

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SCHEDULE

Effective: September 1, 2023

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 0 BASE	\$59,619	\$61,110	\$62,790	\$64,675	\$71,049	\$75,458	\$79,248
STATE PD DAYS	\$994	\$1,019	\$1,047	\$1,078	\$1,184	\$1,258	\$1,321
ENRICH DAYS	\$662	\$679	\$698	\$719	\$789	\$838	\$881
PL/BLI HOURS	\$2,603	\$2,668	\$2,741	\$2,824	\$3,102	\$3,295	\$3,460
PPL HOURS	\$994	\$1,019	\$1,047	\$1,078	\$1,184	\$1,258	\$1,321
TOTAL	\$64,872	\$66,494	\$68,322	\$70,373	\$77,309	\$82,106	\$86,230
STEP 1 BASE	\$61,110	\$62,638	\$64,360	\$66,291	\$71,871	\$76,312	\$80,137
STATE PD DAYS	\$1,019	\$1,044	\$1,073	\$1,105	\$1,198	\$1,272	\$1,336
ENRICH DAYS	\$679	\$696	\$715	\$737	\$799	\$848	\$890
PL/BLI HRS	\$2,668	\$2,735	\$2,810	\$2,894	\$3,138	\$3,332	\$3,499
PPL HOURS	\$1,019	\$1,044	\$1,073	\$1,105	\$1,198	\$1,272	\$1,336
TOTAL	\$66,494	\$68,157	\$70,031	\$72,132	\$78,203	\$83,036	\$87,198
STEP 2 BASE	\$62,638	\$64,204	\$65,970	\$67,949	\$72,618	\$77,086	\$80,654
STATE PD DAYS	\$1,044	\$1,070	\$1,100	\$1,132	\$1,210	\$1,285	\$1,344
ENRICH DAYS	\$696	\$713	\$733	\$755	\$807	\$857	\$896
PL/BLI HRS	\$2,735	\$2,803	\$2,880	\$2,967	\$3,171	\$3,366	\$3,521
PPL HOURS	\$1,044	\$1,070	\$1,100	\$1,133	\$1,211	\$1,285	\$1,345
TOTAL	\$68,157	\$69,861	\$71,782	\$73,936	\$79,016	\$83,878	\$87,760
STEP 3 BASE	\$64,360	\$65,970	\$67,784	\$69,817	\$74,429	\$78,093	\$81,703
STATE PD DAYS	\$1,073	\$1,100	\$1,130	\$1,164	\$1,240	\$1,302	\$1,362
ENRICH DAYS	\$715	\$733	\$753	\$776	\$827	\$868	\$908
PL/BLI HRS	\$2,810	\$2,880	\$2,959	\$3,048	\$3,250	\$3,410	\$3,567
PPL HOURS	\$1,073	\$1,100	\$1,130	\$1,164	\$1,241	\$1,302	\$1,362
TOTAL	\$70,031	\$71,782	\$73,756	\$75,968	\$80,987	\$84,974	\$88,902
STEP 4 BASE	\$66,131	\$67,784	\$69,648	\$71,738	\$76,476	\$79,868	\$83,785
STATE PD DAYS	\$1,102	\$1,130	\$1,161	\$1,196	\$1,275	\$1,331	\$1,396
ENRICH DAYS	\$735	\$753	\$774	\$797	\$850	\$887	\$931
PL/BLI HRS	\$2,887	\$2,959	\$3,041	\$3,132	\$3,339	\$3,487	\$3,658
PPL HOURS	\$1,102	\$1,130	\$1,161	\$1,196	\$1,275	\$1,331	\$1,397
TOTAL	\$71,958	\$73,756	\$75,785	\$78,059	\$83,214	\$86,905	\$91,167
STEP 5 BASE	\$67,949	\$69,648	\$71,563	\$73,711	\$78,580	\$81,527	\$84,991
STATE PD DAYS	\$1,132	\$1,161	\$1,193	\$1,229	\$1,310	\$1,359	\$1,417
ENRICH DAYS	\$755	\$774	\$795	\$819	\$873	\$906	\$944
PL/BLI HRS	\$2,967	\$3,041	\$3,124	\$3,218	\$3,431	\$3,559	\$3,711
PPL HOURS	\$1,133	\$1,161	\$1,193	\$1,229	\$1,310	\$1,359	\$1,417
TOTAL	\$73,936	\$75,785	\$77,868	\$80,206	\$85,504	\$88,710	\$92,479
STEP 6 BASE	\$69,818	\$71,563	\$73,532	\$75,738	\$80,741	\$83,768	\$87,329
STATE PD DAYS	\$1,164	\$1,193	\$1,226	\$1,262	\$1,346	\$1,396	\$1,455
ENRICH DAYS	\$776	\$795	\$817	\$842	\$897	\$931	\$970
PL/BLI HRS	\$3,048	\$3,124	\$3,210	\$3,307	\$3,525	\$3,657	\$3,813
PPL HOURS	\$1,164	\$1,193	\$1,226	\$1,263	\$1,346	\$1,396	\$1,456
TOTAL	\$75,970	\$77,868	\$80,011	\$82,411	\$87,855	\$91,149	\$95,023
STEP 7 BASE	\$71,913	\$73,711	\$75,738	\$78,009	\$83,162	\$86,282	\$89,948
STATE PD DAYS	\$1,199	\$1,229	\$1,262	\$1,300	\$1,386	\$1,438	\$1,499
ENRICH DAYS	\$799	\$819	\$842	\$867	\$924	\$959	\$999
PL/BLI HRS	\$3,140	\$3,218	\$3,307	\$3,406	\$3,631	\$3,767	\$3,927
PPL HOURS	\$1,199	\$1,229	\$1,263	\$1,300	\$1,386	\$1,438	\$1,499
TOTAL	\$78,249	\$80,206	\$82,411	\$84,882	\$90,489	\$93,884	\$97,873
STEP 8 BASE		\$75,922	\$78,010	\$80,351	\$85,659	\$88,872	\$92,649
STATE PD DAYS		\$1,265	\$1,300	\$1,339	\$1,428	\$1,481	\$1,544
ENRICH DAYS		\$844	\$867	\$893	\$952	\$987	\$1,029
PL/BLI HRS		\$3,315	\$3,406	\$3,508	\$3,740	\$3,880	\$4,045
PPL HOURS		\$1,266	\$1,300	\$1,339	\$1,428	\$1,482	\$1,544
TOTAL		\$82,611	\$84,883	\$87,431	\$93,206	\$96,702	\$100,812

