

**Lake Washington School District  
LWEA Compensation Schedule  
2021-22**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>BA</b>																	
Base Salary (180 days)	53,219	54,266	55,332	56,425	57,537	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670	58,670
LEAP Days (8 days)	2,365	2,412	2,459	2,508	2,557	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608	2,608
Responsibility	5,162	5,264	5,367	5,473	5,581	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691	5,691
Attract and Retain	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
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
<b>Total</b>	<b>64,046</b>	<b>65,242</b>	<b>66,458</b>	<b>67,706</b>	<b>68,975</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>	<b>70,269</b>
<b>BA + 45</b>																	
Base Salary (180 days)	55,460	57,017	58,614	60,258	61,947	63,688	65,474	67,312	69,200	71,140	73,135	73,135	73,135	73,135	73,135	73,135	73,135
LEAP Days (8 days)	2,465	2,534	2,605	2,678	2,753	2,831	2,910	2,992	3,076	3,162	3,250	3,250	3,250	3,250	3,250	3,250	3,250
Responsibility	5,380	5,531	5,686	5,845	6,009	6,178	6,351	6,529	6,712	6,901	7,094	7,094	7,094	7,094	7,094	7,094	7,094
Attract and Retain	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
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
<b>Total</b>	<b>66,605</b>	<b>68,382</b>	<b>70,205</b>	<b>72,081</b>	<b>74,009</b>	<b>75,997</b>	<b>78,035</b>	<b>80,133</b>	<b>82,288</b>	<b>84,503</b>	<b>86,779</b>	<b>86,779</b>	<b>86,779</b>	<b>86,779</b>	<b>86,779</b>	<b>86,779</b>	<b>86,779</b>
<b>MA / BA+90</b>																	
Base Salary (180 days)	60,258	62,014	63,820	65,678	67,587	69,552	71,578	73,661	75,805	78,010	80,281	82,618	85,022	87,498	90,045	92,663	95,358
LEAP Days (8 days)	2,678	2,756	2,836	2,919	3,004	3,091	3,181	3,274	3,369	3,467	3,568	3,672	3,779	3,889	4,002	4,118	4,238
Responsibility	5,845	6,015	6,191	6,371	6,556	6,747	6,943	7,145	7,353	7,567	7,787	8,014	8,247	8,487	8,734	8,988	9,250
Attract and Retain	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,500	2,500	2,500	2,500	2,500	2,500	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
<b>Total</b>	<b>72,081</b>	<b>74,085</b>	<b>76,147</b>	<b>78,268</b>	<b>80,447</b>	<b>82,690</b>	<b>85,002</b>	<b>87,380</b>	<b>89,827</b>	<b>92,344</b>	<b>95,436</b>	<b>98,104</b>	<b>100,848</b>	<b>103,674</b>	<b>106,581</b>	<b>109,569</b>	<b>115,146</b>
<b>MA+45 / BA+135*</b>																	
Base Salary (180 days)	65,474	67,327	69,231	71,191	73,207	75,279	77,407	79,597	81,848	84,165	86,549	88,998	91,515	94,102	96,767	99,508	102,325
LEAP Days (8 days)	2,910	2,992	3,077	3,164	3,254	3,346	3,440	3,538	3,638	3,741	3,847	3,955	4,067	4,182	4,301	4,423	4,548
Responsibility	6,351	6,531	6,715	6,906	7,101	7,302	7,508	7,721	7,939	8,164	8,395	8,633	8,877	9,128	9,386	9,652	9,926
Attract and Retain	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,500	2,500	2,500	2,500	2,500	2,500	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
<b>Total</b>	<b>78,035</b>	<b>80,150</b>	<b>82,323</b>	<b>84,561</b>	<b>86,862</b>	<b>89,227</b>	<b>91,655</b>	<b>94,156</b>	<b>96,725</b>	<b>99,370</b>	<b>102,591</b>	<b>105,386</b>	<b>108,259</b>	<b>111,212</b>	<b>114,254</b>	<b>117,383</b>	<b>123,099</b>

• Placement of teachers on the salary schedule shall be according to their years of experience and education

• For an earned doctorate stipend add (\$5,104)

• 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:**

Incentive for Attracting and Retaining Teachers: An additional amount will be paid based on above schedules. 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 and 6/29/2021 prorated for late hires/leaves. Payment will be made in November.

Time Card Hourly Rate: \$50