

**Lake Washington School District
LWEA Compensation Schedule
2023-24**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
BA																	
Base Salary (180 days)	58,223	59,368	60,535	61,730	62,947	64,187	64,187	64,187	64,187	64,187	64,187	64,187	64,187	64,187	64,187	64,187	64,187
LEAP Days (8 days)	2,588	2,639	2,690	2,744	2,798	2,853	2,853	2,853	2,853	2,853	2,853	2,853	2,853	2,853	2,853	2,853	2,853
Responsibility	5,648	5,759	5,872	5,988	6,106	6,226	6,226	6,226	6,226	6,226	6,226	6,226	6,226	6,226	6,226	6,226	6,226
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
Total	69,759	71,066	72,397	73,762	75,151	76,566	76,566	76,566	76,566	76,566	76,566	76,566	76,566	76,566	76,566	76,566	76,566
BA + 45																	
Base Salary (180 days)	60,675	62,378	64,126	65,924	67,772	69,676	71,630	73,640	75,707	77,828	80,012	80,012	80,012	80,012	80,012	80,012	80,012
LEAP Days (8 days)	2,697	2,772	2,850	2,930	3,012	3,097	3,184	3,273	3,365	3,459	3,556	3,556	3,556	3,556	3,556	3,556	3,556
Responsibility	5,885	6,051	6,220	6,395	6,574	6,759	6,948	7,143	7,344	7,549	7,761	7,761	7,761	7,761	7,761	7,761	7,761
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
Total	72,557	74,501	76,496	78,549	80,658	82,832	85,062	87,356	89,716	92,136	94,629						
MA / BA+90																	
Base Salary (180 days)	65,924	67,844	69,821	71,854	73,942	76,092	78,309	80,587	82,932	85,344	87,829	90,387	93,017	95,725	98,511	101,376	104,324
LEAP Days (8 days)	2,930	3,015	3,103	3,194	3,286	3,382	3,480	3,582	3,686	3,793	3,904	4,017	4,134	4,254	4,378	4,506	4,637
Responsibility	6,395	6,581	6,773	6,970	7,172	7,381	7,596	7,817	8,044	8,278	8,519	8,768	9,023	9,285	9,556	9,833	10,119
Attract and Retain	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	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
Total	78,549	80,740	82,997	85,318	87,700	90,155	92,685	95,286	97,962	100,715	104,052	106,972	109,974	113,064	116,245	119,515	125,380
MA+45 / BA+135*																	
Base Salary (180 days)	71,630	73,657	75,740	77,884	80,090	82,357	84,685	87,081	89,543	92,079	94,686	97,366	100,119	102,950	105,865	108,864	111,946
LEAP Days (8 days)	3,184	3,274	3,366	3,462	3,560	3,660	3,764	3,870	3,980	4,092	4,208	4,327	4,450	4,576	4,705	4,838	4,975
Responsibility	6,948	7,145	7,347	7,555	7,769	7,989	8,214	8,447	8,686	8,932	9,185	9,445	9,712	9,986	10,269	10,560	10,859
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
Total	85,062	87,376	89,753	92,201	94,719	97,306	99,963	102,698	105,509	108,403	111,379	114,438	118,081	121,312	124,639	128,062	134,080

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

• For an earned doctorate stipend add (\$5,584)

• 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 prorated for late hires/leaves. Payment will be made in November.

Time Card Hourly Rate: \$55