

**2022-23 Certificated Instructional Staff Salary Schedule**

**APPENDIX A**

| Step | CBA Item                 | Days          | BA               | BA+22.5          | BA+45            | BA+45            | BA+90            | BA+90            | BA+135           | BA+135            | BA+155            | PhD/Dr.           |
|------|--------------------------|---------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-------------------|-------------------|-------------------|
|      |                          |               | (100)            | (200)            | (300)            | +MA<br>(400)     | (500)            | +MA<br>(600)     | (700)            | +MA<br>(800)      | +MA<br>(900)      | (906)             |
| 1    | Base Pay                 | 180.00        | 57,097.00        | 57,188.00        | 57,277.00        | 66,175.00        | 59,435.00        | 68,541.00        | 60,873.00        | 69,978.00         | 71,419.00         | 72,198.00         |
|      | Contractual Days         | 5.00          | 1,586.00         | 1,589.00         | 1,591.00         | 1,838.00         | 1,651.00         | 1,904.00         | 1,691.00         | 1,944.00          | 1,984.00          | 2,006.00          |
|      | Tech Days                | 4.00          | 1,269.00         | 1,271.00         | 1,273.00         | 1,471.00         | 1,321.00         | 1,523.00         | 1,353.00         | 1,555.00          | 1,587.00          | 1,604.00          |
|      | Responsibility/Incentive |               | 7,651.00         | 8,329.00         | 8,651.00         | 10,016.00        | 8,957.00         | 10,354.00        | 9,161.00         | 10,557.00         | 10,761.00         | 10,873.00         |
|      | <b>TOTAL</b>             | <b>189.00</b> | <b>67,603.00</b> | <b>68,377.00</b> | <b>68,792.00</b> | <b>79,500.00</b> | <b>71,364.00</b> | <b>82,322.00</b> | <b>73,078.00</b> | <b>84,034.00</b>  | <b>85,751.00</b>  | <b>86,681.00</b>  |
| 2    | Base Pay                 | 180.00        | 57,217.00        | 57,433.00        | 58,208.00        | 66,881.00        | 61,729.00        | 69,094.00        | 63,548.00        | 70,595.00         | 72,483.00         | 75,189.00         |
|      | Contractual Days         | 5.00          | 1,589.00         | 1,595.00         | 1,617.00         | 1,858.00         | 1,715.00         | 1,919.00         | 1,765.00         | 1,961.00          | 2,013.00          | 2,089.00          |
|      | Tech Days                | 4.00          | 1,271.00         | 1,276.00         | 1,294.00         | 1,486.00         | 1,372.00         | 1,535.00         | 1,412.00         | 1,569.00          | 1,611.00          | 1,671.00          |
|      | Responsibility/Incentive |               | 8,282.00         | 8,674.00         | 8,789.00         | 10,119.00        | 9,307.00         | 10,434.00        | 9,568.00         | 10,648.00         | 10,921.00         | 11,328.00         |
|      | <b>TOTAL</b>             | <b>189.00</b> | <b>68,359.00</b> | <b>68,978.00</b> | <b>69,908.00</b> | <b>80,344.00</b> | <b>74,123.00</b> | <b>82,982.00</b> | <b>76,293.00</b> | <b>84,773.00</b>  | <b>87,028.00</b>  | <b>90,277.00</b>  |
| 3    | Base Pay                 | 180.00        | 57,334.00        | 57,865.00        | 60,029.00        | 67,313.00        | 64,052.00        | 69,525.00        | 66,080.00        | 71,060.00         | 74,951.00         | 77,634.00         |
|      | Contractual Days         | 5.00          | 1,593.00         | 1,607.00         | 1,667.00         | 1,870.00         | 1,779.00         | 1,931.00         | 1,836.00         | 1,974.00          | 2,082.00          | 2,157.00          |
|      | Tech Days                | 4.00          | 1,274.00         | 1,286.00         | 1,334.00         | 1,496.00         | 1,423.00         | 1,545.00         | 1,468.00         | 1,579.00          | 1,666.00          | 1,725.00          |
