

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SCHEDULE

Effective: September 1, 2022

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 0 BASE	\$57,492	\$58,930	\$60,550	\$62,367	\$68,514	\$72,766	\$76,420
STATE PD DAYS	\$958	\$982	\$1,009	\$1,039	\$1,142	\$1,213	\$1,274
ENRICH DAYS	\$639	\$655	\$673	\$693	\$761	\$809	\$849
PL/BLI HRS	\$2,510	\$2,572	\$2,643	\$2,722	\$2,991	\$3,176	\$3,336
PL PLAN	\$958	\$982	\$1,009	\$1,039	\$1,142	\$1,213	\$1,274
TOTAL	\$62,557	\$64,121	\$65,885	\$67,861	\$74,550	\$79,177	\$83,152
STEP 1 BASE	\$58,930	\$60,403	\$62,064	\$63,926	\$69,307	\$73,589	\$77,278
STATE PD DAYS	\$982	\$1,007	\$1,034	\$1,065	\$1,155	\$1,226	\$1,288
ENRICH DAYS	\$655	\$671	\$690	\$710	\$770	\$818	\$859
PL/BLI HRS	\$2,572	\$2,637	\$2,709	\$2,790	\$3,025	\$3,212	\$3,373
PL PLAN	\$982	\$1,007	\$1,034	\$1,065	\$1,155	\$1,226	\$1,288
TOTAL	\$64,121	\$65,725	\$67,532	\$69,558	\$75,413	\$80,072	\$84,085
STEP 2 BASE	\$60,403	\$61,913	\$63,616	\$65,525	\$70,027	\$74,336	\$77,776
STATE PD DAYS	\$1,007	\$1,032	\$1,060	\$1,092	\$1,167	\$1,239	\$1,296
ENRICH DAYS	\$671	\$688	\$707	\$728	\$778	\$826	\$864
PL/BLI HRS	\$2,637	\$2,703	\$2,777	\$2,860	\$3,057	\$3,245	\$3,395
PL PLAN	\$1,007	\$1,032	\$1,060	\$1,092	\$1,167	\$1,239	\$1,296
TOTAL	\$65,725	\$67,368	\$69,221	\$71,297	\$76,196	\$80,885	\$84,628
STEP 3 BASE	\$62,064	\$63,616	\$65,365	\$67,326	\$71,773	\$75,307	\$78,788
STATE PD DAYS	\$1,034	\$1,060	\$1,089	\$1,122	\$1,196	\$1,255	\$1,313
ENRICH DAYS	\$690	\$707	\$726	\$748	\$797	\$837	\$875
PL/BLI HRS	\$2,709	\$2,777	\$2,853	\$2,939	\$3,133	\$3,287	\$3,439
PL PLAN	\$1,034	\$1,060	\$1,089	\$1,122	\$1,196	\$1,255	\$1,313
TOTAL	\$67,532	\$69,220	\$71,124	\$73,257	\$78,096	\$81,941	\$85,728
STEP 4 BASE	\$63,771	\$65,365	\$67,163	\$69,178	\$73,747	\$77,018	\$80,796
STATE PD DAYS	\$1,063	\$1,089	\$1,119	\$1,153	\$1,229	\$1,284	\$1,347
ENRICH DAYS	\$709	\$726	\$746	\$769	\$819	\$856	\$898
PL/BLI HRS	\$2,784	\$2,853	\$2,932	\$3,020	\$3,219	\$3,362	\$3,527
PL PLAN	\$1,063	\$1,089	\$1,119	\$1,153	\$1,229	\$1,284	\$1,347
TOTAL	\$69,389	\$71,124	\$73,080	\$75,272	\$80,244	\$83,803	\$87,914
STEP 5 BASE	\$65,525	\$67,163	\$69,010	\$71,081	\$75,776	\$78,618	\$81,959
STATE PD DAYS	\$1,092	\$1,119	\$1,150	\$1,185	\$1,263	\$1,310	\$1,366
ENRICH DAYS	\$728	\$746	\$767	\$790	\$842	\$874	\$911
PL/BLI HRS	\$2,860	\$2,932	\$3,012	\$3,103	\$3,308	\$3,432	\$3,578
PL PLAN	\$1,092	\$1,119	\$1,150	\$1,185	\$1,263	\$1,310	\$1,366
TOTAL	\$71,297	\$73,080	\$75,090	\$77,343	\$82,452	\$85,543	\$89,179
STEP 6 BASE	\$67,327	\$69,010	\$70,908	\$73,036	\$77,860	\$80,779	\$84,213
STATE PD DAYS	\$1,122	\$1,150	\$1,182	\$1,217	\$1,298	\$1,346	\$1,404
ENRICH DAYS	\$748	\$767	\$788	\$812	\$865	\$898	\$936
PL/BLI HRS	\$2,939	\$3,012	\$3,095	\$3,188	\$3,399	\$3,526	\$3,676
PL PLAN	\$1,122	\$1,150	\$1,182	\$1,217	\$1,298	\$1,346	\$1,404
TOTAL	\$73,258	\$75,090	\$77,155	\$79,470	\$84,719	\$87,896	\$91,631
STEP 7 BASE	\$69,347	\$71,081	\$73,036	\$75,226	\$80,195	\$83,203	\$86,739
STATE PD DAYS	\$1,156	\$1,185	\$1,217	\$1,254	\$1,337	\$1,387	\$1,446
ENRICH DAYS	\$771	\$790	\$812	\$836	\$891	\$924	\$964
PL/BLI HRS	\$3,027	\$3,103	\$3,188	\$3,284	\$3,501	\$3,632	\$3,786
PL PLAN	\$1,156	\$1,185	\$1,217	\$1,254	\$1,337	\$1,387	\$1,446
TOTAL	\$75,456	\$77,343	\$79,470	\$81,853	\$87,260	\$90,533	\$94,380
STEP 8 BASE		\$73,213	\$75,227	\$77,484	\$82,603	\$85,701	\$89,343
STATE PD DAYS		\$1,220	\$1,254	\$1,291	\$1,377	\$1,428	\$1,489
ENRICH DAYS		\$813	\$836	\$861	\$918	\$952	\$993
PL/BLI HRS		\$3,196	\$3,284	\$3,382	\$3,606	\$3,741	\$3,900
PL PLAN		\$1,220	\$1,254	\$1,291	\$1,377	\$1,428	\$1,489
TOTAL		\$79,663	\$81,854	\$84,310	\$89,880	\$93,250	\$97,214

