

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SCHEDULE

Effective: September 1, 2024

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 0 BASE	\$61,825	\$63,371	\$65,113	\$67,068	\$73,678	\$78,250	\$82,180
STATE PD DAYS	\$1,030	\$1,056	\$1,085	\$1,118	\$1,228	\$1,304	\$1,369
ENRICH DAYS	\$686	\$704	\$723	\$745	\$818	\$869	\$913
PL/BLI HOURS	\$2,698	\$2,766	\$2,842	\$2,927	\$3,216	\$3,415	\$3,587
PPL HOURS	\$1,030	\$1,056	\$1,085	\$1,118	\$1,228	\$1,304	\$1,369
TOTAL	\$67,271	\$68,953	\$70,849	\$72,976	\$80,169	\$85,143	\$89,420
STEP 1 BASE	\$63,371	\$64,956	\$66,741	\$68,744	\$74,530	\$79,136	\$83,102
STATE PD DAYS	\$1,056	\$1,082	\$1,112	\$1,145	\$1,242	\$1,319	\$1,385
ENRICH DAYS	\$704	\$721	\$741	\$763	\$828	\$879	\$923
PL/BLI HRS	\$2,766	\$2,835	\$2,913	\$3,000	\$3,253	\$3,454	\$3,627
PPL HOURS	\$1,056	\$1,082	\$1,112	\$1,145	\$1,242	\$1,319	\$1,385
TOTAL	\$68,953	\$70,678	\$72,620	\$74,800	\$81,096	\$86,107	\$90,423
STEP 2 BASE	\$64,956	\$66,580	\$68,411	\$70,463	\$75,305	\$79,938	\$83,638
STATE PD DAYS	\$1,082	\$1,109	\$1,140	\$1,174	\$1,255	\$1,332	\$1,394
ENRICH DAYS	\$721	\$739	\$760	\$782	\$836	\$888	\$929
PL/BLI HRS	\$2,835	\$2,906	\$2,986	\$3,075	\$3,287	\$3,489	\$3,650
PPL HOURS	\$1,082	\$1,109	\$1,140	\$1,174	\$1,255	\$1,332	\$1,394
TOTAL	\$70,678	\$72,445	\$74,438	\$76,670	\$81,939	\$86,980	\$91,006
STEP 3 BASE	\$66,741	\$68,411	\$70,292	\$72,400	\$77,183	\$80,982	\$84,726
STATE PD DAYS	\$1,112	\$1,140	\$1,171	\$1,206	\$1,286	\$1,349	\$1,412
ENRICH DAYS	\$741	\$760	\$780	\$804	\$857	\$899	\$941
PL/BLI HRS	\$2,913	\$2,986	\$3,068	\$3,160	\$3,369	\$3,534	\$3,698
PPL HOURS	\$1,112	\$1,140	\$1,171	\$1,206	\$1,286	\$1,349	\$1,412
TOTAL	\$72,620	\$74,438	\$76,484	\$78,778	\$83,982	\$88,116	\$92,190
STEP 4 BASE	\$68,578	\$70,292	\$72,225	\$74,392	\$79,306	\$82,823	\$86,885
STATE PD DAYS	\$1,143	\$1,171	\$1,203	\$1,240	\$1,322	\$1,380	\$1,448
ENRICH DAYS	\$761	\$780	\$802	\$826	\$881	\$920	\$965
PL/BLI HRS	\$2,993	\$3,068	\$3,152	\$3,247	\$3,461	\$3,615	\$3,792
PPL HOURS	\$1,143	\$1,171	\$1,203	\$1,240	\$1,322	\$1,380	\$1,448
TOTAL	\$74,619	\$76,484	\$78,588	\$80,945	\$86,292	\$90,119	\$94,539
STEP 5 BASE	\$70,463	\$72,225	\$74,211	\$76,438	\$81,487	\$84,543	\$88,136
STATE PD DAYS	\$1,174	\$1,203	\$1,237	\$1,274	\$1,358	\$1,409	\$1,469
ENRICH DAYS	\$782	\$802	\$824	\$849	\$905	\$939	\$979
PL/BLI HRS	\$3,075	\$3,152	\$3,239	\$3,336	\$3,556	\$3,690	\$3,847
PPL HOURS	\$1,174	\$1,203	\$1,237	\$1,274	\$1,358	\$1,409	\$1,469
TOTAL	\$76,670	\$78,588	\$80,748	\$83,172	\$88,666	\$91,991	\$95,900
STEP 6 BASE	\$72,401	\$74,211	\$76,253	\$78,540	\$83,728	\$86,867	\$90,560
STATE PD DAYS	\$1,206	\$1,237	\$1,271	\$1,309	\$1,395	\$1,448	\$1,509
ENRICH DAYS	\$804	\$824	\$847	\$872	\$930	\$965	\$1,006
PL/BLI HRS	\$3,160	\$3,239	\$3,328	\$3,428	\$3,654	\$3,791	\$3,952
PPL HOURS	\$1,206	\$1,237	\$1,271	\$1,309	\$1,395	\$1,448	\$1,509
TOTAL	\$78,779	\$80,748	\$82,970	\$85,459	\$91,104	\$94,519	\$98,538
STEP 7 BASE	\$74,574	\$76,438	\$78,540	\$80,895	\$86,239	\$89,474	\$93,276
STATE PD DAYS	\$1,243	\$1,274	\$1,309	\$1,348	\$1,437	\$1,491	\$1,554
ENRICH DAYS	\$828	\$849	\$872	\$898	\$958	\$994	\$1,036
PL/BLI HRS	\$3,255	\$3,336	\$3,428	\$3,531	\$3,764	\$3,905	\$4,071
PPL HOURS	\$1,243	\$1,274	\$1,309	\$1,348	\$1,437	\$1,491	\$1,554
TOTAL	\$81,143	\$83,172	\$85,459	\$88,021	\$93,836	\$97,356	\$101,493
STEP 8 BASE		\$78,731	\$80,896	\$83,324	\$88,828	\$92,160	\$96,077
STATE PD DAYS		\$1,312	\$1,348	\$1,389	\$1,480	\$1,536	\$1,601
ENRICH DAYS		\$874	\$898	\$925	\$986	\$1,023	\$1,067
PL/BLI HRS		\$3,436	\$3,531	\$3,637	\$3,877	\$4,022	\$4,193
PPL HOURS		\$1,312	\$1,348	\$1,389	\$1,480	\$1,536	\$1,601
TOTAL		\$85,667	\$88,022	\$90,664	\$96,653	\$100,279	\$104,541

