

**Lake Washington School District  
LWEA Compensation Schedule  
2025-26**

<b>STEP</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>
<b>BA</b>																	
Base Salary (180 days)	61,887	63,104	64,345	65,615	66,909	68,226	68,226	68,226	68,226	68,226	68,226	68,226	68,226	68,226	68,226	68,226	68,226
LEAP Days (8 days)	2,751	2,805	2,860	2,916	2,974	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032	3,032
Responsibility	6,003	6,121	6,241	6,365	6,490	6,618	6,618	6,618	6,618	6,618	6,618	6,618	6,618	6,618	6,618	6,618	6,618
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
<b>Total</b>	<b>73,941</b>	<b>75,330</b>	<b>76,746</b>	<b>78,196</b>	<b>79,673</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>	<b>81,176</b>
<b>BA + 45</b>																	
Base Salary (180 days)	64,493	66,303	68,161	70,072	72,037	74,061	76,138	78,275	80,471	82,726	85,047	85,047	85,047	85,047	85,047	85,047	85,047
LEAP Days (8 days)	2,866	2,947	3,029	3,114	3,202	3,292	3,384	3,479	3,576	3,677	3,780	3,780	3,780	3,780	3,780	3,780	3,780
Responsibility	6,256	6,431	6,612	6,797	6,988	7,184	7,385	7,593	7,806	8,024	8,250	8,250	8,250	8,250	8,250	8,250	8,250
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
<b>Total</b>	<b>76,915</b>	<b>78,981</b>	<b>81,102</b>	<b>83,283</b>	<b>85,527</b>	<b>87,837</b>	<b>90,207</b>	<b>92,647</b>	<b>95,153</b>	<b>97,727</b>	<b>100,377</b>	<b>100,377</b>	<b>100,377</b>	<b>100,377</b>	<b>100,377</b>	<b>100,377</b>	<b>100,377</b>
<b>MA / BA+90</b>																	
Base Salary (180 days)	70,072	72,114	74,215	76,375	78,595	80,880	83,237	85,658	88,151	90,715	93,356	96,075	98,870	101,749	104,711	107,755	110,889
LEAP Days (8 days)	3,114	3,205	3,298	3,394	3,493	3,595	3,699	3,807	3,918	4,032	4,149	4,270	4,394	4,522	4,654	4,789	4,928
Responsibility	6,797	6,995	7,199	7,408	7,624	7,845	8,074	8,309	8,551	8,799	9,056	9,319	9,590	9,870	10,157	10,452	10,756
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
<b>Total</b>	<b>83,283</b>	<b>85,614</b>	<b>88,012</b>	<b>90,477</b>	<b>93,012</b>	<b>95,620</b>	<b>98,310</b>	<b>101,074</b>	<b>103,920</b>	<b>106,846</b>	<b>110,361</b>	<b>113,464</b>	<b>116,654</b>	<b>119,941</b>	<b>123,322</b>	<b>126,796</b>	<b>132,873</b>
<b>MA+45 / BA+135*</b>																	
Base Salary (180 days)	76,138	78,293	80,506	82,786	85,130	87,540	90,015	92,561	95,178	97,873	100,645	103,494	106,420	109,429	112,527	115,715	118,991
LEAP Days (8 days)	3,384	3,480	3,578	3,679	3,784	3,891	4,001	4,114	4,230	4,350	4,473	4,600	4,730	4,864	5,001	5,143	5,288
Responsibility	7,385	7,594	7,809	8,030	8,258	8,491	8,731	8,978	9,232	9,494	9,763	10,039	10,323	10,615	10,915	11,224	11,542
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
<b>Total</b>	<b>90,207</b>	<b>92,667</b>	<b>95,193</b>	<b>97,795</b>	<b>100,472</b>	<b>103,222</b>	<b>106,047</b>	<b>108,953</b>	<b>111,940</b>	<b>115,017</b>	<b>118,681</b>	<b>121,933</b>	<b>125,273</b>	<b>128,708</b>	<b>132,243</b>	<b>135,882</b>	<b>142,121</b>

- Placement of teachers on the salary schedule shall be according to their years of experience and education
- For an earned doctorate stipend add (\$5,935)
- 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: \$60.00