## *2026-2027* - Final

*SEA Certificated Salary Schedule*

*2.6% IPD + .5% Negotiated + Value of 1 Day into TRI Responsibility*

| Years of Service | BA | BA+15 | BA+30 | BA+45 | BA+90/MA+0 | MA+45 | MA+90/PhD | | |
|---|---|---|---|---|---|---|---|---|---|
| 0 | 66,002 | 67,401 | 68,831 | 70,293 | 71,782 | 73,305 | 74,861 | | Base (180 days) |
| | 1,833 | 1,872 | 1,912 | 1,952 | 1,994 | 2,036 | 2,079 | | TRI Time (5 days) |
| | 13,243 | 13,524 | 13,812 | 14,105 | 14,404 | 14,709 | 15,021 | | TRI Responsibility |
| | **81,078** | **82,797** | **84,555** | **86,350** | **88,180** | **90,050** | **91,961** | | **Total Compensation** |
| 1 | 68,244 | 69,693 | 71,173 | 72,681 | 74,224 | 75,798 | 77,405 | | Base (180 days) |
| | 1,896 | 1,936 | 1,977 | 2,019 | 2,062 | 2,106 | 2,150 | | TRI Time (5 days) |
| | 13,694 | 13,985 | 14,281 | 14,584 | 14,894 | 15,210 | 15,532 | | TRI Responsibility |
| | **83,834** | **85,614** | **87,431** | **89,284** | **91,180** | **93,114** | **95,087** | | **Total Compensation** |
| 2 | 70,566 | 72,064 | 73,592 | 75,154 | 76,746 | 78,374 | 80,036 | | Base (180 days) |
| | 1,960 | 2,002 | 2,044 | 2,088 | 2,132 | 2,177 | 2,223 | | TRI Time (5 days) |
| | 14,160 | 14,460 | 14,766 | 15,080 | 15,399 | 15,726 | 16,060 | | TRI Responsibility |
| | **86,686** | **88,526** | **90,402** | **92,322** | **94,277** | **96,277** | **98,319** | | **Total Compensation** |
| 3 | 72,964 | 74,515 | 76,093 | 77,708 | 79,356 | 81,040 | 82,757 | | Base (180 days) |
| | 2,027 | 2,070 | 2,114 | 2,159 | 2,204 | 2,251 | 2,299 | | TRI Time (5 days) |
| | 14,640 | 14,952 | 15,269 | 15,592 | 15,923 | 16,261 | 16,605 | | TRI Responsibility |
| | **89,631** | **91,537** | **93,476** | **95,459** | **97,483** | **99,552** | **101,661** | | **Total Compensation** |
| 4 | 75,445 | 77,047 | 78,681 | 80,351 | 82,055 | 83,795 | 85,572 | | Base (180 days) |
| | 2,096 | 2,140 | 2,186 | 2,232 | 2,279 | 2,328 | 2,377 | | TRI Time (5 days) |
| | 15,139 | 15,460 | 15,788 | 16,123 | 16,465 | 16,814 | 17,170 | | TRI Responsibility |
| | **92,680** | **94,647** | **96,655** | **98,706** | **100,799** | **102,937** | **105,119** | | **Total Compensation** |
| 5 | 78,011 | 79,666 | 81,356 | 83,080 | 84,843 | 86,643 | 88,481 | | Base (180 days) |
| | 2,167 | 2,213 | 2,260 | 2,308 | 2,357 | 2,407 | 2,458 | | TRI Time (5 days) |
| | 15,654 | 15,986 | 16,324 | 16,671 | 17,024 | 17,386 | 17,755 | | TRI Responsibility |
| | **95,832** | **97,865** | **99,940** | **102,059** | **104,224** | **106,436** | **108,694** | | **Total Compensation** |
| 6 | 80,664 | 82,377 | 84,123 | 85,907 | 87,729 | 89,589 | 91,489 | | Base (180 days) |
| | 2,241 | 2,288 | 2,337 | 2,386 | 2,437 | 2,489 | 2,541 | | TRI Time (5 days) |
| | 16,185 | 16,529 | 16,880 | 17,237 | 17,603 | 17,976 | 18,358 | | TRI Responsibility |
| | **99,090** | **101,194** | **103,340** | **105,530** | **107,769** | **110,054** | **112,388** | | **Total Compensation** |
| 7 | 83,407 | 85,178 | 86,982 | 88,827 | 90,711 | 92,636 | 94,600 | | Base (180 days) |
| | 2,317 | 2,366 | 2,416 | 2,467 | 2,520 | 2,573 | 2,628 | | TRI Time (5 days) |
| | 16,736 | 17,091 | 17,454 | 17,824 | 18,201 | 18,588 | 18,982 | | TRI Responsibility |
| | **102,460** | **104,635** | **106,852** | **109,118** | **111,432** | **113,797** | **116,210** | | **Total Compensation** |
| 8 | 86,244 | 88,072 | 89,940 | 91,848 | 93,797 | 95,787 | 97,815 | | Base (180 days) |
| | 2,396 | 2,446 | 2,498 | 2,551 | 2,605 | 2,661 | 2,717 | | TRI Time (5 days) |
| | 17,305 | 17,672 | 18,047 | 18,429 | 18,821 | 19,220 | 19,628 | | TRI Responsibility |
| | **105,945** | **108,190** | **110,485** | **112,828** | **115,223** | **117,668** | **120,160** | | **Total Compensation** |
| 9 | | 91,066 | 92,999 | 94,970 | 96,983 | 99,042 | 101,141 | | Base (180 days) |
| | | 2,530 | 2,583 | 2,638 | 2,694 | 2,751 | 2,809 | | TRI Time (5 days) |
| | | 18,273 | 18,660 | 19,056 | 19,460 | 19,874 | 20,295 | | TRI Responsibility |
| | | **111,869** | **114,242** | **116,664** | **119,137** | **121,667** | **124,245** | | **Total Compensation** |
| 10 | | | 96,161 | 98,199 | 100,282 | 102,408 | 104,581 | | Base (180 days) |
| | | | 2,671 | 2,728 | 2,786 | 2,845 | 2,905 | | TRI Time (5 days) |
| | | | 19,296 | 19,704 | 20,122 | 20,549 | 20,985 | | TRI Responsibility |
| | | | **118,128** | **120,631** | **123,190** | **125,802** | **128,471** | | **Total Compensation** |
| 11 | | | | 101,538 | 103,690 | 105,890 | 108,136 | | Base (180 days) |
| | | | | 2,821 | 2,880 | 2,941 | 3,004 | | TRI Time (5 days) |
| | | | | 20,374 | 20,806 | 21,247 | 21,698 | | TRI Responsibility |
| | | | | **124,733** | **127,376** | **130,078** | **132,838** | | **Total Compensation** |

