# **Lake Washington School District**

**LWEA SALARY SCHEDULE FOR 2017-18** 

Effective August 11, 2017

|               |        |        |        |        |        |        |        |        |        |        |        |        |        |        | rective A | tagaot i | 1, 2017 |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------|----------|---------|
| STEP          | 0      | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      | 10     | 11     | 12     | 13     | 14        | 15       | 16      |
| STAFF A       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |           |          |         |
| ВА            | 33,199 | 34,173 | 35,117 | 36,061 | 36,888 | 37,714 |        |        |        |        |        |        |        |        |           |          |         |
| Factor        | 1.125  | 1.158  | 1.190  | 1.222  | 1.250  | 1.278  |        |        |        |        |        |        |        |        |           |          |         |
| Daily Rate    | 184.44 | 189.85 | 195.09 | 200.34 | 204.93 | 209.52 |        |        |        |        |        |        |        |        |           |          |         |
| Hourly Rate   | 24.59  | 25.31  | 26.01  | 26.71  | 27.32  | 27.94  |        |        |        |        |        |        |        |        |           |          |         |
|               | #      | #      | #      | #      |        |        |        |        |        |        |        |        |        |        |           |          |         |
| STAFF B       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |           |          |         |
| BA + 45       | 38,156 | 39,071 | 39,927 | 40,753 | 41,550 | 42,229 | 43,203 | 44,265 | 45,741 | 47,216 | 48,692 |        |        |        |           |          |         |
| Factor        | 1.293  | 1.324  | 1.353  | 1.381  | 1.408  | 1.431  | 1.464  | 1.500  | 1.550  | 1.600  | 1.650  |        |        |        |           |          |         |
| Daily Rate    | 211.98 | 217.06 | 221.82 | 226.41 | 230.83 | 234.61 | 240.02 | 245.92 | 254.12 | 262.31 | 270.51 |        |        |        |           |          |         |
| Hourly Rate   | 28.26  | 28.94  | 29.58  | 30.19  | 30.78  | 31.28  | 32.00  | 32.79  | 33.88  | 34.97  | 36.07  |        |        |        |           |          |         |
| STAFF C       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |           |          |         |
| MA/BA+90      | 43,114 | 43,940 | 44,708 | 45,475 | 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  |
| Factor        | 1.461  | 1.489  | 1.515  | 1.541  | 1.563  | 1.585  | 1.615  | 1.650  | 1.700  | 1.750  | 1.800  | 1.850  | 1.900  | 1.950  | 1.950     | 1.950    | 1.988   |
| Daily Rate    | 239.52 | 244.11 | 248.38 | 252.64 | 256.24 | 259.85 | 264.77 | 270.51 | 278.71 | 286.91 | 295.10 | 303.30 | 311.49 | 319.69 | 319.69    | 319.69   | 325.92  |
| Hourly Rate   | 31.94  | 32.55  | 33.12  | 33.69  | 34.17  | 34.65  | 35.30  | 36.07  | 37.16  | 38.25  | 39.35  | 40.44  | 41.53  | 42.63  | 42.63     | 42.63    | 43.46   |
|               | #      |        |        |        |        |        |        |        |        |        |        |        |        |        |           |          |         |
| STAFF D       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |           |          |         |
| MA+45/BA+135* | 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  |
| Factor        | 1.630  | 1.654  | 1.678  | 1.701  | 1.720  | 1.739  | 1.767  | 1.800  | 1.850  | 1.900  | 1.950  | 2.000  | 2.050  | 2.100  | 2.150     | 2.200    | 2.243   |
| Daily Rate    | 267.23 | 271.17 | 275.10 | 278.87 | 281.98 | 285.10 | 289.69 | 295.10 | 303.30 | 311.49 | 319.69 | 327.89 | 336.09 | 344.28 | 352.48    | 360.68   | 367.73  |
| Hourly Rate   | 35.63  | 36.16  | 36.68  | 37.18  | 37.60  | 38.01  | 38.63  | 39.35  | 40.44  | 41.53  | 42.63  | 43.72  | 44.81  | 45.90  | 47.00     | 48.09    | 49.03   |
|               |        |        |        |        |        |        |        |        |        |        |        |        |        |        |           |          |         |

