

**Lake Washington School District
LWEA Compensation Schedule
2022-23**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
BA																	
Base Salary (180 days)	56,146	57,250	58,376	59,528	60,702	61,897	61,897	61,897	61,897	61,897	61,897	61,897	61,897	61,897	61,897	61,897	61,897
LEAP Days (8 days)	2,495	2,544	2,594	2,646	2,698	2,751	2,751	2,751	2,751	2,751	2,751	2,751	2,751	2,751	2,751	2,751	2,751
Responsibility	5,446	5,553	5,662	5,774	5,888	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004	6,004
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	67,387	68,647	69,932	71,248	72,588	73,952	73,952	73,952	73,952	73,952	73,952	73,952	73,952	73,952	73,952	73,952	73,952
BA + 45																	
Base Salary (180 days)	58,510	60,152	61,838	63,572	65,354	67,190	69,075	71,013	73,006	75,052	77,157	77,157	77,157	77,157	77,157	77,157	77,157
LEAP Days (8 days)	2,600	2,673	2,748	2,825	2,905	2,986	3,070	3,156	3,245	3,336	3,429	3,429	3,429	3,429	3,429	3,429	3,429
Responsibility	5,675	5,835	5,998	6,166	6,339	6,517	6,700	6,888	7,082	7,280	7,484	7,484	7,484	7,484	7,484	7,484	7,484
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	70,085	71,960	73,884	75,863	77,898	79,993	82,145	84,357	86,633	88,968	91,370	91,370	91,370	91,370	91,370	91,370	91,370
MA / BA+90																	
Base Salary (180 days)	63,572	65,424	67,330	69,290	71,304	73,377	75,515	77,712	79,974	82,300	84,696	87,162	89,698	92,310	94,997	97,759	100,602
LEAP Days (8 days)	2,825	2,908	2,992	3,080	3,169	3,261	3,356	3,454	3,554	3,658	3,764	3,874	3,987	4,103	4,222	4,345	4,471
Responsibility	6,166	6,346	6,531	6,721	6,916	7,118	7,325	7,538	7,757	7,983	8,216	8,455	8,701	8,954	9,215	9,483	9,758
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	75,863	77,978	80,153	82,391	84,689	87,056	89,496	92,004	94,585	97,241	100,476	103,291	106,186	109,167	112,234	115,387	121,131
MA+45 / BA+135*																	
Base Salary (180 days)	69,075	71,030	73,038	75,106	77,233	79,419	81,664	83,974	86,349	88,794	91,308	93,893	96,548	99,278	102,089	104,980	107,952
LEAP Days (8 days)	3,070	3,157	3,246	3,338	3,433	3,530	3,630	3,732	3,838	3,946	4,058	4,173	4,291	4,412	4,537	4,666	4,798
Responsibility	6,700	6,890	7,085	7,285	7,492	7,704	7,921	8,145	8,376	8,613	8,857	9,108	9,365	9,630	9,903	10,183	10,471
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	82,145	84,377	86,669	89,029	91,458	93,953	96,515	99,151	101,863	104,653	108,023	110,974	114,004	117,120	120,329	123,629	129,521

- Placement of teachers on the salary schedule shall be according to their years of experience and education
- For an earned doctorate stipend add (\$5,385)
- 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: \$50