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 9 BASE			\$83,323	\$85,822	\$91,491	\$94,923	\$98,957
STATE PD DAYS			\$1,388	\$1,430	\$1,525	\$1,582	\$1,649
ENRICH DAYS			\$925	\$953	\$1,016	\$1,054	\$1,099
PL/BLI HRS			\$3,637	\$3,746	\$3,993	\$4,143	\$4,319
PPL HOURS			\$1,388	\$1,430	\$1,525	\$1,582	\$1,649
TOTAL			\$90,663	\$93,382	\$99,551	\$103,285	\$107,675
STEP 10 BASE				\$88,397	\$94,236	\$97,770	\$101,926
STATE PD DAYS				\$1,473	\$1,570	\$1,629	\$1,699
ENRICH DAYS				\$982	\$1,046	\$1,086	\$1,132
PL/BLI HRS				\$3,858	\$4,113	\$4,267	\$4,449
PPL HOURS				\$1,473	\$1,570	\$1,629	\$1,699
TOTAL				\$96,184	\$102,538	\$106,383	\$110,905
STEP 11 BASE				\$91,050	\$97,064	\$100,704	\$104,984
STATE PD DAYS				\$1,517	\$1,618	\$1,678	\$1,750
ENRICH DAYS				\$1,011	\$1,078	\$1,118	\$1,166
PL/BLI HRS				\$3,974	\$4,236	\$4,395	\$4,582
PPL HOURS				\$1,517	\$1,618	\$1,678	\$1,750
TOTAL				\$99,071	\$105,615	\$109,576	\$114,233
STEP 12 BASE					\$100,946	\$104,731	\$109,183
STATE PD DAYS					\$1,682	\$1,745	\$1,820
ENRICH DAYS					\$1,121	\$1,163	\$1,213
PL/BLI HRS					\$4,406	\$4,571	\$4,765
PPL HOURS					\$1,682	\$1,745	\$1,820
TOTAL					\$109,839	\$113,957	\$118,802
STEP 13 BASE					\$104,984	\$108,921	\$113,550
STATE PD DAYS					\$1,750	\$1,815	\$1,892
ENRICH DAYS					\$1,166	\$1,210	\$1,261
PL/BLI HRS					\$4,582	\$4,754	\$4,956
PPL HOURS					\$1,750	\$1,815	\$1,892
TOTAL					\$114,233	\$118,516	\$123,553
STEP 14 BASE					\$109,184	\$113,278	\$118,091
STATE PD DAYS					\$1,820	\$1,888	\$1,968
ENRICH DAYS					\$1,213	\$1,258	\$1,311
PL/BLI HRS					\$4,765	\$4,944	\$5,154
PPL HOURS					\$1,820	\$1,888	\$1,968
TOTAL					\$118,803	\$123,257	\$128,494
STEP 15 BASE					\$113,550	\$117,808	\$122,816
STATE PD DAYS					\$1,892	\$1,963	\$2,047
ENRICH DAYS					\$1,261	\$1,308	\$1,364
PL/BLI HRS					\$4,956	\$5,142	\$5,360
PPL HOURS					\$1,892	\$1,963	\$2,047
TOTAL					\$123,553	\$128,186	\$133,636
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%	\$1,118	\$1,180	\$1,249	\$1,365	\$1,703	\$1,767	\$1,842
21-25 YEARS OF EXPEREINCE-2.0%	\$1,491	\$1,574	\$1,666	\$1,821	\$2,271	\$2,356	\$2,456
26+ YEARS OF EXPEREINCE-2.5%	\$1,864	\$1,968	\$2,083	\$2,276	\$2,838	\$2,945	\$3,070

Notes:

1. 3.7% base salary increase from 2023-2024.
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%

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SUMMARY

Effective: September 1, 2024

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 22, 23, 26, 2024	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 4, 2024	Electronic form	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
	One-half (1/2) day PLC work	3.5	March 17, 2024	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 1, 2024 Elementary: December 2, 2024	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. 			