



UPDATE

Lake Washington Education Association

September 27, 2017

You're getting a nice raise on Friday!

Last spring, we negotiated a significant (12%) base salary increase for all LWEA members that will go into effect with this Friday's paycheck. The salary for beginning teachers in Lake Washington is now \$51,426, with the top teacher salary reaching \$98,050. The salary increase ranges from \$4,384 to \$7,864, not counting education or experience advancements. Some of our members who are advancing on the salary schedule will see increases of \$15,000 or more.

(Please note: In June, as a placeholder while we awaited legislative action, the guaranteed 12% increase on the base salary was added to the Responsibility Contract. During the summer, the legislature granted a 2.3% cost-of-living increase. As a result, we moved an equivalent dollar amount from the Responsibility Contract to the base salary. The overall total compensation approved by LWEA members in June remains the same, however.)

[Click here to see the 2017-18 salary schedule.](#)

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

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*Kevin Teeley,
President*

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 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.

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- 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.

3. Locate your cell (the intersection of completed years of experience and educational lane) on the 2017-18 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 \$166.67 regardless of your FTE.
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 7.5.
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 7.5 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 – 19% discount
- Verizon – 18% discount

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



LWEA Office

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425-936-2570

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LWEA Office:

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Married/partnered to another LWEA member?

If so, you may want to take advantage of a new provision we negotiated in our contract. LWEA members who are married to or in a registered domestic partnership with another LWEA member can combine their medical benefits allocation, plus their pooling dollars, to cover themselves on one medical plan for the entire family (vs. covering themselves individually on separate plans).

This option may save you out-of-paycheck costs each month, so it's definitely worth checking out. You can find the form at this [link](#). The deadline for choosing this option is September 29.

Don't miss this deadline!

The deadline to make changes to your medical plans is Friday, September 29! To find more information regarding the medical plans, enrollment and change forms, cost estimators, and submission information—click [here](#)!

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.

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 \$90.28 per month:

NEA	\$15.75	Community Outreach	\$1.00
WEA	\$35.17	Paramount Duty Assessment	\$1.00
LWEA	\$27.44	Direct Service Local	\$5.17
Program	\$4.75		

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

WANTED

Looking for **house/pet sitter** on the Sammamish Plateau. Misc dates. Kristi Baumann (Carson) 206-817-0271.

Mother-in-law apartment or small cottage w/ low \$ rental. I'm driving from near Arlington to Kirkland and back every day! Johnny Booker (Kirkland) 425-309-1664 or A21stCenturyEducator@gmail.com.

SERVICES

Affordable Home Services: 40 yrs experience in all types of home repairs & remodeling. \$25/hour. Service areas – Bellevue, Redmond, Kirkland, Issaquah, Sammamish, Eastgate, Preston, Fall City, Hobart, Duvall, Monroe, & North Bend. Call Paul at 425-868-8648 (H) or 425-749-6035 (C). (Gale Paul, Inglewood).

FOR SALE

IKEA Hemnes **vanity** & Rattviken **sink top**, 2 drawers, black-brown wood cabinet, 39 3/8 "x 19 1/4" x 35" H. Top is white. Sink has a small crack on the side but still functions perfectly. IKEA Ensen **faucet**. \$150 OBO for all. Contact Sara at sbn724@gmail.com. (Sheila Hagerman, LWEA).



Meet the candidates!

You are invited to attend a community forum to meet the candidates of the 45th legislative district Senate race and learn about their views on education issues.

In addition, the candidates for the open LWSD School Board races will also participate in the forum.

This event is co-sponsored by the LWPTSA Council and RHS PTSA.

Date: **Wednesday, October 11, 2017**

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

Time: **7-8:30 PM**

You hold the power to impact education in Washington! Help advocate for over 30,000 kids in a single evening.

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.

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[LWEA Website](#)

[Lakewashingtonaea.org](#)

[Facebook](#)

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Calendar

Sept 29

Open enrollment ends 4 PM

Oct. 2

Executive Committee
School Board meeting

Oct. 5

Newbie Nights – 4:15 PM
LWEA Meeting Room

Oct. 11-12

Behavior Support for
Challenging Students
4:30 – 7:30 PM

Oct 16-17

Elem Conferences – ½ day

Oct. 16

School Board meeting