

**Lake Washington School District
LWEA Compensation Schedule
2019-20**

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)	49,059	50,438	51,850	53,308	54,804	56,339	56,339	56,339	56,339	56,339	56,339	56,339	56,339	56,339	56,339	56,339	56,339	56,339	56,339	56,339
LEAP Days (8 days)	2,180	2,242	2,304	2,369	2,436	2,504	2,504	2,504	2,504	2,504	2,504	2,504	2,504	2,504	2,504	2,504	2,504	2,504	2,504	2,504
Responsibility	2,208	2,270	2,333	2,399	2,466	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535
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	56,747	58,250	59,787	61,376	63,006	64,678	64,678	64,678	64,678	64,678	64,678	64,678	64,678	64,678	64,678	64,678	64,678	64,678	65,678	69,678
BA + 45																				
Base Salary (180 days)	53,308	54,804	56,339	57,919	59,543	61,216	62,933	64,699	66,514	68,378	70,297	70,297	70,297	70,297	70,297	70,297	70,297	70,297	70,297	70,297
LEAP Days (8 days)	2,369	2,436	2,504	2,574	2,646	2,721	2,797	2,876	2,956	3,039	3,124	3,124	3,124	3,124	3,124	3,124	3,124	3,124	3,124	3,124
Responsibility	2,399	2,466	2,535	2,606	2,679	2,755	2,832	2,911	2,993	3,077	3,163	3,163	3,163	3,163	3,163	3,163	3,163	3,163	3,163	3,163
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	61,376	63,006	64,678	66,399	68,168	69,992	71,862	73,786	75,763	77,794	79,884	79,884	79,884	79,884	79,884	79,884	79,884	79,884	80,884	84,884
MA / BA+90																				
Base Salary (180 days)	57,919	59,543	61,216	62,933	64,699	66,514	68,378	70,297	72,269	74,295	76,380	78,524	80,727	82,993	85,323	87,717	90,180	90,180	90,180	90,180
LEAP Days (8 days)	2,574	2,646	2,721	2,797	2,876	2,956	3,039	3,124	3,212	3,302	3,395	3,490	3,588	3,689	3,792	3,899	4,008	4,008	4,008	4,008
Responsibility	2,606	2,679	2,755	2,832	2,911	2,993	3,077	3,163	3,252	3,343	3,437	3,534	3,633	3,735	3,840	3,947	4,058	4,058	4,058	4,058
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	66,399	68,168	69,992	71,862	73,786	75,763	77,794	79,884	82,033	84,240	86,512	88,848	91,248	93,717	96,255	98,863	101,546	101,546	102,546	106,546
MA+45 / BA+135*																				
Base Salary (180 days)	62,933	64,699	66,514	68,378	70,297	72,269	74,295	76,380	78,524	80,727	82,993	85,323	87,717	90,180	92,712	95,312	97,986	97,986	97,986	97,986
LEAP Days (8 days)	2,797	2,876	2,956	3,039	3,124	3,212	3,302	3,395	3,490	3,588	3,689	3,792	3,899	4,008	4,121	4,236	4,355	4,355	4,355	4,355
Responsibility	2,832	2,911	2,993	3,077	3,163	3,252	3,343	3,437	3,534	3,633	3,735	3,840	3,947	4,058	4,172	4,289	4,409	4,409	4,409	4,409
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	71,862	73,786	75,763	77,794	79,884	82,033	84,240	86,512	88,848	91,248	93,717	96,255	98,863	101,546	104,305	107,137	110,050	110,050	111,050	115,050

- 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 (\$4,906)
- 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