



# Update - stay connected

[www.lakewashingtonea.org](http://www.lakewashingtonea.org)

May 1, 2024

## Compensation Changes for 2024-2025

Be on the lookout for 3 changes to compensation coming next year:

### Timecard Rate

The timecard rate for 2024-25 will increase from \$55/hour to \$60/hour. You can review our language for purpose and use of the timecard rate in [20.4.5 of the CBA](#).

### Cost of Living Adjustment

Next year's COLA for K-12 educators is 3.7%. This was secured as part of the 23-24 supplemental legislative budget – political action matters! During the 2023 legislative session we successfully lobbied for [a more reliable approach to determining COLA](#) year to year.

### Salary Matrix, Sub Rates, and Stipends for 24-25

Next year's CBA documents related to salary (Appendix A, salary matrix; Appendix C, substitutes; Appendix D, stipend schedule) will be available by the end of June. Once ready, we will post to the LWEA website. COLA is applied to the base salary, responsibility, and LEAP pay; sub rates; and stipends.

NEA recently released their [annual report on educator pay in America](#). Find out how Washington ranks and what a difference unions make in improving compensation.

## LWEA Officers and Executive Committee

President:

[Howard Mawhinney](#)

LWEA / 425-822-3388

Vice President:

[Katie Badger](#)

LWEA / 425-822-3388

Primary Rep:

[Patti Cook](#)

Rush / 425-936-2690

Intermediate Rep:

[Rojine Rudio](#)

Red EI / 425-936-2660

Middle School Rep:

[Martha Daman](#)

RSAR/ 425-936-1544

High School Rep:

[ShineMay Woodcock](#)

JHS / 425-936-1600

Specialists Rep:

[Nikole Lalas](#)

RHS / 425-936-1800

Special Services Rep:

[Karyn Taggart](#)

KaMS/ 425-936-2400

Ethnic Minority Rep:

[Michael Finley](#)

RHS/ 425-936-1800



# Professional Development Courses



WEA's Center for Education Quality has released the spring class catalog for both WEA certificated members and education support professionals. Courses are offered weeknights and weekends to accommodate busy schedules. Clock hours, if applicable, are free in many cases. [Read more and download the spring catalog](#). For a listing of courses just for ESP members, [take a look at the ESP events calendar](#).

## Certificate Renewal and Requirements

Many Washington educator certificates expire on June 30!

Learn about the latest teacher, CTE teacher, and ESA certificate renewal requirements! Become familiar with recent state certification changes. Find out more about the new equity-based school practices requirement, STEM requirement, and the next steps you need to take. Learn how to add an endorsement and explore OSPI eCertification.

### Teacher Certification 101 (2 Clock Hours)

- Wednesday, May 29, 2024, 4:30-6:30 p.m. [Register](#).

### Educational Staff Associate (ESA) Certification 101 (2 Clock Hours)

- Wednesday, May 8, 2024, 4:30-6:30 p.m. [Register](#)

## Western Washington University

Western Washington University is seeking qualified educators to supervise student teaching interns in Pierce, King, Snohomish, and Skagit counties. We have both immediate and future opportunities! Share this with your colleagues who have plans to retire or who are part-time teachers or administrators.

The job posting and application are available [here](#) and I am always available to answer questions! I will be reviewing applications mid-May for Fall supervision opportunities. The position is very flexible, and I would love to share more about how a WWU university supervisor supports student teaching interns in the field!

[Cheryl Larsen](#)

Director, Office of Field Experience



celebrate teachers!!!  
they go above and beyond  
for our students  
everyday!

Join with NEA to celebrate and honor all teachers:  
May 6-10 [Teacher Appreciation Week | NEA](#)

## Join the Fun!

**Friday, May 10**



The Mariners are hosting their first Teacher Appreciation Night of the 2024 season on Friday, May 10. This discounted ticket offer also comes with a fun giveaway – a limited edition Mariners Stanley-style water bottle. All information and [tickets can be found at mariners.com/teacher](https://mariners.com/teacher).

Mariner Teacher Appreciation Night is a discounted ticket offer open to any educator, school staff member, family or friend. The Mariners want to celebrate you and thank you for the work you do.

**Saturday, May 18**



The Sounders are hosting an Educator Appreciation match on May 18 to honor educators for teacher appreciation week! This offer is to recognize the work of PNW educators with discounted tickets open to all district staff. Each ticket purchased comes with the chance for a suite upgrade.

Use the customized link below to purchase your own discounted tickets if you are interested:

<https://fevo-enterprise.com/PNWEducators24>

### LWEA OFFICE STAFF

Office Manager: Terri Neely  
Field Assistant: Diana Wagner  
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8575 164th Ave NE  
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# ***May is Mental Health Awareness Month***

## **NAMI (National Alliance on Mental Illness)**

This year, NAMI is celebrating Mental Health Awareness Month with the **Take the Moment** campaign. We encourage you to join us in fostering open dialogues, cultivating empathy and understanding. We also urge you to share our resources to support individuals and families on their journey towards mental wellness.

This campaign also champions the importance of destigmatizing mental health by normalizing the practice of taking moments to prioritize mental health care without guilt or shame.

[Mental Health Awareness Month | NAMI](#)

## **NEA Member Benefits**

**May Mental Health Program:** Rethink how you manage your mental health. Get evidence-backed tools for stress, anxiety, depression, or whatever you're going through. One year of no-cost access for NEA Members only.

[NEA Website](#)



## **When You Need a Little Support**

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.





The Payroll & Benefits Department is holding a Q&A for Retirement on May 8th from 4:30-5:30.  
The Q&A is on Teams.  
Contact [Linda Hannah](#) for a calendar invite.

## Marketplace

Ads are run in the Update on a first come, first served basis. All ads must include a home email and/or phone number.

Send directly to **Terri Neely** in the LWEA office.



**MAY 2**

Educator Appreciation  
Wine Alley

**MAY 7**

Exec Committee

**MAY 7**

National Teacher Day!



# SPECIAL

Book your Spring Event NOW!

Graduation Celebration  
End of Year Gathering  
Senior Prom

Make it Special  
at

**FOGO DE CHAO**



## Friend In Need



**Martha Rames, Teaching & Learning - Resource Center**, I am looking to extend my leave in Illinois to care for my Mom who is in the end stages of cancer and support my Dad during this time. If you can donate time, I would greatly appreciate it. Thank you, Martha

Please consider a [Shared Leave Donation](#) by filling out the donation form and sending it to [leaves@lwsd.org](mailto:leaves@lwsd.org) Thank you

