

APPENDIX F.1-2
Teachers: 2019-2020 Salary Schedule

SEA TEACHER SALARY SCHEDULE
2019-2020

BASE SALARY

STEP	BA COLUMN 1	BA+8 COLUMN 2	BA+16 COLUMN 3	BA+24 COLUMN 4	MA COLUMN 5	MA+8 COLUMN 6	MA+16 COLUMN 7	MA+24 COLUMN 8	MA+32 COLUMN 9	MA+40 COLUMN 10	MA+48 COLUMN 11
1	ROLLED INTO STEP 2										
2	37,828	39,685	40,984	42,555	44,132	45,710	47,284	48,861	50,437	52,015	53,590
3	39,685	40,984	42,555	44,132	45,710	47,284	48,861	50,437	52,015	53,590	55,162
4	40,984	42,555	44,132	45,710	47,284	48,861	50,437	52,015	53,590	55,162	56,743
5	42,555	44,132	45,710	47,284	48,861	50,437	52,015	53,590	55,162	56,743	58,313
6	44,132	45,710	47,284	48,861	50,437	52,015	53,590	55,162	56,743	58,313	59,892
7	45,710	47,284	48,861	50,437	52,015	53,590	55,162	56,743	58,313	59,892	61,468
8	47,284	48,861	50,437	52,015	53,590	55,162	56,743	58,313	59,892	61,468	63,042
9	48,861	50,437	52,015	53,590	55,162	56,743	58,313	59,892	61,468	63,042	64,620
10	50,437	52,015	53,590	55,162	56,743	58,313	59,892	61,468	63,042	64,620	66,194
11	52,791	54,393	55,162	56,743	58,313	59,892	61,468	63,042	64,620	66,194	67,774
12			57,589	59,184	59,892	61,468	63,042	64,620	66,194	67,774	69,346
13					62,462	64,108	64,620	66,194	67,774	69,346	70,923
14							67,394	69,037	69,346	70,923	72,501
15									72,324	73,968	74,053
16											77,827

BASE + LONGEVITY

Years 17-19	55,061	56,663	59,859	61,454	64,732	66,378	69,664	71,307	74,594	76,238	80,097
Years 20-22	56,196	57,798	60,994	62,589	65,867	67,513	70,799	72,442	75,729	77,373	81,232
Years 23-25	57,330	58,932	62,128	63,723	67,001	68,647	71,933	73,576	76,863	78,507	82,366
Years 26+	58,465	60,067	63,263	64,858	68,136	69,782	73,068	74,711	77,998	79,642	83,501

