

Confused about your raise?

There's been some confusion as to how to figure out how much of a salary increase your bargaining team negotiated for you this year. Because the state makes it illegal to pay more in base teacher salaries than the legislature funds, any compensation negotiated beyond the base pay must be paid out in separate categories and funded by local levy dollars.

Because of negotiations, this add-on above the state-funded salary ranges from \$15,726 per year for a beginning teacher all the way to an additional \$33,346 per year for a teacher at the top of our salary schedule. If teachers in our district only received what the state funds, the salary range would be \$35,700 to \$64,704. Instead, because of the efforts of bargaining teams over the years, our salary ranges from \$51,426 to \$98,050.

The easiest way to figure out your annual increase over last year is to find your total compensation in the cell you were in on the [2016-17 salary schedule](#), then find the total compensation of the cell you're in on the [2017-18 salary schedule](#), and calculate the difference. That will give you the overall annual increase the bargaining teams negotiated for you.

Calculating your monthly increase is a bit more challenging because, as mentioned above, the locally-negotiated increases have to be creatively applied into categories other than your base salary. For example, every full-time employee receives a \$2,000 professional fund. The fund is paid out at the end of November, so while it will count towards your overall annual income, it won't show up in each monthly check. All the other items are divided into 12 monthly payments---your base salary; 8 LEAP days; responsibility contract; Attract and Retain bonus (\$500-\$9,000); and \$2,000 tech stipend.

Your bargaining team negotiated a 12% increase over last year's state-funded base salary. 2.3% of this 12% was added to the base salary, so this year's base salary is 2.3% higher than last year. The other 9.7% increase over last year's base salary had to be placed on the responsibility contract in order to be in compliance with state law. So, while you received a 12% increase in last year's base salary, part of that dollar amount will be found in your base salary, and the other part will be found added to your responsibility contract.

Wondering if your paycheck is correct? Check out the September 27 edition of the [Update](#) to figure out how to check your paycheck.



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You need to know about annual leave

Throughout the year we get many questions about annual leave (personal days) and how these days can be used. Here's our annual rundown of some of the things you may want to know about using your annual leave:

- Each full time certificated member is given 3 annual leave days at the beginning of the school year; part-time staff members are prorated according to their FTE.
- Annual leave can be used for any reason.
- To use an annual leave day, simply log on to the sub system and indicate the date/times you will be using the day. A limit of 35 people can use annual leave on Fridays or days connected to a holiday or school break. On all other days, the limit is 40. The sub system will not allow you to take an annual leave day if the system is at the limit for the day. If the system does not allow you to enter the day, do not try to put the day in as release time or anything else. Please try to give at least 48 hours notice for the day if at all possible.
- Specialists who do not get substitutes are not included in the daily limit.
- Annual leave can be used in either full or half-day increments but not in hourly increments.
- Be sure to keep track of how many days you've used. Check your Employee Access regularly to see your leave balance—it's listed in hours (1.0 FTE = 7.5 hours per day).
- Annual leave can't be used on either the first or last day of the school year, or on full-day LEAP Days without prior approval.
- When deciding how you want to use your annual leave, please remember that there are no other leaves available for business obligations you might have, school events for your children, family reunions, or other events.
- **Please note: Calling in sick for personal events is not allowed. It puts you at risk for disciplinary action and violates the professional code of conduct.**
- Unused annual leave can be cashed out at the end of the year at the sub rate (\$175), or carried over to the next year on a 1-for-1 basis (up to a maximum accrual of 5 days).

If you have any questions, please contact your building rep or the LWEA office for assistance. (Use the e-mail links below or contact [Kevin Teeley](#)).

Join us for Wine and Wisdom

Join us for our first in this year's series of "*Wine and Wisdom*." We're going to start with Part 2 of our last session (June 2017) where we focused on what to tell our immigrant students when they fear deportation. We'll have a panel of experts to share their knowledge on DACA and immigration law. Learn how these topics may affect our students and their families and what you can do to support them.

For more information – [use this link](#).



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Bad weather can affect schools

When the wind, rain, flooding, and snow arrive, it's important to fully understand the intent of contract language that we have related to inclement weather and reporting to work (see Section 12.10).

In the event the District determines the need to delay the start of school, teachers are to report to work one hour before the newly announced start time.

If you don't get to work because of inclement weather conditions, you may use annual leave (after calling in).

Staff who report to work on a day when school closures are announced late (after 5:30 AM for secondary staff and 6:30 AM for elementary staff) shall be paid 2 hours at their hourly per diem rate. This is intended to compensate those individuals who have already left for work before the school closure announcement was made. "Announced" means the time at which the District notifies the media, not the time the media makes the announcement, nor the time you are actually notified.

Best way to get notified – download the Flash Alert app and subscribe to LWSD notifications.

Need help with voting?



Do you need more information regarding a candidate or ballot item in the upcoming election?

You can go to [Your Voters Guide](#) to get information on candidates and initiatives (from your personal device during non-work hours).

Remember—ballots must be postmarked by November 8 in order to count in this election.

Running for office or WEA RA/NEA RA?

If you're interested in running for an LWEA office, we encourage you to nominate yourself by contacting [Sheila Hagerman](#) in the LWEA office -nominations close at 5 PM on Wednesday, November 1.

In addition, nominations for the 31 delegates to the WEA Representative Assembly in Spokane (April 19-22) and 12 delegates to the NEA Representative Assembly in Minneapolis (June 30-July 6) are also due at 5 PM on Wednesday, November 1.

Questions? Contact Sheila Hagerman in the LWEA Office.

FOR SALE

Arabian mares (2), younger mare (20 yrs old) is bay, flashy, & athletic. She is a typy Arab at 14.2 hands – best w/ experienced rider. \$500 OBO. Her mother (30 yrs old) has some arthritis but does well in the pasture w/o medications. She can be ridden lightly by a light rider. This mare is free to a good home. Can include tack w/ either horse. Looking for a good home/owner. Marjean Smart (Retired) 425-242-1982.

FREE

Solid wood oval **dining table set** w/ 6 chairs. Could use a little loving but it is a great set. Photo available. Ines de Castro (Substitute) 425-557-6407.



Discounts for LWSD educators

The Village Theatre invites LWSD educators to the high-energy Disney musical **NEWSIES** which combines Broadway caliber entertainment with the story and tunes from the cult-classic film.

Village Theatre is offering a 50% discount on any performance in the first three weeks of the run (November 9-26, 2017). To take advantage of this offer, simply call the Box Office at 425-392-2202 or online at VillageTheatre.org. Use the coupon code "EDUCATION."

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

Lakewashingtonea.org

[Facebook](https://www.facebook.com/)

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Calendar

Oct. 26

PGP & PGE Class
4:30 – 7:30 PM

Oct. 28

Ring the doorbell!

Oct. 31

Watch out for little gremlins!

Nov. 2

Newbie Night (4:30-7 PM)
LWEA Meeting Room #214

Nov. 5

Daylight Savings Time ends

Nov. 7

Executive Committee