

**Lake Washington School District
LWEA Compensation Schedule
2026-27**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
BA																	
Base Salary (180 days)	63,496	64,745	66,017	67,321	68,648	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000
LEAP Days (8 days)	2,822	2,878	2,934	2,992	3,051	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111	3,111
Responsibility	6,159	6,280	6,404	6,530	6,659	6,790	6,790	6,790	6,790	6,790	6,790	6,790	6,790	6,790	6,790	6,790	6,790
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
Total	75,777	77,203	78,655	80,143	81,658	83,201	83,201	83,201	83,201	83,201	83,201	83,201	83,201	83,201	83,201	83,201	83,201
BA + 45																	
Base Salary (180 days)	66,170	68,027	69,933	71,894	73,909	75,986	78,117	80,310	82,563	84,877	87,258	87,258	87,258	87,258	87,258	87,258	87,258
LEAP Days (8 days)	2,941	3,023	3,108	3,195	3,285	3,377	3,472	3,569	3,669	3,772	3,878	3,878	3,878	3,878	3,878	3,878	3,878
Responsibility	6,418	6,599	6,784	6,974	7,169	7,371	7,577	7,790	8,009	8,233	8,464	8,464	8,464	8,464	8,464	8,464	8,464
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
Total	78,829	80,949	83,125	85,363	87,663	90,034	92,466	94,969	97,541	100,182	102,900	102,900	102,900	102,900	102,900	102,900	102,900
MA / BA+90																	
Base Salary (180 days)	71,894	73,989	76,144	78,361	80,638	82,983	85,401	87,885	90,443	93,073	95,783	98,572	101,441	104,394	107,433	110,557	113,772
LEAP Days (8 days)	3,195	3,288	3,384	3,483	3,584	3,688	3,796	3,906	4,020	4,137	4,257	4,381	4,508	4,640	4,775	4,914	5,057
Responsibility	6,974	7,177	7,386	7,601	7,822	8,049	8,284	8,525	8,773	9,028	9,291	9,561	9,840	10,126	10,421	10,724	11,036
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
Total	85,363	87,754	90,214	92,745	95,344	98,020	100,781	103,616	106,536	109,538	113,131	116,314	119,589	122,960	126,429	129,995	136,165
MA+45 / BA+135*																	
Base Salary (180 days)	78,117	80,328	82,599	84,938	87,343	89,816	92,355	94,967	97,653	100,418	103,261	106,184	109,187	112,274	115,453	118,723	122,084
LEAP Days (8 days)	3,472	3,570	3,671	3,775	3,882	3,992	4,105	4,221	4,340	4,463	4,589	4,719	4,853	4,990	5,131	5,277	5,426
Responsibility	7,577	7,792	8,012	8,239	8,472	8,712	8,958	9,212	9,472	9,741	10,016	10,300	10,591	10,891	11,199	11,516	11,842
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
Total	92,466	94,990	97,582	100,252	102,997	105,820	108,718	111,700	114,765	117,922	121,666	125,003	128,431	131,955	135,583	139,316	145,652

• Placement of teachers on the salary schedule shall be according to their years of experience and education

• For an earned doctorate stipend add (\$6,090)

• 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