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 9 BASE			\$77,483	\$79,807	\$85,079	\$88,270	\$92,021
STATE PD DAYS			\$1,291	\$1,330	\$1,418	\$1,471	\$1,534
ENRICH DAYS			\$861	\$887	\$945	\$981	\$1,022
PL/BLI HRS			\$3,382	\$3,484	\$3,714	\$3,853	\$4,017
PL PLAN			\$1,291	\$1,330	\$1,418	\$1,471	\$1,534
TOTAL			\$84,309	\$86,838	\$92,574	\$96,046	\$100,127
STEP 10 BASE				\$82,202	\$87,632	\$90,918	\$94,782
STATE PD DAYS				\$1,370	\$1,461	\$1,515	\$1,580
ENRICH DAYS				\$913	\$974	\$1,010	\$1,053
PL/BLI HRS				\$3,588	\$3,825	\$3,969	\$4,137
PL PLAN				\$1,370	\$1,461	\$1,515	\$1,580
TOTAL				\$89,443	\$95,352	\$98,928	\$103,132
STEP 11 BASE				\$84,668	\$90,261	\$93,646	\$97,626
STATE PD DAYS				\$1,411	\$1,504	\$1,561	\$1,627
ENRICH DAYS				\$941	\$1,003	\$1,041	\$1,085
PL/BLI HRS				\$3,696	\$3,940	\$4,088	\$4,261
PL PLAN				\$1,411	\$1,504	\$1,561	\$1,627
TOTAL				\$92,127	\$98,212	\$101,896	\$106,226
STEP 12 BASE					\$93,871	\$97,391	\$101,530
STATE PD DAYS					\$1,565	\$1,623	\$1,692
ENRICH DAYS					\$1,043	\$1,082	\$1,128
PL/BLI HRS					\$4,098	\$4,251	\$4,432
PL PLAN					\$1,565	\$1,623	\$1,692
TOTAL					\$102,140	\$105,971	\$110,474
STEP 13 BASE					\$97,626	\$101,287	\$105,592
STATE PD DAYS					\$1,627	\$1,688	\$1,760
ENRICH DAYS					\$1,085	\$1,125	\$1,173
PL/BLI HRS					\$4,261	\$4,421	\$4,609
PL PLAN					\$1,627	\$1,688	\$1,760
TOTAL					\$106,226	\$110,210	\$114,894
STEP 14 BASE					\$101,531	\$105,338	\$109,815
STATE PD DAYS					\$1,692	\$1,756	\$1,830
ENRICH DAYS					\$1,128	\$1,170	\$1,220
PL/BLI HRS					\$4,432	\$4,598	\$4,794
PL PLAN					\$1,692	\$1,756	\$1,830
TOTAL					\$110,475	\$114,618	\$119,490
STEP 15 BASE					\$105,592	\$109,552	\$114,208
STATE PD DAYS					\$1,760	\$1,826	\$1,903
ENRICH DAYS					\$1,173	\$1,217	\$1,269
PL/BLI HRS					\$4,609	\$4,782	\$4,985
PL PLAN					\$1,760	\$1,826	\$1,903
TOTAL					\$114,895	\$119,203	\$124,270
LONGEVITY STIPENDS							
MAXIMUM BASE PLACEMENT	BA+0 STEP 7	BA+15 STEP 8	BA+30 STEP 9	BA+45 STEP 11	BA+90/MA+0 STEP15	MA+45 STEP15	MA+90 STEP15
16-20 YEARS OF EXPEREINCE-1.5%	\$1,040	\$1,098	\$1,162	\$1,270	\$1,584	\$1,643	\$1,713
21-25 YEARS OF EXPEREINCE-2.0%	\$1,387	\$1,464	\$1,550	\$1,693	\$2,112	\$2,191	\$2,284
26+ YEARS OF EXPEREINCE-2.5%	\$1,734	\$1,830	\$1,937	\$2,117	\$2,640	\$2,739	\$2,855

