

Lake Washington School District

LWEA Compensation Schedule 2008-2009

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17-24	25+
BA																			
Base Salary (182 days)	34,426	34,426	34,426	34,426	34,840	35,620													
LEAP Days (5 days)	946	946	946	946	957	979													
Responsibility	2,410	2,500	2,590	2,680	2,439	2,493													
Professional Fund	2,000	2,000	2,000	2,000	2,000	2,000													
Attract and Retain	0	0	0	0	0	500													
Technology Training	462	462	462	462	462	462													
Technology Stipend	1,250	1,250	1,250	1,250	1,250	1,250													
Total	41,494	41,584	41,674	41,764	41,948	43,304													
BA + 45																			
Base Salary (182 days)	36,038	36,903	37,711	38,491	39,244	39,885	40,805	41,808	43,202	44,595	45,989								
LEAP Days (5 days)	990	1,014	1,036	1,057	1,078	1,096	1,121	1,149	1,187	1,225	1,263								
Responsibility	2,523	2,583	2,640	2,694	2,747	2,792	2,856	2,927	3,024	3,122	3,219								
Professional Fund	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	500	500	500	500	500	1,500								
Technology Training	462	462	462	462	462	462	462	462	462	462	462								
Technology Stipend	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250								
Total	43,263	44,212	45,099	45,954	46,781	47,985	48,994	50,096	51,625	53,154	55,683								
MA/BA+90																			
Base Salary (182 days)	41,274	41,501	42,226	42,951	43,564	44,177	45,013	45,989	47,382	48,776	50,170	51,563	52,957	54,350	54,350	54,350	55,410	55,410	55,410
LEAP Days (5 days)	1,134	1,140	1,160	1,180	1,197	1,214	1,237	1,263	1,302	1,340	1,378	1,417	1,455	1,493	1,493	1,522	1,522	1,522	1,522
Responsibility	2,889	2,905	2,956	3,007	3,049	3,092	3,151	3,219	3,317	3,414	3,512	3,609	3,707	3,805	3,805	3,805	3,879	3,879	3,879
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
Attract and Retain	0	0	0	0	0	500	500	500	500	500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	2,300	5,000
Technology Training	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462
Technology Stipend	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250
Total	49,009	49,258	50,054	50,850	51,522	52,695	53,613	54,683	56,213	57,742	60,272	61,801	63,331	64,860	64,860	64,860	66,023	66,823	69,523
MA+45/BA+135*																			
Base Salary (182 days)	45,431	46,100	46,769	47,410	47,940	48,469	49,250	50,170	51,563	52,957	54,350	55,744	57,138	58,531	59,925	61,318	62,517	62,517	62,517
LEAP Days (5 days)	1,248	1,266	1,285	1,302	1,317	1,332	1,353	1,378	1,417	1,455	1,493	1,531	1,570	1,608	1,646	1,685	1,718	1,718	1,718
Responsibility	3,180	3,227	3,274	3,319	3,356	3,393	3,448	3,512	3,609	3,707	3,805	3,902	4,000	4,097	4,195	4,292	4,376	4,376	4,376
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
Attract and Retain	0	0	0	0	0	500	500	500	500	500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	2,300	5,000
Technology Training	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462	462
Technology Stipend	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250
Total	53,571	54,305	55,040	55,743	56,325	57,406	58,263	59,272	60,801	62,331	64,860	66,389	67,920	69,448	70,978	72,507	73,823	74,623	77,323

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

• For an earned doctorate stipend add \$4,174

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

Explanation of Days/Responsibility

Student Days (180): Days in which students are in school.

Supplemental Days (2): Two days are scheduled in the building prior to school opening for meetings and preparation for the school year.

Total Base Days = 182

LEAP Days (5): Two days are scheduled prior to school opening and three days are scheduled into the school calendar for the purpose of participating in activities focusing on district and building goals.

Responsibility Contract: Defined as professional duties worked outside of the regular workday (Section 11.2).

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 (5-9 years experience); \$1,500 (10-16 years experience); \$2,300 (17-24 years experience); \$5,000 (25 years plus experience). Payment will be made over 12 months.

Technology Training: An additional 14 hours at curriculum rate (\$33/hr) will be paid for technology training. Payment will be made as worked.

Technology Stipend: An additional \$1,250 stipend will be paid upon demonstration of technology proficiency