

Washington K–12 Salary Allocation Schedule for Certificated Instructional Staff

The following schedules are used to determine state salary allocations for certificated instructional staff (i. e., teachers and educational staff associates) for 272 of 295 Washington State public school districts in 2007–08 and 283 in 2008–09. The remaining public school districts (23 in 2007–08 and 12 in 2008–09) receive somewhat higher allocations due to a higher base salary.

The state schedule determines ALLOCATIONS of state funds. ACTUAL SALARIES ARE DETERMINED IN LOCAL NEGOTIATIONS. Questions regarding individual employee compensation should be directed to the local school district personnel or payroll office.

2007–08 K–12 Salary Allocation Schedule for Certificated Instructional Staff

| Years of Service | BA+0 | BA+15 | BA+30 | BA+45 | BA+90 | BA+135 | MA+0 | MA+45 | MA+90 or PhD |
|------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------|
| 0 | 32,746 | 33,630 | 34,547 | 35,465 | 38,412 | 40,310 | 39,260 | 42,207 | 44,107 |
| 1 | 33,187 | 34,083 | 35,011 | 35,970 | 38,948 | 40,836 | 39,696 | 42,674 | 44,560 |
| 2 | 33,607 | 34,512 | 35,450 | 36,483 | 39,452 | 41,359 | 40,135 | 43,104 | 45,012 |
| 3 | 34,039 | 34,953 | 35,901 | 36,967 | 39,930 | 41,884 | 40,552 | 43,513 | 45,468 |
| 4 | 34,464 | 35,418 | 36,372 | 37,474 | 40,455 | 42,423 | 40,988 | 43,969 | 45,938 |
| 5 | 34,902 | 35,861 | 36,824 | 37,988 | 40,958 | 42,965 | 41,432 | 44,403 | 46,410 |
| 6 | 35,353 | 36,291 | 37,287 | 38,508 | 41,464 | 43,482 | 41,887 | 44,843 | 46,860 |
| 7 | 36,145 | 37,097 | 38,106 | 39,394 | 42,393 | 44,467 | 42,739 | 45,737 | 47,812 |
| 8 | 37,304 | 38,308 | 39,340 | 40,735 | 43,775 | 45,925 | 44,079 | 47,120 | 49,269 |
| 9 | | 39,562 | 40,646 | 42,091 | 45,202 | 47,425 | 45,434 | 48,547 | 50,770 |
| 10 | | | 41,967 | 43,516 | 46,669 | 48,966 | 46,861 | 50,014 | 52,310 |
| 11 | | | | 44,984 | 48,204 | 50,547 | 48,328 | 51,550 | 53,891 |
| 12 | | | | 46,404 | 49,781 | 52,194 | 49,853 | 53,126 | 55,540 |
| 13 | | | | | 51,397 | 53,882 | 51,431 | 54,741 | 57,226 |
| 14 | | | | | 53,020 | 55,632 | 53,056 | 56,471 | 58,977 |
| 15 | | | | | 54,400 | 57,080 | 54,435 | 57,939 | 60,511 |
| 16 or more | | | | | 55,487 | 58,220 | 55,523 | 59,097 | 61,720 |