Notes:

1. 6.3% base salary increase from 2021-2022
2. Placement on the salary schedule is based on receipt of acceptable documentation as outlined in REA CBA Appendix L.
3. Longevity stipend for eligible employees who have completed their 16th year of experience (excluding retired/rehired employees) who are otherwise not eligible for column or increment movement. Longevity stipend shall be paid in the November pay warrant starting with the school year after completing the 16th year of experience. (REA CBA 13.4)
 - Employees who have between 16 and 20 years of completed experience shall receive an annual longevity stipend of 1.5%
 - Employees who have between 21 and 25 years of completed experience shall receive an annual longevity stipend of 2%
 - Employees who have between 26 years or more of completed experience shall receive an annual longevity stipend of 2.5%

Board Approved: 8.10.22

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SUMMARY

Effective: September 1, 2022

Type of Pay	Description	Hours	Work Days	Documentation of Hours Completed	Reflected on Pay Warrant	Impact of going on leave
Base	From REA Salary Schedule	1260 for 1.0 FTE*	See REA Work Calendar	n/a	REA BASE	Pay will be reduced if in unpaid status.
Supplemental Pay Items						
State PD Days (13.2.4.1)	State Professional Development Days Building/District Directed	21	August 25, 26, 29, 2022	Attendance at school building	STATE P.D.	Pay will be reduced if in unpaid status.
Enrichment Days (13.2.4.2) (13.2.4.4) (13.2.3.3)	One-half (1/2) Asynchronous day that is building/District directed	3.5	On or before October 7, 2022	Electronic form	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
	One-half (1/2) day PLC work	3.5	March 20, 2022	Electronic form	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
	One (1) day separated into five (5) building hours and two (2) PLC hours	7	Elementary: December 2, 2022 Secondary: November 4, 2022	Roster at school building	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
PL/BLI Hours (13.2.1) (13.2.3) (13.6)	Professional Learning (21 hours) and Building Learning Improvement (34 hours) hours	55*	Flexible, completed during the REA calendar	Electronic form	PL/BLI HOURS	Pay will be reduced if hours are not completed prior to going on leave.
PPL Hours (13.2.2)	Personalized Professional Learning hours	Equivalent of 21 hours*	Flexible, completed during the REA calendar	Supplemental Contract	PPL HOURS	Pay will be reduced if supplemental contract is not returned or hours are not completed prior to going on leave.
General Pay Information						
<ul style="list-style-type: none"> * Items are prorated based on contract FTE All pay is defaulted to spread over 12 months, September to August. Employees who start after September 10th, and are contracted for the school year, will have pay spread from the start of their assignment through August. 			<ul style="list-style-type: none"> Employees who start after the start of the year are eligible for supplemental pay days if they are on contract when the day occurs. Short term assignments are spread for the duration of the assignment. Exhaustion of paid time off will result in leave without pay. This will reduce pay. 			