

LAKE WASHINGTON SCHOOL DISTRICT | LWEA COMPENSATION SCHEDULE 2024-2025

STEP: Years of Experience	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
BA																	
Base Salary (180 days)	60,378	61,565	62,775	64,014	65,276	66,562	66,562	66,562	66,562	66,562	66,562	66,562	66,562	66,562	66,562	66,562	66,562
LEAP Days (8 days)	2,683	2,736	2,790	2,845	2,901	2,958	2,958	2,958	2,958	2,958	2,958	2,958	2,958	2,958	2,958	2,958	2,958
Responsibility	5,857	5,972	6,089	6,209	6,332	6,457	6,457	6,457	6,457	6,457	6,457	6,457	6,457	6,457	6,457	6,457	6,457
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
Lane A Total	72,218	73,573	74,954	76,368	77,809	79,277	79,277	79,277	79,277	79,277	79,277	79,277	79,277	79,277	79,277	79,277	79,277
BA + 45																	
Base Salary (180 days)	62,920	64,686	66,498	68,363	70,279	72,254	74,281	76,365	78,508	80,708	82,972	82,972	82,972	82,972	82,972	82,972	82,972
LEAP Days (8 days)	2,796	2,875	2,955	3,038	3,124	3,211	3,301	3,394	3,489	3,587	3,688	3,688	3,688	3,688	3,688	3,688	3,688
Responsibility	6,103	6,275	6,450	6,631	6,817	7,009	7,205	7,407	7,615	7,829	8,048	8,048	8,048	8,048	8,048	8,048	8,048
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
Lane B Total	75,119	77,136	79,203	81,332	83,520	85,774	88,087	90,466	92,912	95,424	98,008	98,008	98,008	98,008	98,008	98,008	98,008
MA / BA+90																	
Base Salary (180 days)	68,363	70,355	72,404	74,512	76,678	78,907	81,206	83,568	86,001	88,502	91,079	93,731	96,458	99,267	102,156	105,127	108,184
LEAP Days (8 days)	3,038	3,127	3,218	3,312	3,408	3,507	3,609	3,714	3,822	3,933	4,048	4,166	4,287	4,412	4,540	4,672	4,808
Responsibility	6,631	6,824	7,023	7,228	7,438	7,654	7,877	8,106	8,342	8,585	8,835	9,092	9,356	9,629	9,909	10,197	10,494
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
Lane C Total	81,332	83,606	85,945	88,352	90,824	93,368	95,992	98,688	101,465	104,320	107,762	110,789	113,901	117,108	120,405	123,796	129,786
MA+45 / BA+135*																	
Base Salary (180 days)	74,281	76,382	78,542	80,766	83,053	85,404	87,819	90,303	92,856	95,485	98,190	100,969	103,824	106,759	109,782	112,892	116,088
LEAP Days (8 days)	3,301	3,395	3,491	3,590	3,691	3,796	3,903	4,013	4,127	4,244	4,364	4,488	4,614	4,745	4,879	5,017	5,159
Responsibility	7,205	7,409	7,619	7,834	8,056	8,284	8,518	8,759	9,007	9,262	9,524	9,794	10,071	10,356	10,649	10,951	11,261
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
Lane D Total	88,087	90,486	92,952	95,490	98,100	100,784	103,540	106,375	109,290	112,291	115,878	119,051	122,309	125,660	129,110	132,660	138,808

- Placement of teachers on the salary schedule shall be according to their years of experience and education
 - For an earned doctorate stipend add (\$5,791)
 - 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: \$60