|      | Responsibility/Incentive |               | 8,658.00         | 8,737.00         | 9,065.00         | 10,181.00        | 9,659.00         | 10,496.00        | 9,954.00         | 10,714.00         | 11,296.00         | 11,702.00         |
|      | <b>TOTAL</b>             | <b>189.00</b> | <b>68,859.00</b> | <b>69,495.00</b> | <b>72,095.00</b> | <b>80,860.00</b> | <b>76,913.00</b> | <b>83,497.00</b> | <b>79,338.00</b> | <b>85,327.00</b>  | <b>89,995.00</b>  | <b>93,218.00</b>  |
| 4    | Base Pay                 | 180.00        | 57,763.00        | 58,296.00        | 61,375.00        | 67,745.00        | 65,866.00        | 69,959.00        | 68,092.00        | 71,493.00         | 76,832.00         | 79,476.00         |
|      | Contractual Days         | 5.00          | 1,605.00         | 1,619.00         | 1,705.00         | 1,882.00         | 1,830.00         | 1,943.00         | 1,891.00         | 1,986.00          | 2,134.00          | 2,208.00          |
|      | Tech Days                | 4.00          | 1,284.00         | 1,295.00         | 1,364.00         | 1,505.00         | 1,464.00         | 1,555.00         | 1,513.00         | 1,589.00          | 1,707.00          | 1,766.00          |
|      | Responsibility/Incentive |               | 8,718.00         | 8,796.00         | 9,267.00         | 10,241.00        | 9,934.00         | 10,556.00        | 10,258.00        | 10,774.00         | 11,581.00         | 11,981.00         |
|      | <b>TOTAL</b>             | <b>189.00</b> | <b>69,370.00</b> | <b>70,006.00</b> | <b>73,711.00</b> | <b>81,373.00</b> | <b>79,094.00</b> | <b>84,013.00</b> | <b>81,754.00</b> | <b>85,842.00</b>  | <b>92,254.00</b>  | <b>95,431.00</b>  |
| 5    | Base Pay                 | 180.00        | 58,197.00        | 59,449.00        | 63,117.00        | 68,176.00        | 68,086.00        | 70,978.00        | 70,509.00        | 73,401.00         | 79,184.00         | 81,808.00         |
|      | Contractual Days         | 5.00          | 1,617.00         | 1,651.00         | 1,753.00         | 1,894.00         | 1,891.00         | 1,972.00         | 1,959.00         | 2,039.00          | 2,200.00          | 2,272.00          |
|      | Tech Days                | 4.00          | 1,293.00         | 1,321.00         | 1,403.00         | 1,515.00         | 1,513.00         | 1,577.00         | 1,567.00         | 1,631.00          | 1,760.00          | 1,818.00          |
|      | Responsibility/Incentive |               | 8,780.00         | 8,969.00         | 9,532.00         | 10,303.00        | 10,271.00        | 10,709.00        | 10,626.00        | 11,065.00         | 11,939.00         | 12,335.00         |
|      | <b>TOTAL</b>             | <b>189.00</b> | <b>69,887.00</b> | <b>71,390.00</b> | <b>75,805.00</b> | <b>81,888.00</b> | <b>81,761.00</b> | <b>85,236.00</b> | <b>84,661.00</b> | <b>88,136.00</b>  | <b>95,083.00</b>  | <b>98,233.00</b>  |
| 6    | Base Pay                 | 180.00        | 59,840.00        | 60,619.00        | 64,993.00        | 68,752.00        | 70,288.00        | 73,158.00        | 72,907.00        | 75,775.00         | 81,516.00         | 84,123.00         |
|      | Contractual Days         | 5.00          | 1,662.00         | 1,684.00         | 1,805.00         | 1,910.00         | 1,952.00         | 2,032.00         | 2,025.00         | 2,105.00          | 2,264.00          | 2,337.00          |
|      | Tech Days                | 4.00          | 1,330.00         | 1,347.00         | 1,444.00         | 1,528.00         | 1,562.00         | 1,626.00         | 1,620.00         | 1,684.00          | 1,811.00          | 1,869.00          |
|      | Responsibility/Incentive |               | 9,024.00         | 9,144.00         | 9,813.00         | 10,384.00        | 10,606.00        | 11,039.00        | 10,992.00        | 11,425.00         | 12,293.00         | 12,687.00         |
