check Important Dates Section

**Wednesday schedule:**  
 1.5 hrs. early release for students  
 LEAP=Learning Enhancement Academic Planning  
**Calendar is subject to change.**  
**School year may be extended due to inclement weather.**

Updated 6/11/21

JPA 6/22/2021  
 [Signature] 6/22/2021