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1	ROLLED INTO STEP 2										
2	37,828 TP Board 3,741 T.H.L.S. 515	39,685 3,925 541	40,984 4,053 558	42,555 4,209 580	44,132 4,365 601	45,710 4,521 623	47,284 4,676 644	48,861 4,832 666	50,437 4,988 687	52,015 5,144 709	53,590 5,300 730
3	39,685 TP Board 3,925 T.H.L.S. 541	40,984 4,053 558	42,555 4,209 580	44,132 4,365 601	45,710 4,521 623	47,284 4,676 644	48,861 4,832 666	50,437 4,988 687	52,015 5,144 709	53,590 5,300 730	55,162 5,456 752
4	40,984 TP Board 4,053 T.H.L.S. 558	42,555 4,209 580	44,132 4,365 601	45,710 4,521 623	47,284 4,676 644	48,861 4,832 666	50,437 4,988 687	52,015 5,144 709	53,590 5,300 730	55,162 5,456 752	56,743 5,612 773
5	42,555 TP Board 4,209 T.H.L.S. 580	44,132 4,365 601	45,710 4,521 623	47,284 4,676 644	48,861 4,832 666	50,437 4,988 687	52,015 5,144 709	53,590 5,300 730	55,162 5,456 752	56,743 5,612 773	58,313 5,767 795
6	44,132 TP Board 4,365 T.H.L.S. 601	45,710 4,521 623	47,284 4,676 644	48,861 4,832 666	50,437 4,988 687	52,015 5,144 709	53,590 5,300 730	55,162 5,456 752	56,743 5,612 773	58,313 5,767 795	59,892 5,923 816
7	45,710 TP Board 4,521 T.H.L.S. 623	47,284 4,676 644	48,861 4,832 666	50,437 4,988 687	52,015 5,144 709	53,590 5,300 730	55,162 5,456 752	56,743 5,612 773	58,313 5,767 795	59,892 5,923 816	61,468 6,079 838
8	47,284 TP Board 4,676 T.H.L.S. 644	48,861 4,832 666	50,437 4,988 687	52,015 5,144 709	53,590 5,300 730	55,162 5,456 752	56,743 5,612 773	58,313 5,767 795	59,892 5,923 816	61,468 6,079 838	63,042 6,235 859
9	48,861 TP Board 4,832 T.H.L.S. 666	50,437 4,988 687	52,015 5,144 709	53,590 5,300 730	55,162 5,456 752	56,743 5,612 773	58,313 5,767 795	59,892 5,923 816	61,468 6,079 838	63,042 6,235 859	64,620 6,391 881
10	50,437 TP Board 4,988 T.H.L.S. 687	52,015 5,144 709	53,590 5,300 730	55,162 5,456 752	56,743 5,612 773	58,313 5,767 795	59,892 5,923 816	61,468 6,079 838	63,042 6,235 859	64,620 6,391 881	66,194 6,547 902
11	52,015 TP Board 5,144 T.H.L.S. 709	53,590 5,300 730	55,162 5,456 752	56,743 5,612 773	58,313 5,767 795	59,892 5,923 816	61,468 6,079 838	63,042 6,235 859	64,620 6,391 881	66,194 6,547 902	67,774 6,703 924
12	53,590 TP Board 5,300 T.H.L.S. 730	55,162 5,456 752	56,743 5,612 773	58,313 5,767 795	59,892 5,923 816	61,468 6,079 838	63,042 6,235 859	64,620 6,391 881	66,194 6,547 902	67,774 6,703 924	69,346 6,858 945
13	55,162 TP Board 5,456 T.H.L.S. 752	56,743 5,612 773	58,313 5,767 795	59,892 5,923 816	61,468 6,079 838	63,042 6,235 859	64,620 6,391 881	66,194 6,547 902	67,774 6,703 924	69,346 6,858 945	70,923 7,014 966
14	56,743 TP Board 5,612 T.H.L.S. 773	58,313 5,767 795	59,892 5,923 816	61,468 6,079 838	63,042 6,235 859	64,620 6,391 881	66,194 6,547 902	67,774 6,703 924	69,346 6,858 945	70,923 7,014 966	72,501 7,170 988
15	58,313 TP Board 5,767 T.H.L.S. 795	59,892 5,923 816	61,468 6,079 838	63,042 6,235 859	64,620 6,391 881	66,194 6,547 902	67,774 6,703 924	69,346 6,858 945	70,923 7,014 966	72,501 7,170 988	74,053 7,324 1,009
16	59,892 TP Board 5,923 T.H.L.S. 816	61,468 6,079 838	63,042 6,235 859	64,620 6,391 881	66,194 6,547 902	67,774 6,703 924	69,346 6,858 945	70,923 7,014 966	72,501 7,170 988	74,053 7,324 1,009	77,827 7,697 1,061

BASE + LONGEVITY

Years 17-19	55,061 TP Board 5,446 T.H.L.S. 750	56,663 5,604 772	59,859 5,920 816	61,454 6,078 837	64,732 6,402 882	66,378 6,565 904	69,664 6,890 949	71,307 7,052 972	74,594 7,377 1,016	76,238 7,540 1,039	80,097 7,922 1,091
Years 20-22	56,196 TP Board 5,558 T.H.L.S. 766	57,798 5,716 788	60,994 6,032 831	62,589 6,190 853	65,867 6,514 898	67,513 6,677 920	70,799 7,002 965	72,442 7,165 987	75,729 7,490 1,032	77,373 7,652 1,054	81,232 8,034 1,107
Years 23-25	57,330 TP Board 5,670 T.H.L.S. 781	58,932 5,828 803	62,128 6,145 847	63,723 6,302 868	67,001 6,626 913	68,647 6,789 935	71,933 7,114 980	73,576 7,277 1,003	76,863 7,602 1,047	78,507 7,764 1,070	82,366 8,146 1,122
Years 26+	58,465 TP Board 5,782 T.H.L.S. 797	60,067 5,941 818	63,263 6,257 862	64,858 6,415 884	68,136 6,739 928	69,782 6,902 951	73,068 7,226 996	74,711 7,389 1,018	77,998 7,714 1,063	79,642 7,877 1,085	83,501 8,258 1,138

