

UNDERSTANDING THE SVEA SALARY SCHEDULE

What determines placement on the salary schedule?

- Highest degree earned
- Years of certificated experience
- Post BA degree academic credits and/or WA State clock hours factored to standard unit

Lanes are determined by highest degree plus total factored clock hours/credits

Step	BA	BA+15	BA+30	BA+45	BA+90/MA
Base Salary	54,270	55,597	56,957	58,349	61,917
Mandatory Days (5)	1,508	1,544	1,582	1,621	1,720
Optional Day (3)	905	927	949	972	1,032
Technology Stipend	1,725	1,725	1,725	1,725	1,725
Optional Technology PD (7 hrs)	294	294	294	294	294
Responsibility/Incentive	3,387	3,526	3,668	3,815	4,189
0 Total	62,088	63,613	65,175	66,776	70,876
Base Salary	55,597	56,957	58,349	59,776	63,431
Mandatory Days (5)	1,544	1,582	1,621	1,660	1,762
Optional Day (3)	927	949	972	996	1,057
Technology Stipend	1,725	1,725	1,725	1,725	1,725
Optional Technology PD (7 hrs)	294	294	294	294	294
Responsibility/Incentive	3,526	3,668	3,815	3,964	4,347
1 Total	63,613	65,175	66,776	68,416	72,616

*Example schedule

Steps are determined by years of certificated experience

What are factored credits? Because academic credits (semester and quarter) and clock hours have varying weight, these credits are converted to a standardized unit for salary schedule placement.

See page bottom for key.

What counts? WA State clock hours and academic credits from an accredited college received after your BA degree's award date. ESAs can apply any professional development courses where clock hours are issued. (Note: 45 factored credits are deducted from MA degree credits).

Example:

A teacher has a BA degree, 1 year cert experience, 30 post-BA semester college credits, and 55 clock hours.

First, factor credits and clock hours to standard credit unit. Then consider highest degree and experience.

[30 sem credits x 1.5 = 45 factored credits] + [55 clock hours x 0.1 = 5.5 factored credits] = 50.5 total credits.

Salary scale placement is BA+45 column and Step 1.

*Above is an example salary schedule. Visit www.svsd410.org > Staff > Union Info for current schedule.

Calculating factored credits:

Semester credits x 1.5

Quarter credits x 1.0

Clock hours x 0.1