

Compensation Opportunities

<u>Years of Service</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>BA+135</u>	<u>MA</u>	<u>MA+45</u>	<u>MA+90 Ph.D.</u>
0	\$ 47,666	\$ 48,953	\$ 50,287	\$ 51,624	\$ 55,914		\$ 57,147	\$ 61,437	\$ 64,203
1	\$ 48,308	\$ 49,613	\$ 50,964	\$ 52,359	\$ 56,693		\$ 57,783	\$ 62,117	\$ 64,863
2	\$ 48,919	\$ 50,237	\$ 51,602	\$ 53,105	\$ 57,427		\$ 58,422	\$ 62,744	\$ 65,521
3	\$ 49,549	\$ 50,879	\$ 52,259	\$ 53,810	\$ 58,124		\$ 59,029	\$ 63,339	\$ 66,184
4	\$ 50,167	\$ 51,556	\$ 52,944	\$ 54,548	\$ 58,888		\$ 59,664	\$ 64,003	\$ 66,869
5	\$ 52,433	\$ 53,017	\$ 53,602	\$ 55,296	\$ 59,619		\$ 60,310	\$ 64,635	\$ 67,556
6	\$ 53,091	\$ 53,683	\$ 54,275	\$ 56,054	\$ 60,356		\$ 60,972	\$ 65,275	\$ 68,210
7	\$ 54,257	\$ 54,862	\$ 55,467	\$ 57,343	\$ 61,709		\$ 62,212	\$ 66,577	\$ 69,596
8	\$ 56,015	\$ 56,640	\$ 57,265	\$ 59,296	\$ 63,720		\$ 64,163	\$ 68,589	\$ 71,717
9		\$ 58,520	\$ 59,165	\$ 61,269	\$ 65,797		\$ 66,135	\$ 70,666	\$ 73,902
10			\$ 61,088	\$ 63,344	\$ 67,932		\$ 68,212	\$ 72,802	\$ 76,144
11				\$ 65,479	\$ 70,168		\$ 70,347	\$ 75,037	\$ 78,446
12				\$ 67,547	\$ 72,463		\$ 72,567	\$ 77,331	\$ 80,845
13					\$ 74,815		\$ 74,864	\$ 79,683	\$ 83,299
14					\$ 77,177		\$ 77,229	\$ 82,200	\$ 85,849
15					\$ 79,186		\$ 79,237	\$ 84,337	\$ 88,081
16 or more					\$ 80,769		\$ 80,821	\$ 86,024	\$ 89,842

Available to:	Topic	Range of Compensation
All certificated staff	21 hours of District professional development	\$794 - \$1497
All certificated staff	7 hours of Room Preparation	\$265 - \$499
New Teachers	Up to 21 hours of Orientation	\$794 - \$1497
All certificated staff	21 hours of District professional development	\$794 - \$1497
All certificated staff	Available via reimbursement for professional development	\$1000
Special Education Staff	Fund to support Special Education staff with caseload overload – Distributed annually	\$30,000 fund, individual amounts
Early Notice Stipend	Notice by March 1 of intent to resign	\$250
Early Notice Stipend	Notice by March 1 of intent to retire	\$1000
Personal Leave Cash Out	Up to two days, if two days remain in balance Up to four days at retirement	One day: \$265 - \$499 Two days: \$530 - \$998 Three days: \$795 - \$1497 Four days: \$1060 - \$1996

17 - 18 Salary Schedule (Base + TRI)

<u>Years of Service</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>MA</u>	<u>MA+45</u>	<u>MA+90 Ph.D.</u>
0	\$ 41,448	\$ 42,567	\$ 43,727	\$ 44,891	\$ 48,620	\$ 49,693	\$ 53,423	\$ 55,828
1	\$ 42,007	\$ 43,142	\$ 44,316	\$ 45,530	\$ 49,299	\$ 50,245	\$ 54,014	\$ 56,402
2	\$ 42,538	\$ 43,684	\$ 44,871	\$ 46,178	\$ 49,937	\$ 50,801	\$ 54,559	\$ 56,974
3	\$ 43,086	\$ 44,243	\$ 45,442	\$ 46,792	\$ 50,543	\$ 51,329	\$ 55,077	\$ 57,551
4	\$ 43,623	\$ 44,831	\$ 46,038	\$ 47,433	\$ 51,206	\$ 51,882	\$ 55,654	\$ 58,147
5	\$ 44,178	\$ 45,391	\$ 46,610	\$ 48,083	\$ 51,842	\$ 52,444	\$ 56,204	\$ 58,743
6	\$ 44,748	\$ 45,935	\$ 47,196	\$ 48,743	\$ 52,483	\$ 53,019	\$ 56,761	\$ 59,313
7	\$ 45,751	\$ 46,955	\$ 48,232	\$ 49,863	\$ 53,659	\$ 54,097	\$ 57,892	\$ 60,519
8	\$ 47,217	\$ 48,488	\$ 49,796	\$ 51,561	\$ 55,409	\$ 55,794	\$ 59,642	\$ 62,363
9		\$ 50,075	\$ 51,448	\$ 53,277	\$ 57,215	\$ 57,509	\$ 61,448	\$ 64,263
10			\$ 53,120	\$ 55,081	\$ 59,071	\$ 59,314	\$ 63,306	\$ 66,211
11				\$ 56,938	\$ 61,014	\$ 61,171	\$ 65,249	\$ 68,213
12				\$ 58,736	\$ 63,011	\$ 63,102	\$ 67,244	\$ 70,299
13					\$ 65,056	\$ 65,099	\$ 69,289	\$ 72,434
14					\$ 67,110	\$ 67,156	\$ 71,478	\$ 74,651
15					\$ 68,857	\$ 68,901	\$ 73,336	\$ 76,591
16 or more					\$ 70,233	\$ 70,279	\$ 74,803	\$ 78,123

