

**Lake Washington School District
LWEA Compensation Schedule
2017-18**

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)	36,521	36,521	36,521	36,521	36,888	37,714	37,714	37,714	37,714	37,714	37,714	37,714	37,714	37,714	37,714	37,714	37,714	37,714	37,714	37,714
LEAP Days (8 days)	1,623	1,623	1,623	1,623	1,639	1,676	1,676	1,676	1,676	1,676	1,676	1,676	1,676	1,676	1,676	1,676	1,676	1,676	1,676	1,676
Responsibility	8,782	8,884	8,986	9,089	8,871	9,068	9,068	9,068	9,068	9,068	9,068	9,068	9,068	9,068	9,068	9,068	9,068	9,068	9,068	9,068
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
Attract and Retain	500	500	500	500	500	1,000	1,000	1,000	1,000	1,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,800	4,100	9,000
Technology	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
Total	51,426	51,528	51,630	51,733	51,898	53,458	53,458	53,458	53,458	53,458	54,458	54,458	54,458	54,458	54,458	54,458	54,458	55,258	56,558	61,458
BA + 45																				
Base Salary (180 days)	38,156	39,071	39,927	40,753	41,550	42,229	43,203	44,265	45,741	47,216	48,692	48,692	48,692	48,692	48,692	48,692	48,692	48,692	48,692	48,692
LEAP Days (8 days)	1,696	1,736	1,775	1,811	1,847	1,877	1,920	1,967	2,033	2,098	2,164	2,164	2,164	2,164	2,164	2,164	2,164	2,164	2,164	2,164
Responsibility	9,176	9,395	9,601	9,801	9,992	10,155	10,389	10,645	10,999	11,354	11,708	11,708	11,708	11,708	11,708	11,708	11,708	11,708	11,708	11,708
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
Attract and Retain	500	500	500	500	500	1,000	1,000	1,000	1,000	1,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,800	4,100	9,000
Technology	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
Total	53,528	54,702	55,803	56,865	57,889	59,261	60,512	61,877	63,773	65,668	68,564	68,564	68,564	68,564	68,564	68,564	68,564	69,364	70,664	75,564
MA / BA+90																				
Base Salary (180 days)	43,785	43,940	44,708	45,457	46,124	46,773	47,659	48,692	50,167	51,643	53,118	54,594	56,069	57,545	57,545	57,545	58,666	58,666	58,666	58,666
LEAP Days (8 days)	1,946	1,953	1,987	2,021	2,050	2,079	2,118	2,164	2,230	2,295	2,361	2,426	2,492	2,558	2,558	2,558	2,607	2,607	2,607	2,607
Responsibility	10,528	10,566	10,750	10,953	11,092	11,247	11,461	11,708	12,064	12,418	12,774	13,128	13,482	13,837	13,837	13,837	14,108	14,108	14,108	14,108
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
Attract and Retain	500	500	500	500	500	1,000	1,000	1,000	1,000	1,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,800	4,100	9,000
Technology	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
Total	60,759	60,959	61,945	62,931	63,766	65,099	66,238	67,564	69,461	71,356	74,253	76,148	78,043	79,940	79,940	79,940	81,381	82,181	83,481	88,381
MA+45 / BA+135*																				
Base Salary (180 days)	48,101	48,810	49,518	50,197	50,757	51,318	52,144	53,118	54,594	56,069	57,545	59,020	60,496	61,971	63,447	64,922	66,191	66,191	66,191	66,191
LEAP Days (8 days)	2,138	2,169	2,201	2,231	2,256	2,281	2,318	2,361	2,426	2,492	2,558	2,623	2,689	2,754	2,820	2,885	2,942	2,942	2,942	2,942
Responsibility	11,568	11,738	11,906	12,071	12,206	12,341	12,539	12,774	13,128	13,482	13,837	14,192	14,546	14,902	15,256	15,612	15,917	15,917	15,917	15,917
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
Attract and Retain	500	500	500	500	500	1,000	1,000	1,000	1,000	1,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,800	4,100	9,000
Technology	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
Total	66,307	67,217	68,125	68,999	69,719	70,940	72,001	73,253	75,148	77,043	79,940	81,835	83,731	85,627	87,523	89,419	91,050	91,850	93,150	98,050

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

• For an earned doctorate stipend add \$4,427

• 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): One day is a student day. Five days are scheduled in the building prior to school opening. Two 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 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 (0-4 years experience); \$1,000 (5-9 years experience); \$2,000 (10-16 years experience); \$2,800 (17-20 years experience); \$4,100 (21-24 years experience); \$9,000 (25 years plus experience). Prorated based on FTE.

Technology Skill Application and Integration: An additional \$2,000 stipend will be paid for acquiring, applying and integrating technology skills. This amount is paid regardless of FTE.

Curriculum Hourly Rate: \$40