



# UNDERSTANDING YOUR PAYCHECK

How to understand the SVEA Salary Schedule, your Skyward Assignment Screen and your electronic pay stub.

# Salary Schedule Tips:

- Items in Yellow are paid on contract and divided over 12 months (Sept. – Aug.) These are the assignments that you can review in Skyward Employee Access (instructions below).
- Optional pay lines are verified by either timesheet or sign-in sheet.
- The Total line is the sum of all pay lines for that year.

Snoqualmie Valley Education Association  
2021-2022 Salary Schedule  
September 1, 2021-August 31, 2022

Step	BA	BA+15	BA+30	BA+45
Base Salary	51,441	52,699	53,988	55,308
Mandatory Days (5)	1,429	1,464	1,500	1,536
Optional Day (3)	857	878	900	922
Technology Stipend	1,725	1,725	1,725	1,725
Optional Technology PD (7 hrs)	277	277	277	277
Responsibility/Incentive	3,120	3,252	3,387	3,525
<b>0 Total</b>	<b>58,849</b>	<b>60,295</b>	<b>61,776</b>	<b>63,294</b>
Base Salary	52,699	53,988	55,308	56,660
Mandatory Days (5)	1,464	1,500	1,536	1,574

# Salary Schedule Tips:

- The salary schedule table shows the individual values for your lane and step ABOVE the Total line. For example, a new teacher with a bachelor's degree (BA) and zero years' experience would look at the salary schedule as indicated by the red box.

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# Skyward Assignment Details:

- Log into Skyward Employee Access.
- Select Employee Information tab.
- Select Personal Information.
- Within the Personnel section, select Assignments. Each assignment will be listed separately. Please ensure you're viewing the correct Assignment Year via the drop-down menu.
- Per the SVEA CBA, Article 25, there are some positions that receive stipends for specific duties and responsibilities. If your position is eligible, you will see the pay line listed here.
- Some teachers will also receive a supplemental stipend for coaching or activities. If you are eligible for a coaching or activity stipend, you will see the pay line listed here.

# Sample Basic Teaching Assignment:

The screenshot displays the Skyward HR system interface for SNOQUALMIE VALLEY SD 410. The 'Employee Information' tab is selected in the top navigation bar. The left sidebar shows a menu with 'Assignments' highlighted. The main content area shows the 'Assignments' section for an employee, with the 'Assignment Information' dropdown set to '2021-2022'. Below this, a table lists the assignments for the selected year.

Position	Assignment	Group	Building	FTE	Start Date	End Date	Salary
▶ Certificated	TEACHER	BASE	TRES	1.0000	08/31/2021	06/17/2022	99,158.00
▶ Certificated	TEACHER	EXTRA DAY	TRES	1.0000	08/23/2021	10/11/2021	2,754.00
▶ Certificated	TEACHER	RESPONSIBILITY	TRES	1.0000	08/31/2021	06/17/2022	8,081.00
▶ Certificated	TEACHER	TECHNOLOGY STIPEND	TRES	1.0000	08/31/2021	06/17/2022	1,725.00

# Sample Complex Teaching Assignment:

The screenshot displays the KYWARD HR system interface for SNOQUALMIE VALLEY SD 410. The main content area is titled 'Personal Information' and shows the 'Assignments' section for a specific employee. The 'Assignments' table lists various roles and stipends for the 2021-2022 school year.

Position	Assignment	Group	Building	FTE	Start Date	End Date	Salary
▶ Certificated	TEACHER	BASE	MSHS	1.0000	08/31/2021	06/17/2022	86,201.00
▶ Certificated	TEACHER	EXTRA DAY	MSHS	1.0000	08/23/2021	10/11/2021	2,394.00
▶ Certificated	TEACHER	IEP RESPONSIBILITY	MSHS	1.0000	08/31/2021	06/17/2022	1,500.00
▶ Certificated	TEACHER	RESPONSIBILITY	MSHS	1.0000	08/31/2021	06/17/2022	6,764.00
▶ Certificated	TEACHER	TECHNOLOGY STIPEND	MSHS	1.0000	08/31/2021	06/17/2022	1,725.00
▶ Classified	EXTRA CURR.	Coaching/Activities	MSHS	1.0000	09/01/2021	12/03/2021	5,136.00
▶ Classified	EXTRA CURR.	Coaching/Activities	MSHS	1.0000	11/01/2021	11/05/2021	428.00

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**Check Detail Information**

Check Date: **09/30/2021** Gross Wages: **9,260.46**  
Check Number: **900130025** Net Amount: **6,112.47**  
Check Type: **Regular**

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**Taxable Wage Information**

	Federal	State	FICA	Medicare
<b>Gross Wages:</b>	9,260.46	9,260.46	9,260.46	9,260.46
<b>Minus Deductions that Decrease Tax:</b>	1,098.05	172.00	172.00	172.00
<b>Plus Taxable Benefits:</b>				
<b>Taxable Gross Wages:</b>	8,162.41	9,088.46	9,088.46	9,088.46