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

**BASE** 

29510

Position Codes:  $F^*A = Classroom\ Teacher$   $F^*B = Resource\ Teacher$   $F^*C = PE/Music\ Teacher$   $F^*D = Librarian$ 

 $F^*E$  = Counselor  $F^*F$  = Special Services  $F^*G$  = Leadership/Coordination

<sup>•</sup> Teachers on the Staff D lane with a BA Degree + 135 credits who subsequently earn an MA Degree will remain in the staff D lane

<sup>•</sup> For an earned doctorate stipend add .15 of base salary (\$4,427)

<sup>#</sup> Teachers in cell A-0, A-1, A-2, A-3 will be paid at \$36,521 (Daily rate \$202.89, hourly rate \$27.05), and C-0 will be paid \$43,785 (Daily rate \$243.25, hourly rate \$32.43)

<sup>•</sup> Base salary includes 180 work days, daily rate is calculated as base salary divided by 180 days, hourly rate is calculated as daily rate divided by 7.5 hours per day\*

<sup>\*</sup> It is not possible to achieve this level for a BA+135 as of 9/94

## **Lake Washington School District**

## LWEA INFORMATIONAL SALARY SCHEDULE FOR 2017-18 LEAP DAYS (8)

Effective August 11, 2017

| STEP         | 0     | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    |       | 14    | 15    | 16    |
|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
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| ВА           | 1,623 | 1,623 | 1,623 | 1,623 | 1,639 | 1,676 |       |       |       |       |       |       |       |       |       |       |       |
| BA + 45      | 1,696 | 1,736 | 1,775 | 1,811 | 1,847 | 1,877 | 1,920 | 1,967 | 2,033 | 2,098 | 2,164 |       |       |       |       |       |       |
| MA/BA+90     | 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 |
| MA+45/BA+135 | 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 |

- · Placement on the incentive schedule will be according to placement on the teachers salary schedule
- Teachers in cells A-0, A-1, A-2, A-3 shall receive pay based on statewide minimum salary for Bachelors degree of \$36,521 teachers in cell C-0 shall receive incentive pay based on statewide minimum salary for Masters degree of \$43,785

# **Lake Washington School District**

## LWEA INFORMATIONAL SALARY SCHEDULE FOR 2017-18 RESPONSIBILITY CONTRACT

Effective August 11, 2017

|              |        |        |        |        |        |        |        |        |        |        |        |        |        |        | IIIECIIVE | ragaot i | 1, 2017 |
|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------|----------|---------|
| STEP         | 0      | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      | 10     | 11     | 12     | 13     | 14        | 15       | 16      |
| ВА           | 8,782  | 8,884  | 8,986  | 9,089  | 8,871  | 9,068  |        |        |        |        |        |        |        |        |           |          |         |
| BA + 45      | 9,176  | 9,395  | 9,601  | 9,801  | 9,992  | 10,155 | 10,389 | 10,645 | 10,999 | 11,354 | 11,708 |        |        |        |           |          |         |
| MA/BA+90     | 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  |
| MA+45/BA+135 | 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  |

<sup>•</sup> Placement on the incentive schedule will be according to placement on the teachers salary schedule

# Lake Washington School District LWEA ADDITIONAL COMPENSATION SCHEDULE FOR 2017-18

Effective August 11, 2017

### **Curriculum Hourly Rate**

\$40.00

#### **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 OR instructional materials, workshops, conference fees and/or tuition. Prorated based on FTE.

### **Incentive for Attracting and Retaining Teachers**

| Experience Level   | <u>Salary</u> |
|--------------------|---------------|
| 0-4 years          | \$500         |
| 5-9 years          | \$1,000       |
| 10-16 years        | \$2,000       |
| 17-20 years        | \$2,800       |
| 21-24 years        | \$4,100       |
| 25 years and above | \$9,000       |

The salary listed above will be paid in addition to base salary placement. Years of experience will be recognized in accordance with Section 22.1.1 of LWEA bargaining agreement. Incentive will be prorated based on FTE.

### **Technology Skill Application and Integration Contract**

An additional \$2,000 stipend will be paid.