

**Lake Washington School District
LWEA Compensation Schedule
2020-21**

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)	49,844	51,245	52,680	54,160	55,681	57,241	57,241	57,241	57,241	57,241	57,241	57,241	57,241	57,241	57,241	57,241	57,241	57,241	57,241	57,241	57,241
LEAP Days (8 days)	2,215	2,278	2,341	2,407	2,475	2,544	2,544	2,544	2,544	2,544	2,544	2,544	2,544	2,544	2,544	2,544	2,544	2,544	2,544	2,544	2,544
Responsibility	3,439	3,536	3,635	3,737	3,842	3,950	3,950	3,950	3,950	3,950	3,950	3,950	3,950	3,950	3,950	3,950	3,950	3,950	3,950	3,950	3,950
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	2,000
Attract and Retain	0	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	1,300
Total	58,798	60,359	61,956	63,604	65,298	67,035	67,035	67,035	67,035	67,035	67,035	67,035	67,035	67,035	67,035	67,035	67,035	67,035	68,035	72,035	
BA + 45																					
Base Salary (180 days)	54,160	55,681	57,241	58,846	60,496	62,195	63,940	65,734	67,578	69,473	71,421	71,421	71,421	71,421	71,421	71,421	71,421	71,421	71,421	71,421	71,421
LEAP Days (8 days)	2,407	2,475	2,544	2,615	2,689	2,764	2,842	2,922	3,003	3,088	3,174	3,174	3,174	3,174	3,174	3,174	3,174	3,174	3,174	3,174	3,174
Responsibility	3,737	3,842	3,950	4,060	4,174	4,291	4,412	4,536	4,663	4,794	4,928	4,928	4,928	4,928	4,928	4,928	4,928	4,928	4,928	4,928	4,928
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	2,000
Attract and Retain	0	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	1,300
Total	63,604	65,298	67,035	68,821	70,659	72,550	74,494	76,492	78,544	80,655	82,823	82,823	82,823	82,823	82,823	82,823	82,823	82,823	83,823	87,823	
MA / BA+90																					
Base Salary (180 days)	58,846	60,496	62,195	63,940	65,734	67,578	69,473	71,421	73,425	75,484	77,602	79,780	82,018	84,321	86,689	89,121	91,623	91,623	91,623	91,623	91,623
LEAP Days (8 days)	2,615	2,689	2,764	2,842	2,922	3,003	3,088	3,174	3,263	3,355	3,449	3,546	3,645	3,748	3,853	3,961	4,072	4,072	4,072	4,072	4,072
Responsibility	4,060	4,174	4,291	4,412	4,536	4,663	4,794	4,928	5,066	5,208	5,355	5,505	5,659	5,818	5,982	6,149	6,322	6,322	6,322	6,322	6,322
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	2,000
Attract and Retain	0	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	1,300
Total	68,821	70,659	72,550	74,494	76,492	78,544	80,655	82,823	85,054	87,347	89,706	92,131	94,622	97,187	99,824	102,531	105,317	105,317	106,317	110,317	
MA+45 / BA+135*																					
Base Salary (180 days)	63,940	65,734	67,578	69,473	71,421	73,425	75,484	77,602	79,780	82,018	84,321	86,689	89,121	91,623	94,195	96,837	99,553	99,553	99,553	99,553	99,553
LEAP Days (8 days)	2,842	2,922	3,003	3,088	3,174	3,263	3,355	3,449	3,546	3,645	3,748	3,853	3,961	4,072	4,186	4,304	4,425	4,425	4,425	4,425	4,425
Responsibility	4,412	4,536	4,663	4,794	4,928	5,066	5,208	5,355	5,505	5,659	5,818	5,982	6,149	6,322	6,499	6,682	6,869	6,869	6,869	6,869	6,869
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	2,000
Attract and Retain	0	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	1,300
Total	74,494	76,492	78,544	80,655	82,823	85,054	87,347	89,706	92,131	94,622	97,187	99,824	102,531	105,317	108,180	111,123	114,147	114,147	115,147	119,147	

- 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 (\$4,984)
- 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