Salary Proposal - WSD - 15% Salary Increase (July 11, 2018)

<u>Years of Service</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>MA</u>	<u>MA+45</u>	<u>MA+90 Ph.D.</u>
0	\$ 47,666	\$ 48,953	\$ 50,287	\$ 51,624	\$ 55,914	\$ 57,147	\$ 61,437	\$ 64,203
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2	\$ 48,919	\$ 50,237	\$ 51,602	\$ 53,105	\$ 57,427	\$ 58,422	\$ 62,744	\$ 65,521
3	\$ 49,549	\$ 50,879	\$ 52,259	\$ 53,810	\$ 58,124	\$ 59,029	\$ 63,339	\$ 66,184
4	\$ 50,167	\$ 51,556	\$ 52,944	\$ 54,548	\$ 58,888	\$ 59,664	\$ 64,003	\$ 66,869
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6	\$ 53,091	\$ 53,683	\$ 54,275	\$ 56,054	\$ 60,356	\$ 60,972	\$ 65,275	\$ 68,210
7	\$ 54,257	\$ 54,862	\$ 55,467	\$ 57,343	\$ 61,709	\$ 62,212	\$ 66,577	\$ 69,596
8	\$ 56,015	\$ 56,640	\$ 57,265	\$ 59,296	\$ 63,720	\$ 64,163	\$ 68,589	\$ 71,717
9		\$ 58,520	\$ 59,165	\$ 61,269	\$ 65,797	\$ 66,135	\$ 70,666	\$ 73,902
10			\$ 61,088	\$ 63,344	\$ 67,932	\$ 68,212	\$ 72,802	\$ 76,144
11				\$ 65,479	\$ 70,168	\$ 70,347	\$ 75,037	\$ 78,446
12				\$ 67,547	\$ 72,463	\$ 72,567	\$ 77,331	\$ 80,845
13					\$ 74,815	\$ 74,864	\$ 79,683	\$ 83,299
14					\$ 77,177	\$ 77,229	\$ 82,200	\$ 85,849
15					\$ 79,186	\$ 79,237	\$ 84,337	\$ 88,081
16 or more					\$ 80,769	\$ 80,821	\$ 86,024	\$ 89,842

Increase per cell

<u>Years of Service</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>MA</u>	<u>MA+45</u>	<u>MA+90 Ph.D.</u>
0	\$ 6,218	\$ 6,386	\$ 6,560	\$ 6,734	\$ 7,294	\$ 7,455	\$ 8,014	\$ 8,375
1	\$ 6,301	\$ 6,471	\$ 6,647	\$ 6,830	\$ 7,395	\$ 7,537	\$ 8,103	\$ 8,461
2	\$ 6,381	\$ 6,552	\$ 6,730	\$ 6,928	\$ 7,491	\$ 7,621	\$ 8,185	\$ 8,547
3	\$ 6,463	\$ 6,637	\$ 6,817	\$ 7,019	\$ 7,581	\$ 7,700	\$ 8,262	\$ 8,634
4	\$ 6,544	\$ 6,725	\$ 6,906	\$ 7,116	\$ 7,681	\$ 7,782	\$ 8,349	\$ 8,722
5	\$ 8,255	\$ 7,626	\$ 6,992	\$ 7,213	\$ 7,777	\$ 7,866	\$ 8,431	\$ 8,813
6	\$ 8,343	\$ 7,749	\$ 7,080	\$ 7,311	\$ 7,873	\$ 7,953	\$ 8,514	\$ 8,897
7	\$ 8,506	\$ 7,907	\$ 7,236	\$ 7,480	\$ 8,050	\$ 8,115	\$ 8,684	\$ 9,078
8	\$ 8,798	\$ 8,152	\$ 7,469	\$ 7,735	\$ 8,311	\$ 8,369	\$ 8,947	\$ 9,355
9		\$ 8,445	\$ 7,717	\$ 7,992	\$ 8,582	\$ 8,626	\$ 9,218	\$ 9,639
10			\$ 7,968	\$ 8,263	\$ 8,861	\$ 8,898	\$ 9,496	\$ 9,932
11				\$ 8,541	\$ 9,153	\$ 9,176	\$ 9,788	\$ 10,233
12				\$ 8,811	\$ 9,452	\$ 9,465	\$ 10,087	\$ 10,546
13					\$ 9,759	\$ 9,765	\$ 10,394	\$ 10,865
14					\$ 10,067	\$ 10,074	\$ 10,722	\$ 11,198
15					\$ 10,329	\$ 10,336	\$ 11,001	\$ 11,490
16 or more					\$ 10,535	\$ 10,542	\$ 11,221	\$ 11,718

Average	\$ 9,134
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