|      | <b>TOTAL</b>             | <b>189.00</b> | <b>71,856.00</b> | <b>72,794.00</b> | <b>78,055.00</b> | <b>82,574.00</b> | <b>84,408.00</b> | <b>87,855.00</b> | <b>87,544.00</b> | <b>90,989.00</b>  | <b>97,884.00</b>  | <b>101,016.00</b> |
| 7    | Base Pay                 | 180.00        |                  |                  | 67,302.00        | 70,172.00        | 73,094.00        | 75,969.00        | 75,913.00        | 78,782.00         | 84,529.00         | 87,135.00         |
|      | Contractual Days         | 5.00          |                  |                  | 1,870.00         | 1,949.00         | 2,030.00         | 2,110.00         | 2,109.00         | 2,188.00          | 2,348.00          | 2,420.00          |
|      | Tech Days                | 4.00          |                  |                  | 1,496.00         | 1,559.00         | 1,624.00         | 1,688.00         | 1,687.00         | 1,751.00          | 1,878.00          | 1,936.00          |
|      | Responsibility/Incentive |               |                  |                  | 10,163.00        | 10,596.00        | 11,033.00        | 11,465.00        | 11,449.00        | 11,881.00         | 12,750.00         | 13,144.00         |
|      | <b>TOTAL</b>             | <b>189.00</b> |                  |                  | <b>80,831.00</b> | <b>84,276.00</b> | <b>87,781.00</b> | <b>91,232.00</b> | <b>91,158.00</b> | <b>94,602.00</b>  | <b>101,505.00</b> | <b>104,635.00</b> |
| 8    | Base Pay                 | 180.00        |                  |                  | 69,533.00        | 72,408.00        | 75,819.00        | 78,687.00        | 78,843.00        | 81,704.00         | 87,441.00         | 90,049.00         |
|      | Contractual Days         | 5.00          |                  |                  | 1,931.00         | 2,011.00         | 2,106.00         | 2,186.00         | 2,190.00         | 2,270.00          | 2,429.00          | 2,501.00          |
|      | Tech Days                | 4.00          |                  |                  | 1,545.00         | 1,609.00         | 1,685.00         | 1,749.00         | 1,752.00         | 1,816.00          | 1,943.00          | 2,001.00          |
|      | Responsibility/Incentive |               |                  |                  | 10,500.00        | 10,935.00        | 11,445.00        | 11,878.00        | 11,892.00        | 12,325.00         | 13,194.00         | 13,586.00         |
|      | <b>TOTAL</b>             | <b>189.00</b> |                  |                  | <b>83,509.00</b> | <b>86,963.00</b> | <b>91,055.00</b> | <b>94,500.00</b> | <b>94,677.00</b> | <b>98,115.00</b>  | <b>105,007.00</b> | <b>108,137.00</b> |
| 9    | Base Pay                 | 180.00        |                  |                  | 71,846.00        | 74,715.00        | 78,626.00        | 81,488.00        | 81,845.00        | 84,711.00         | 90,449.00         | 93,054.00         |
|      | Contractual Days         | 5.00          |                  |                  | 1,996.00         | 2,075.00         | 2,184.00         | 2,264.00         | 2,273.00         | 2,353.00          | 2,512.00          | 2,585.00          |
|      | Tech Days                | 4.00          |                  |                  | 1,597.00         | 1,660.00         | 1,747.00         | 1,811.00         | 1,819.00         | 1,882.00          | 2,010.00          | 2,068.00          |
|      | Responsibility/Incentive |               |                  |                  | 10,850.00        | 11,284.00        | 11,871.00        | 12,303.00        | 12,350.00        | 12,782.00         | 13,651.00         | 14,045.00         |
|      | <b>TOTAL</b>             | <b>189.00</b> |                  |                  | <b>86,289.00</b> | <b>89,734.00</b> | <b>94,428.00</b> | <b>97,866.00</b> | <b>98,287.00</b> | <b>101,728.00</b> | <b>108,622.00</b> | <b>111,752.00</b> |