Curriculum	28.99
TP Board	2.87
T.H.L.S.	0.39

2019-2021 Agreement

SEA TEACHER SALARY SCHEDULE
2020-2021

BASE SALARY

STEP	BA COLUMN 1	BA+8 COLUMN 2	BA+16 COLUMN 3	BA+24 COLUMN 4	MA COLUMN 5	MA+8 COLUMN 6	MA+16 COLUMN 7	MA+24 COLUMN 8	MA+32 COLUMN 9	MA+40 COLUMN 10	MA+48 COLUMN 11
1											
2	ROLLED INTO STEP 3										
3	40,876	42,214	43,832	45,456	47,081	48,703	50,327	51,950	53,575	55,198	56,817
4	42,214	43,832	45,456	47,081	48,703	50,327	51,950	53,575	55,198	56,817	58,445
5	43,832	45,456	47,081	48,703	50,327	51,950	53,575	55,198	56,817	58,445	60,062
6	45,456	47,081	48,703	50,327	51,950	53,575	55,198	56,817	58,445	60,062	61,689
7	47,081	48,703	50,327	51,950	53,575	55,198	56,817	58,445	60,062	61,689	63,312
8	48,703	50,327	51,950	53,575	55,198	56,817	58,445	60,062	61,689	63,312	64,933
9	50,327	51,950	53,575	55,198	56,817	58,445	60,062	61,689	63,312	64,933	66,559
10	51,950	53,575	55,198	56,817	58,445	60,062	61,689	63,312	64,933	66,559	68,180
11	54,375	56,025	56,817	58,445	60,062	61,689	63,312	64,933	66,559	68,180	69,807
12			59,317	60,960	61,689	63,312	64,933	66,559	68,180	69,807	71,426
13					64,336	66,031	66,559	68,180	69,807	71,426	73,051
14							69,416	71,108	71,426	73,051	74,676
15									74,494	76,187	76,275
16											80,162

BASE + LONGEVITY

Years 17-19	56,828	58,478	61,770	63,413	66,789	68,484	71,869	73,561	76,947	78,640	82,615
Years 20-22	58,054	59,704	62,996	64,639	68,015	69,710	73,095	74,787	78,173	79,866	83,841
Years 23-25	59,280	60,930	64,222	65,865	69,241	70,936	74,321	76,013	79,399	81,092	85,067
Years 26+	60,506	62,156	65,448	67,091	70,467	72,162	75,547	77,239	80,625	82,318	86,293

