

Lake Washington School District

LWEA Compensation Schedule

2009-10

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17-24	25+
BA																			
Base Salary (181 days)	34,237	34,237	34,237	34,237	34,649	35,425													
LEAP Days (6 days)	1,135	1,135	1,135	1,135	1,149	1,174													
Responsibility	2,410	2,500	2,590	2,680	2,439	2,493													
Professional Fund	2,000	2,000	2,000	2,000	2,000	2,000													
Attract and Retain	0	0	0	0	0	500													
Technology Training	462	462	462	462	462	462													
Technology Stipend	1,250	1,250	1,250	1,250	1,250	1,250													
Total	41,494	41,584	41,674	41,764	41,949	43,304													
BA + 45																			
Base Salary (181 days)	35,840	36,700	37,504	38,280	39,028	39,666	40,580	41,578	42,964	44,350	45,736								
LEAP Days (6 days)	1,188	1,217	1,243	1,269	1,294	1,315	1,345	1,378	1,424	1,470	1,516								
Responsibility	2,523	2,583	2,640	2,694	2,747	2,792	2,856	2,927	3,024	3,122	3,219								
Professional Fund	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000								
Attract and Retain	0	0	0	0	0	500	500	500	500	500	1,500								
Technology Training	462	462	462	462	462	462	462	462	462	462	462								
Technology Stipend	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250								
Total	43,263	44,212	45,099	45,955	46,781	47,985	48,993	50,095	51,624	53,154	55,683								
MA/BA+90																			
Base Salary (181 days)	41,047	41,273	41,994	42,715	43,325	43,934	44,766	45,736	47,122	48,508	49,894	51,280	52,666	54,052	54,052	54,052	55,105	55,105	55,105
LEAP Days (6 days)	1,361	1,368	1,392	1,416	1,436	1,456	1,484	1,516	1,562	1,608	1,654	1,700	1,746	1,792	1,792	1,792	1,827	1,827	1,827
Responsibility	2,889	2,905	2,956	3,007	3,049	3,092	3,151	3,219	3,317	3,414	3,512	3,609	3,707	3,805	3,805	3,805	3,879	3,879	3,879
Professional Fund	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	2,000	2,000
Attract and Retain	0	0	0	0	0	500	500	500	500	500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	2,300	5,000
Technology Training	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462
Technology Stipend	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250
Total	49,009	49,258	50,054	50,850	51,522	52,694	53,613	54,683	56,213	57,742	60,272	61,801	63,331	64,861	64,861	64,861	66,023	66,823	69,523
MA+45/BA+135*																			
Base Salary (181 days)	45,182	45,847	46,512	47,150	47,676	48,203	48,979	49,894	51,280	52,666	54,052	55,438	56,824	58,210	59,596	60,981	62,173	62,173	62,173
LEAP Days (6 days)	1,498	1,520	1,542	1,563	1,580	1,598	1,624	1,654	1,700	1,746	1,792	1,838	1,884	1,930	1,976	2,021	2,061	2,061	2,061
Responsibility	3,180	3,227	3,274	3,319	3,356	3,393	3,448	3,512	3,609	3,707	3,805	3,902	4,000	4,097	4,195	4,292	4,376	4,376	4,376
Professional Fund	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	2,000	2,000
Attract and Retain	0	0	0	0	0	500	500	500	500	500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	2,300	5,000
Technology Training	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462
Technology Stipend	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250
Total	53,572	54,306	55,040	55,744	56,324	57,406	58,263	59,272	60,801	62,331	64,861	66,390	67,920	69,449	70,979	72,506	73,822	74,622	77,322

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

• For an earned doctorate stipend add \$4,181

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

Explanation of Days/Responsibility

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

Supplemental Days (1): One day is scheduled in the building prior to school opening for meetings and preparation for the school year.

Total Base Days = 181

LEAP Days (6): One day is scheduled in the building prior to school opening for meetings and preparation for the school year. Two days are scheduled prior to school opening and three days are scheduled into the school calendar for the purpose of participation on district and building goals.

Responsibility Contract: Defined as professional duties worked outside of the regular workday (Section 11.2).

Additional Compensation:

Professional Fund: An additional \$2,000 per year that can be used to pay for up to 4 additional days at a rate of \$500 per day and/or instructional materials, workshops, conference fees and/or tuition. Payment will be made in November.

Incentive for Attracting and Retaining Teachers: An additional amount will be paid based on years of experience as follows: \$500 (5-9 years experience); \$1,500 (10-16 years experience); \$2,300 (17-24 years experience); \$5,000 (25 years plus experience). Payment will be made over 12 months.

Technology Training: An additional 14 hours at curriculum rate (\$33/hr) will be paid for technology training. Payment will be made as worked.

Technology Stipend: An additional \$1,250 stipend will be paid upon demonstration of technology proficiency. This amount is paid regardless of FTE.