**2022-23 Certificated Instructional Staff Salary Schedule**

**APPENDIX A**

| Step      | CBA Item                 | Days          | BA<br>(100) | BA+22.5<br>(200) | BA+45<br>(300)   | BA+45<br>+MA<br>(400) | BA+90<br>(500)    | BA+90<br>+MA<br>(600) | BA+135<br>(700)   | BA+135<br>+MA<br>(800) | BA+155<br>+MA<br>(900) | PhD/Dr.<br>(906)  |
|-----------|--------------------------|---------------|-------------|------------------|------------------|-----------------------|-------------------|-----------------------|-------------------|------------------------|------------------------|-------------------|
| <b>10</b> | Base Pay                 | 180.00        |             |                  | 74,151.00        | 77,023.00             | 81,428.00         | 84,292.00             | 84,854.00         | 87,720.00              | 93,456.00              | 96,062.00         |
|           | Contractual Days         | 5.00          |             |                  | 2,060.00         | 2,140.00              | 2,262.00          | 2,341.00              | 2,357.00          | 2,437.00               | 2,596.00               | 2,668.00          |
|           | Tech Days                | 4.00          |             |                  | 1,648.00         | 1,712.00              | 1,810.00          | 1,873.00              | 1,886.00          | 1,949.00               | 2,077.00               | 2,135.00          |
|           | Responsibility/Incentive |               |             |                  | 11,199.00        | 11,633.00             | 12,296.00         | 12,730.00             | 12,806.00         | 13,240.00              | 14,108.00              | 14,501.00         |
|           | <b>TOTAL</b>             | <b>189.00</b> |             |                  | <b>89,058.00</b> | <b>92,508.00</b>      | <b>97,796.00</b>  | <b>101,236.00</b>     | <b>101,903.00</b> | <b>105,346.00</b>      | <b>112,237.00</b>      | <b>115,366.00</b> |
| <b>11</b> | Base Pay                 | 180.00        |             |                  | 76,458.00        | 79,331.00             | 84,231.00         | 87,099.00             | 87,858.00         | 90,727.00              | 96,461.00              | 99,068.00         |
|           | Contractual Days         | 5.00          |             |                  | 2,124.00         | 2,204.00              | 2,340.00          | 2,419.00              | 2,441.00          | 2,520.00               | 2,679.00               | 2,752.00          |
|           | Tech Days                | 4.00          |             |                  | 1,699.00         | 1,763.00              | 1,872.00          | 1,936.00              | 1,952.00          | 2,016.00               | 2,144.00               | 2,202.00          |
|           | Responsibility/Incentive |               |             |                  | 11,546.00        | 11,982.00             | 12,721.00         | 13,155.00             | 13,264.00         | 13,697.00              | 14,563.00              | 14,959.00         |
|           | <b>TOTAL</b>             | <b>189.00</b> |             |                  | <b>91,827.00</b> | <b>95,280.00</b>      | <b>101,164.00</b> | <b>104,609.00</b>     | <b>105,515.00</b> | <b>108,960.00</b>      | <b>115,847.00</b>      | <b>118,981.00</b> |
| <b>12</b> | Base Pay                 | 180.00        |             |                  | 78,765.00        | 81,637.00             | 87,034.00         | 89,902.00             | 90,864.00         | 93,735.00              | 99,467.00              | 102,075.00        |
|           | Contractual Days         | 5.00          |             |                  | 2,188.00         | 2,268.00              | 2,418.00          | 2,497.00              | 2,524.00          | 2,604.00               | 2,763.00               | 2,835.00          |
|           | Tech Days                | 4.00          |             |                  | 1,750.00         | 1,814.00              | 1,934.00          | 1,998.00              | 2,019.00          | 2,083.00               | 2,210.00               | 2,268.00          |
|           | Responsibility/Incentive |               |             |                  | 11,896.00        | 12,330.00             | 13,148.00         | 13,580.00             | 13,720.00         | 14,154.00              | 15,022.00              | 15,413.00         |