2019-2021 Agreement

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2020-2021

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STEP	BA COLLIMN 1	BA+8 COLLIMN 2	BA+16 COLLIMN 3	BA+24 COLLIMN 4	MA COLLIMN 5	MA+8 COLLIMN 6	MA+16 COLLIMN 7	MA+24 COLLIMN 8	MA+32 COLLIMN 9	MA+40 COLLIMN 10	MA+48 COLLIMN 11
1											
2	ROLLED INTO STEP 3										
3	40,876 TP Board T.H.L.S. 4,043 557	42,214 4,175 575	43,832 4,335 597	45,456 4,496 619	47,081 4,656 642	48,703 4,817 664	50,327 4,977 686	51,950 5,138 708	53,575 5,299 730	55,198 5,459 752	56,817 5,619 774
4	42,214 4,175 575	43,832 4,335 597	45,456 4,496 619	47,081 4,656 642	48,703 4,817 664	50,327 4,977 686	51,950 5,138 708	53,575 5,299 730	55,198 5,459 752	56,817 5,619 774	58,445 5,780 796
5	43,832 4,335 597	45,456 4,496 619	47,081 4,656 642	48,703 4,817 664	50,327 4,977 686	51,950 5,138 708	53,575 5,299 730	55,198 5,459 752	56,817 5,619 774	58,445 5,780 796	60,062 5,940 818
6	45,456 4,496 619	47,081 4,656 642	48,703 4,817 664	50,327 4,977 686	51,950 5,138 708	53,575 5,299 730	55,198 5,459 752	56,817 5,619 774	58,445 5,780 796	60,062 5,940 818	61,689 5,940 841
7	47,081 4,656 642	48,703 4,817 664	50,327 4,977 686	51,950 5,138 708	53,575 5,299 730	55,198 5,459 752	56,817 5,619 774	58,445 5,780 796	60,062 5,940 818	61,689 6,101 841	63,312 6,262 863
8	48,703 4,817 664	50,327 4,977 686	51,950 5,138 708	53,575 5,299 730	55,198 5,459 752	56,817 5,619 774	58,445 5,780 796	60,062 5,940 818	61,689 6,101 841	63,312 6,262 863	64,933 6,422 885
9	50,327 4,977 686	51,950 5,138 708	53,575 5,299 730	55,198 5,459 752	56,817 5,619 774	58,445 5,780 796	60,062 5,940 818	61,689 6,101 841	63,312 6,262 863	64,933 6,422 885	66,559 6,583 907
10	51,950 5,138 708	53,575 5,299 730	55,198 5,459 752	56,817 5,619 774	58,445 5,780 796	60,062 5,940 818	61,689 6,101 841	63,312 6,262 863	64,933 6,422 885	66,559 6,583 907	68,180 6,743 929
11	54,375 5,378 741	56,025 5,541 763	56,817 5,619 774	58,445 5,780 796	60,062 5,940 818	61,689 6,101 841	63,312 6,262 863	64,933 6,422 885	66,559 6,583 907	68,180 6,743 929	69,807 6,904 951
12			59,317 5,867 808	60,960 6,029 831	61,689 6,101 841	63,312 6,262 863	64,933 6,422 885	66,559 6,583 907	68,180 6,743 929	69,807 6,904 951	71,426 7,064 973
13					64,336 6,363 877	66,031 6,531 900	66,559 6,583 907	68,180 6,743 929	69,807 6,904 951	71,426 7,064 973	73,051 7,225 995
14							69,416 6,865 946	71,108 7,033 969	71,426 7,064 973	73,051 7,225 995	74,676 7,386 1,018
15									74,494 7,368 1,015	76,187 7,535 1,038	76,275 7,544 1,039
16											80,162 7,928 1,092

BASE + LONGEVITY

Years 17-19	56,828 TP Board T.H.L.S. 5,620 774	58,478 5,784 797	61,770 6,109 842	63,413 6,272 864	66,789 6,605 910	68,484 6,773 933	71,869 7,108 979	73,561 7,275 1,002	76,947 7,610 1,049	78,640 7,778 1,072	82,615 8,171 1,126
Years 20-22	58,054 5,742 791	59,704 5,905 814	62,996 6,230 858	64,639 6,393 881	68,015 6,727 927	69,710 6,894 950	73,095 7,229 996	74,787 7,397 1,019	78,173 7,731 1,065	79,866 7,899 1,088	83,841 8,292 1,142
Years 23-25	59,280 5,863 808	60,930 6,026 830	64,222 6,352 875	65,865 6,514 898	69,241 6,848 944	70,936 7,016 967	74,321 7,350 1,013	76,013 7,518 1,036	79,399 7,853 1,082	81,092 8,020 1,105	85,067 8,413 1,159
Years 26+	60,506 5,984 824	62,156 6,147 847	65,448 6,473 892	67,091 6,635 914	70,467 6,969 960	72,162 7,137 983	75,547 7,472 1,025	77,239 7,639 1,052	80,625 7,974 1,099	82,318 8,141 1,122	86,293 8,534 1,176

Curriculum	31.32
TP Board	3.10
T.H.L.S.	0.43