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**Pays**

Description	Rate	Factor/Hours	Amount	Retire Hours	WC Hours	Work Hours	Period End
<a href="#">BASIC</a>	7,356.17	1.00	7,356.17	165.00	165.00	165.00	09/30/2021
<a href="#">EXTRA DAY</a>	204.34	0.20	40.87	6.00	6.00	6.00	09/30/2021
<a href="#">EXTRA DAY</a>	204.34	0.80	163.47	24.00	24.00	24.00	09/30/2021
<a href="#">OPTION DAY</a>	65.39	7.50	490.43	7.50	7.50	7.50	09/30/2021
<a href="#">OPTION DAY</a>	65.39	7.50	490.43	7.50	7.50	7.50	09/30/2021
<a href="#">RESPONSIBILITY</a>	575.34	1.00	575.34				09/30/2021
<a href="#">TECH STIPEND</a>	143.75	1.00	143.75				09/30/2021
<b>Total:</b>			<b>9,260.46</b>	<b>210.00</b>	<b>210.00</b>	<b>210.00</b>	

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**Deductions**

Description	--Decrease Tax--		
	Amount	Fed	St F/M
Fed Inc Tax	1,211.35		
FICA	563.48		
Medicare	131.78		
PAID FAM MED LV	23.46		
SEA Y PAC N NEC	105.27		
TRS Plan 3	926.05	Y	
UMP Achieve2E/C	172.00	Y	Y Y
Workers' Comp	14.60		
<b>Total:</b>	<b>3,147.99</b>		

**Benefits**

Description	-----Taxable-----		
	Amount	Fed	St F/M
FICA	563.48		
Medicare	131.78		
PAID FAM MED LV	13.59		
SEBB	968.00		
TRS Plan 3	1,358.11		
Workers' Comp	42.78		
<b>Total:</b>	<b>3,077.74</b>		

# Paystub Tips:

1. Basic information about your check
2. Taxable Wage Information
3. Pay lines which should match your Skyward assignment lines.
4. Deductions and Benefits totals.

# Class Coverage Sample Pay Stub:

Occasionally you may sub for another teacher on your prep period. These hours are submitted on a hot pink timesheet and will appear as Extra Pay on your time sheet.

## Check Detail Information

Check Date: **12/30/2021**      Gross Wages: **10,269.03**      Payroll Post Quarter: **4**  
 Check Number: **900133382**      Net Amount: **7,136.21**      Payroll Post Date: **12/31/2021**  
 Check Type: **Regular**      Retire Post Date: **12/31/2021**  
[ACA Hours:](#) **100.00**

## Taxable Wage Information

	Federal	State	FICA	Medicare
<b>Gross Wages:</b>	10,269.03	10,269.03	10,269.03	10,269.03
<b>Minus Deductions that Decrease Tax:</b>	1,223.91	197.00	197.00	197.00
<b>Plus Taxable Benefits:</b>	0.00	0.00	0.00	0.00
<b>Taxable Gross Wages:</b>	9,045.12	10,072.03	10,072.03	10,072.03

## Pays Summary

Description	Rate	Factor/Hours	Amount	Retire Hours	WC Hours	Work Hours	Period End
BASIC	7,513.50	1.00	7,513.50	97.50	85.80	97.50	12/31/2021
EXTRA DAY	208.67	0.20	41.73	0.00	0.00	0.00	12/31/2021
EXTRA DAY	208.67	0.80	166.94	0.00	0.00	0.00	12/31/2021
<b>EXTRA PAY</b>	39.80	2.50	99.50	2.50	2.20	2.50	12/31/2021
FOOTBALL	1,284.00	1.00	1,284.00	0.00	0.00	0.00	12/31/2021
POST SEA DISTRI	428.00	1.00	428.00	0.00	0.00	0.00	12/31/2021
RESPONSIBILITY	591.61	1.00	591.61	0.00	0.00	0.00	12/31/2021
TECH STIPEND	143.75	1.00	143.75	0.00	0.00	0.00	12/31/2021
<b>Total:</b>			<b>10,269.03</b>	<b>100.00</b>	<b>88.00</b>	<b>100.00</b>	



## SVEA Compensation List

The following 4 pay lines apply to all SVEA members.

<b>Base Pay</b>	Paid on contract, divided by 12
<b>Extra Days</b>	Paid on contract, divided by 12
<b>Responsibility</b>	Paid on contract, divided by 12
<b>Technology Stipend</b>	Paid on contract, divided by 12

The following pay categories will vary by your job assignment.

Extended Days of Work (Appendix D)	Paid on contract, divided by 12
IEP Case Manager Responsibility Stipend (Section 25.6.1)	Paid on contract, divided by 12
504 Case Manager Stipend (Section 25.7)	Paid on contract, divided by 12
Coaching/Activities Assignments	Paid on contract, pay frequency based on assignment