

**Lake Washington School District
LWEA Compensation Schedule
2018-19**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17-20	21-24	25+
BA																				
Base Salary (180 days)	48,097	49,449	50,834	52,262	53,729	55,235	55,235	55,235	55,235	55,235	55,235	55,235	55,235	55,235	55,235	55,235	55,235	55,235	55,235	55,235
LEAP Days (8 days)	2,138	2,198	2,259	2,323	2,388	2,455	2,455	2,455	2,455	2,455	2,455	2,455	2,455	2,455	2,455	2,455	2,455	2,455	2,455	2,455
Responsibility	2,164	2,225	2,288	2,352	2,418	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486
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	2,000
Attract and Retain	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,000	5,000
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	1,300	1,300	1,300
Total	55,699	57,172	58,681	60,237	61,835	63,476	63,476	63,476	63,476	63,476	63,476	63,476	63,476	63,476	63,476	63,476	63,476	63,476	64,476	68,476
BA + 45																				
Base Salary (180 days)	52,262	53,729	55,235	56,783	58,375	60,015	61,699	63,430	65,210	67,038	68,918	68,918	68,918	68,918	68,918	68,918	68,918	68,918	68,918	68,918
LEAP Days (8 days)	2,323	2,388	2,455	2,524	2,594	2,667	2,742	2,819	2,898	2,979	3,063	3,063	3,063	3,063	3,063	3,063	3,063	3,063	3,063	3,063
Responsibility	2,352	2,418	2,486	2,555	2,627	2,701	2,776	2,854	2,934	3,017	3,101	3,101	3,101	3,101	3,101	3,101	3,101	3,101	3,101	3,101
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	2,000
Attract and Retain	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,000	5,000
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	1,300	1,300	1,300
Total	60,237	61,835	63,476	65,162	66,896	68,683	70,517	72,403	74,342	76,334	78,382	78,382	78,382	78,382	78,382	78,382	78,382	78,382	79,382	83,382
MA / BA+90																				
Base Salary (180 days)	56,783	58,375	60,015	61,699	63,430	65,210	67,038	68,918	70,852	72,838	74,882	76,984	79,144	81,366	83,650	85,997	88,412	88,412	88,412	88,412
LEAP Days (8 days)	2,524	2,594	2,667	2,742	2,819	2,898	2,979	3,063	3,149	3,237	3,328	3,422	3,518	3,616	3,718	3,822	3,929	3,929	3,929	3,929
Responsibility	2,555	2,627	2,701	2,776	2,854	2,934	3,017	3,101	3,188	3,278	3,370	3,464	3,561	3,661	3,764	3,870	3,979	3,979	3,979	3,979
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	2,000
Attract and Retain	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,000	5,000
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	1,300	1,300	1,300
Total	65,162	66,896	68,683	70,517	72,403	74,342	76,334	78,382	80,489	82,653	84,880	87,170	89,523	91,943	94,432	96,989	99,620	99,620	100,620	104,620
MA+45 / BA+135*																				
Base Salary (180 days)	61,699	63,430	65,210	67,038	68,918	70,852	72,838	74,882	76,984	79,144	81,366	83,650	85,997	88,412	90,894	93,443	96,064	96,064	96,064	96,064
LEAP Days (8 days)	2,742	2,819	2,898	2,979	3,063	3,149	3,237	3,328	3,422	3,518	3,616	3,718	3,822	3,929	4,040	4,153	4,270	4,270	4,270	4,270
Responsibility	2,776	2,854	2,934	3,017	3,101	3,188	3,278	3,370	3,464	3,561	3,661	3,764	3,870	3,979	4,090	4,205	4,323	4,323	4,323	4,323
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	2,000
Attract and Retain	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,000	5,000
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	1,300	1,300	1,300
Total	70,517	72,403	74,342	76,334	78,382	80,489	82,653	84,880	87,170	89,523	91,943	94,432	96,989	99,620	102,324	105,101	107,957	107,957	108,957	112,957

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

* For an earned doctorate stipend add .10 of BA+0 base salary (\$4,810)

* 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:

Professional Fund: An additional \$2,000 per year that can be used to pay for instructional materials, workshops, conference fees, membership in non-required professional organizations, and/or tuition.

Payment will be made in November. Prorated based on FTE.

Incentive for Attracting and Retaining Teachers: An additional amount will be paid based on years of experience as \$1,000 (21-24 years experience); \$5,000 (25 years plus experience)

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.

Time Card Hourly Rate: \$50