

Lake Washington School District

LWEA Compensation Schedule 2011-12

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17-24	25+
BA																			
Base Salary (180 days)	33,401	33,401	33,401	33,401	33,803	34,560													
LEAP Days (9 days)	1,670	1,670	1,670	1,670	1,690	1,728													
Responsibility	2,711	2,801	2,891	2,981	2,743	2,804													
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	41,948	43,304													
BA+45																			
Base Salary (180 days)	34,965	35,804	36,588	37,345	38,075	38,987	39,589	40,583	41,915	43,267	44,619								
LEAP Days (9 days)	1,748	1,790	1,829	1,867	1,904	1,935	1,979	2,028	2,096	2,163	2,231								
Responsibility	2,838	2,969	2,969	3,030	3,080	3,141	3,213	3,293	3,402	3,512	3,621								
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	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	44,211	45,098	45,954	46,781	47,985	48,993	50,098	51,625	53,154	55,693								
MA/BA+90																			
Base Salary (180 days)	40,045	40,266	40,969	41,672	42,267	42,862	43,673	44,619	45,971	47,324	48,676	50,028	51,380	52,732	52,732	52,732	53,759	53,759	53,759
LEAP Days (9 days)	2,002	2,013	2,048	2,084	2,113	2,143	2,184	2,231	2,299	2,366	2,434	2,501	2,569	2,637	2,637	2,637	2,688	2,688	2,688
Responsibility	3,249	3,267	3,325	3,382	3,430	3,478	3,544	3,621	3,731	3,840	3,950	4,060	4,170	4,279	4,279	4,279	4,364	4,364	4,364
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	500	1,500	1,500	1,500	1,500	1,500	1,500	2,300	2,300
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	49,008	49,258	50,054	50,850	51,522	52,595	53,613	54,683	56,213	57,742	60,272	61,801	63,331	64,860	64,860	64,860	66,023	66,023	66,023
MA+45/BA+135*																			
Base Salary (180 days)	44,078	44,727	45,376	45,998	46,512	47,026	47,783	48,676	50,028	51,380	52,732	54,084	55,436	56,788	58,140	59,492	60,655	60,655	60,655
LEAP Days (9 days)	2,204	2,236	2,269	2,300	2,326	2,351	2,389	2,434	2,569	2,704	2,772	2,839	2,899	2,907	2,907	2,975	3,033	3,033	3,033
Responsibility	3,577	3,631	3,663	3,733	3,775	3,817	3,879	3,950	4,060	4,170	4,279	4,389	4,500	4,609	4,719	4,828	4,923	4,923	4,923
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	2,300	2,300	2,300
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	53,571	54,308	55,040	55,743	56,325	57,406	58,263	59,272	60,801	62,331	64,860	66,389	67,920	69,448	70,978	72,507	73,823	74,623	77,323

* 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
 * † 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 (9): One day is a student school day. Two days are 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 four 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.