|           | <b>TOTAL</b>             | <b>189.00</b> |             |                  | <b>94,599.00</b> | <b>98,049.00</b>      | <b>104,534.00</b> | <b>107,977.00</b>     | <b>109,127.00</b> | <b>112,576.00</b>      | <b>119,462.00</b>      | <b>122,591.00</b> |
| <b>13</b> | Base Pay                 | 180.00        |             |                  |                  |                       | 89,835.00         | 92,704.00             | 93,872.00         | 96,741.00              | 102,474.00             | 105,081.00        |
|           | Contractual Days         | 5.00          |             |                  |                  |                       | 2,495.00          | 2,575.00              | 2,608.00          | 2,687.00               | 2,847.00               | 2,919.00          |
|           | Tech Days                | 4.00          |             |                  |                  |                       | 1,996.00          | 2,060.00              | 2,086.00          | 2,150.00               | 2,277.00               | 2,335.00          |
|           | Responsibility/Incentive |               |             |                  |                  |                       | 13,573.00         | 14,005.00             | 14,178.00         | 14,611.00              | 15,478.00              | 15,870.00         |
|           | <b>TOTAL</b>             | <b>189.00</b> |             |                  |                  |                       | <b>107,899.00</b> | <b>111,344.00</b>     | <b>112,744.00</b> | <b>116,189.00</b>      | <b>123,076.00</b>      | <b>126,205.00</b> |
| <b>14</b> | Base Pay                 | 180.00        |             |                  |                  |                       | 92,638.00         | 95,508.00             | 96,875.00         | 99,745.00              | 105,481.00             | 108,087.00        |
|           | Contractual Days         | 5.00          |             |                  |                  |                       | 2,573.00          | 2,653.00              | 2,691.00          | 2,771.00               | 2,930.00               | 3,002.00          |
|           | Tech Days                | 4.00          |             |                  |                  |                       | 2,059.00          | 2,122.00              | 2,153.00          | 2,217.00               | 2,344.00               | 2,402.00          |
|           | Responsibility/Incentive |               |             |                  |                  |                       | 13,998.00         | 14,431.00             | 14,633.00         | 15,068.00              | 15,936.00              | 16,328.00         |
|           | <b>TOTAL</b>             | <b>189.00</b> |             |                  |                  |                       | <b>111,268.00</b> | <b>114,714.00</b>     | <b>116,352.00</b> | <b>119,801.00</b>      | <b>126,691.00</b>      | <b>129,819.00</b> |
| <b>15</b> | Base Pay                 | 180.00        |             |                  |                  |                       | 94,392.00         | 97,299.00             | 98,676.00         | 101,586.00             | 107,392.00             | 110,030.00        |
|           | Contractual Days         | 5.00          |             |                  |                  |                       | 2,622.00          | 2,703.00              | 2,741.00          | 2,822.00               | 2,983.00               | 3,056.00          |
|           | Tech Days                | 4.00          |             |                  |                  |                       | 2,098.00          | 2,162.00              | 2,193.00          | 2,257.00               | 2,386.00               | 2,445.00          |
|           | Responsibility/Incentive |               |             |                  |                  |                       | 14,262.00         | 14,701.00             | 14,905.00         | 15,344.00              | 16,222.00              | 16,620.00         |
|           | <b>TOTAL</b>             | <b>189.00</b> |             |                  |                  |                       | <b>113,374.00</b> | <b>116,865.00</b>     | <b>118,515.00</b> | <b>122,009.00</b>      | <b>128,983.00</b>      | <b>132,151.00</b> |

