

The [20-21 salary schedules](#) are posted to the website. We received a raise! Wondering how it was calculated? Check out this explanation.

Base Salary Increase: how is it calculated?

In 2018, in response to McCleary changes, we negotiated a “[salary reopener](#)” agreement with LWSD. Part of that agreement included a guaranteed base salary increase.

State-determined inflationary adjustment on base for 2020-21, unless Lake Washington’s ranking among its 12 comparable school districts (12 districts used for the 2017-21 negotiations) falls below 3rd place in any of these categories:
BA+0, MA+10, or Non-Doctorate Schedule Max.
If ranking drops below 3rd in one or more categories, then LWSD guarantees a 4% base salary increase (inclusive of any state inflationary adjustment). Any locally-funded increase above the state percentage increase shall be added to the Responsibility Contract.

How are our salaries funded?

The base salary is funded by the state. The responsibility contract is funded through local levy dollars.

How was this salary increase calculated?

The increase is based on IPD ([implicit price deflator for personal consumption](#)). Based on the district’s calculations, a 1.6% IPD increase was applied to the base salary and the remainder of the increase was applied to our responsibility pay.

Responsibility pay in 19-20 was 4.5% of our base salary; now it will be 6.9% of the base salary.

How is the salary increase applied to our salary?

To calculate this year’s base salary, increase last year’s base salary by 1.6%.

To calculate this year’s responsibility pay, multiply this year’s base salary by 6.9%.

Can you give me an example?

BA, step 0	MA+45/BA+135
<u>20-21 Base Salary Calculation</u> <ul style="list-style-type: none">19-20 base salary = \$49,059$\\$49,059 * 1.6\% = \\$784.94$$\\$784.94 + \\$49,059 = \mathbf{\\$49,844}$ (20-21 base salary)	<u>20-21 Base Salary Calculation</u> <ul style="list-style-type: none">19-20 base salary = \$97,986$\\$97,986 * 1.6\% = \\$1567.77$$\\$1567.77 + \\$97,986 = \mathbf{\\$99,553}$ (20-21 base salary)
<u>20-21 Responsibility Pay Calculation</u> <ul style="list-style-type: none">20-21 base salary = \$49,844$\\$49,844 * 6.9\% = \mathbf{\\$3,439}$ (20-21 responsibility pay)	<u>20-21 Responsibility Pay Calculation</u> <ul style="list-style-type: none">20-21 base salary = \$99,553$\\$99,553 * 6.9\% = \mathbf{\\$6,869}$ (20-21 responsibility pay)