2008–09 K–12 Salary Allocation Schedule for Certificated Instructional Staff

| Years of Service | BA+0 | BA+15 | BA+30 | BA+45 | BA+90 | BA+135 | MA+0 | MA+45 | MA+90 or PhD |
|------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------------|
| 0 | 34,426 | 35,356 | 36,319 | 37,285 | 40,383 | 42,378 | 41,274 | 44,372 | 46,369 |
| 1 | 34,889 | 35,832 | 36,808 | 37,816 | 40,946 | 42,931 | 41,733 | 44,863 | 46,847 |
| 2 | 35,331 | 36,283 | 37,269 | 38,354 | 41,476 | 43,481 | 42,195 | 45,316 | 47,321 |
| 3 | 35,786 | 36,747 | 37,743 | 38,864 | 41,979 | 44,033 | 42,632 | 45,746 | 47,801 |
| 4 | 36,232 | 37,235 | 38,238 | 39,397 | 42,531 | 44,599 | 43,091 | 46,225 | 48,295 |
| 5 | 36,693 | 37,701 | 38,713 | 39,937 | 43,059 | 45,169 | 43,558 | 46,681 | 48,791 |
| 6 | 37,167 | 38,153 | 39,200 | 40,484 | 43,591 | 45,713 | 44,036 | 47,144 | 49,264 |
| 7 | 37,999 | 39,000 | 40,061 | 41,415 | 44,568 | 46,748 | 44,932 | 48,084 | 50,265 |
| 8 | 39,218 | 40,273 | 41,359 | 42,825 | 46,021 | 48,281 | 46,341 | 49,538 | 51,797 |
| 9 | | 41,591 | 42,731 | 44,250 | 47,521 | 49,858 | 47,765 | 51,038 | 53,374 |
| 10 | | | 44,120 | 45,749 | 49,063 | 51,478 | 49,265 | 52,580 | 54,993 |
| 11 | | | | 47,291 | 50,677 | 53,141 | 50,807 | 54,194 | 56,656 |
| 12 | | | | 48,784 | 52,335 | 54,872 | 52,410 | 55,851 | 58,389 |
| 13 | | | | | 54,034 | 56,646 | 54,069 | 57,550 | 60,162 |
| 14 | | | | | 55,740 | 58,486 | 55,778 | 59,368 | 62,003 |
| 15 | | | | | 57,191 | 60,008 | 57,227 | 60,911 | 63,615 |
| 16 or more | | | | | 58,334 | 61,207 | 58,372 | 62,129 | 64,887 |

As used in this subsection, the column headings "BA+(N)" refer to the number of credits earned since receiving the baccalaureate degree.

For credits earned after the baccalaureate degree but before the masters degree, any credits in excess of forty-five credits may be counted after the masters degree. Thus, as used in this subsection, the column headings "MA+(N)" refer to the total of:

- (i) Credits earned since receiving the masters degree; and
- (ii) Any credits in excess of forty-five credits that were earned after the baccalaureate degree but before the masters degree.

For the purposes of this section:

- (a) "BA" means a baccalaureate degree.
- (b) "MA" means a masters degree.
- (c) "PHD" means a doctorate degree.
- (d) "Years of service" shall be calculated under the same rules adopted by the superintendent of public instruction.
- (e) "Credits" means college quarter hour credits and equivalent in-service credits computed in accordance with RCW 28A.415.020 and RCW 28A.415.023.

No more than ninety college quarter-hour credits received by any employee after the baccalaureate degree may be used to determine compensation allocations under the state salary allocation schedule and LEAP documents referenced in this act, or any replacement schedules and documents, unless:

- (a) The employee has a masters degree; or
- (b) The credits were used in generating state salary allocations before January 1, 1992.

The certificated instructional staff base salary specified for each district in LEAP Document 2 and the salary schedules in this section include two learning improvement days. A school district is eligible for the learning improvement day funds only if the learning improvement days have been added to the 180-day contract year. If fewer days are added, the additional learning improvement allocation shall be adjusted accordingly. The additional days shall be limited to specific activities identified in the state required school improvement plan related to improving student learning that are consistent with education reform implementation, and shall not be considered part of basic education. The principal in each school shall assure that the days are used to provide the necessary school-wide, all staff professional development that is tied directly to the school improvement plan. The school principal and the district superintendent shall maintain documentation as to their approval of these activities. The length of a learning improvement day shall not be less than the length of a full day under the base contract. The superintendent of public instruction shall ensure that school districts adhere to the intent and purposes of this subsection.

The salary allocation schedules established in this section are for allocation purposes only except as provided in RCW 28A.400.200(2) and the above preceding paragraph.

Source: Engrossed Substitute House Bill 2687, Sec. 503 (March 2008).