Approved: 8/25/26

| *2026-2027* - Final<br>*SEA Certificated Salary Schedule*<br>*2.6% IPD + .5% Negotiated + Value of 1 Day into TRI Responsibility* | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 12 | | | | 104,991 | 107,217 | 109,491 | 111,814 | | Base (180 days) |
| | | | | 2,916 | 2,978 | 3,041 | 3,106 | | TRI Time (5 days) |
| | | | | 21,067 | 21,514 | 21,970 | 22,436 | | TRI Responsibility |
| | | | | **128,974** | **131,709** | **134,502** | **137,356** | | **Total Compensation** |
| 13 | | | | | 110,863 | 113,215 | 115,615 | | Base (180 days) |
| | | | | | 3,080 | 3,145 | 3,212 | | TRI Time (5 days) |
| | | | | | 22,245 | 22,717 | 23,199 | | TRI Responsibility |
| | | | | | **136,188** | **139,077** | **142,026** | | **Total Compensation** |
| 14 | | | | | 114,633 | 117,063 | 119,546 | | Base (180 days) |
| | | | | | 3,184 | 3,252 | 3,321 | | TRI Time (5 days) |
| | | | | | 23,002 | 23,490 | 23,987 | | TRI Responsibility |
| | | | | | **140,819** | **143,805** | **146,854** | | **Total Compensation** |
| 15 | | | | | 118,529 | 121,043 | 123,611 | | Base (180 days) |
| | | | | | 3,292 | 3,362 | 3,434 | | TRI Time (5 days) |
| | | | | | 23,784 | 24,288 | 24,803 | | TRI Responsibility |
| | | | | | **145,605** | **148,693** | **151,848** | | **Total Compensation** |
| 16 & Over | | | | | 122,560 | 125,160 | 127,814 | | Base (180 days) |
| | | | | | 3,404 | 3,477 | 3,550 | | TRI Time (5 days) |
| | | | | | 24,593 | 25,114 | 25,647 | | TRI Responsibility |
| | | | | | **150,557** | **153,751** | **157,011** | | **Total Compensation** |

**FTE for the full 180-day school year.**