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 9 BASE			\$80,350	\$82,760	\$88,227	\$91,536	\$95,426
STATE PD DAYS			\$1,339	\$1,379	\$1,470	\$1,526	\$1,590
ENRICH DAYS			\$893	\$920	\$980	\$1,017	\$1,060
PL/BLI HRS			\$3,508	\$3,613	\$3,852	\$3,996	\$4,166
PPL HOURS			\$1,339	\$1,380	\$1,471	\$1,526	\$1,591
TOTAL			\$87,429	\$90,052	\$96,000	\$99,601	\$103,834
STEP 10 BASE				\$85,243	\$90,874	\$94,282	\$98,289
STATE PD DAYS				\$1,421	\$1,515	\$1,571	\$1,638
ENRICH DAYS				\$947	\$1,010	\$1,048	\$1,092
PL/BLI HRS				\$3,722	\$3,968	\$4,116	\$4,291
PPL HOURS				\$1,421	\$1,515	\$1,572	\$1,638
TOTAL				\$92,754	\$98,881	\$102,589	\$106,949
STEP 11 BASE				\$87,801	\$93,601	\$97,111	\$101,238
STATE PD DAYS				\$1,463	\$1,560	\$1,619	\$1,687
ENRICH DAYS				\$976	\$1,040	\$1,079	\$1,125
PL/BLI HRS				\$3,833	\$4,087	\$4,240	\$4,420
PPL HOURS				\$1,464	\$1,560	\$1,619	\$1,688
TOTAL				\$95,537	\$101,848	\$105,667	\$110,158
STEP 12 BASE					\$97,344	\$100,994	\$105,287
STATE PD DAYS					\$1,622	\$1,683	\$1,755
ENRICH DAYS					\$1,082	\$1,122	\$1,170
PL/BLI HRS					\$4,250	\$4,409	\$4,597
PPL HOURS					\$1,623	\$1,684	\$1,755
TOTAL					\$105,921	\$109,892	\$114,564
STEP 13 BASE					\$101,238	\$105,035	\$109,499
STATE PD DAYS					\$1,687	\$1,751	\$1,825
ENRICH DAYS					\$1,125	\$1,167	\$1,217
PL/BLI HRS					\$4,420	\$4,586	\$4,781
PPL HOURS					\$1,688	\$1,751	\$1,825
TOTAL					\$110,158	\$114,289	\$119,147
STEP 14 BASE					\$105,288	\$109,236	\$113,878
STATE PD DAYS					\$1,755	\$1,821	\$1,898
ENRICH DAYS					\$1,170	\$1,214	\$1,265
PL/BLI HRS					\$4,597	\$4,769	\$4,972
PPL HOURS					\$1,755	\$1,821	\$1,898
TOTAL					\$114,565	\$118,861	\$123,912
STEP 15 BASE					\$109,499	\$113,605	\$118,434
STATE PD DAYS					\$1,825	\$1,893	\$1,974
ENRICH DAYS					\$1,217	\$1,262	\$1,316
PL/BLI HRS					\$4,781	\$4,960	\$5,171
PPL HOURS					\$1,825	\$1,894	\$1,974
TOTAL					\$119,147	\$123,614	\$128,869
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%	\$1,079	\$1,139	\$1,205	\$1,317	\$1,642	\$1,704	\$1,777
21-25 YEARS OF EXPEREINCE-2.0%	\$1,438	\$1,518	\$1,607	\$1,756	\$2,190	\$2,272	\$2,369
26+ YEARS OF EXPEREINCE-2.5%	\$1,798	\$1,898	\$2,009	\$2,195	\$2,737	\$2,840	\$2,961

Notes:

- 3.7% base salary increase from 2022-2023.
- Placement on the salary schedule is based on receipt of acceptable documentation as outlined in REA CBA Appendix L.
- 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%

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SUMMARY

Effective: September 1, 2023

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 24, 25, 28, 2023	Electronic form	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 6, 2023	Electronic form	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
	One-half (1/2) day PLC work	3.5	March 18, 2023	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	Secondary: November 3, 2023 Elementary: December 1, 2023	Electronic form	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	Electronic form	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. 			