2022-23 includes a 7.0% increase, effective 9/1/2022

## 2022-23 Combined Substitute Salary Schedule

CERTIFICATED**CERTIFICATED SUBSTITUTES - TEACHING**

| Salary Schedule | Grade | Days Worked      | Hours Worked              | Hourly Rate | Daily Rate |
|-----------------|-------|------------------|---------------------------|-------------|------------|
| CH1             | 1     | 0.5 - 29.5       | Below 240 hours worked    | \$35.60     | \$249.20   |
| CH1             | 2     | 30 - 59.9 days   | At least 240 hours worked | \$37.23     | \$260.61   |
| CH1             | 3     | 60.0 - 89.9 days | At least 240 hours worked | \$38.86     | \$272.02   |
| CH1             | 4     | 90 or more       | At least 240 hours worked | \$41.37     | \$289.59   |
| CH1             | 5     | Senior Subs      | Senior Subs               | \$42.80     | \$299.59   |

**CERTIFICATED SUBSTITUTES - NURSES**

| Salary Schedule | Grade | Position                      | Hourly Rate | Daily Rate |
|-----------------|-------|-------------------------------|-------------|------------|
| CH5             | 1     | Certificated Substitute Nurse | \$52.97     | \$370.79   |

CLASSIFIED**PARAPROFESSIONAL SUBSTITUTES**

| Salary Schedule | Position | Days Worked | Hourly Rate | Daily Rate |          |
|-----------------|----------|-------------|-------------|------------|----------|
| SU1             |          | 1-59 Days   | \$X         | \$28.27    | \$197.89 |
| SU1             |          | 60-90 Days  | \$X*1.05    | \$29.67    | \$207.69 |
| SU1             |          | 91-120 Days | \$X*1.10    | \$31.08    | \$217.56 |
| SU1             |          | 121+ Days   | \$X*1.15    | \$32.51    | \$227.57 |
| SU1             |          | Senior Subs | Senior Subs | \$33.94    | \$237.57 |

**CLERICAL SUBSTITUTES**

| Salary Schedule | Position | Days Worked | Hourly Rate | Daily Rate |          |
|-----------------|----------|-------------|-------------|------------|----------|
| SU2             |          | 1-59 Days   | \$X         | \$24.76    | \$198.08 |
| SU2             |          | 60-90 Days  | \$X*1.05    | \$25.99    | \$207.92 |
| SU2             |          | 91-120 Days | \$X*1.10    | \$27.23    | \$217.84 |
| SU2             |          | 121+ Days   | \$X*1.15    | \$28.48    | \$227.84 |
| SU2             |          | Senior Subs | Senior Subs | \$29.73    | \$237.84 |

**CLASSIFIED SUBSTITUTES - NURSES**

| Salary Schedule | Position                     | Hourly Rate | Daily Rate |
|-----------------|------------------------------|-------------|------------|
| SU3             | Classified Nurse Substitutes | \$37.44     | \$299.52   |

**Note:** Senior Subs receive an additional \$10/day (added to daily rate)

2022-2023 rates effective 9/1/2022 with a 7% negotiated increase

The Substitute Salary Schedule will increase in alignment with the annual salary increases outlined in the CBAs.

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**SEATTLE PUBLIC SCHOOLS**

**CERTIFICATED NON-SUPERVISORY STAFF  
EXTRA-TIME HOURLY RATES  
2022 - 2025**

Semi-Independent Activities - An employee instructing an in-service class; or designing and writing new curriculum; or serving as the assigned chairperson of a curriculum-type committee or project. \$ 39.26/Hr.

Guided Activities - An employee serving as a member of a curriculum revision committee; or instructional materials development committee; or attendance by certificated employees at certain voluntary in-service activities, including a coach's clinic. \$ 29.12/Hr.

Required Activities - Required attendance by certificated employees for activities initiated and established by the administration or required at the building level. \$ 40.82/Hr.

*See Combined Substitute Schedule for Sub Reimbursement Rates*