

**APPENDIX 3A - EVERETT PUBLIC SCHOOLS 2018-19 BASE SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135 w/MA
0	51,000	51,969	52,956	53,963	54,988	56,033	57,097	58,182	59,288	60,414
1	53,193	54,204	55,234	56,283	57,352	58,442	59,552	60,684	61,837	63,012
2	55,480	56,534	57,609	58,703	59,819	60,955	62,113	63,293	64,496	65,721
3	57,866	58,965	60,086	61,227	62,391	63,576	64,784	66,015	67,269	68,547
4	60,354	61,501	62,669	63,860	65,073	66,310	67,570	68,854	70,162	71,495
5			65,364	66,606	67,872	69,161	70,475	71,814	73,179	74,569
6				69,470	70,790	72,135	73,506	74,902	76,325	77,776
7				72,457	73,834	75,237	76,666	78,123	79,607	81,120
8				75,573	77,009	78,472	79,963	81,482	83,031	84,608
9					80,320	81,846	83,402	84,986	86,601	88,246
10					83,774	85,366	86,988	88,641	90,325	92,041
11					87,376	89,037	90,728	92,452	94,209	95,999
12						92,865	94,630	96,428	98,260	100,127
13						96,858	98,699	100,574	102,485	104,432
14						101,023	102,943	104,899	106,892	108,923

a Only employees with a master's degree will have access to the BA+135 column. The master's degree credits are part of the 135 credits.

b No full-time non-supervisory certificated employee will receive a base salary less than state minimum with regionalization factor applied.

c No full-time non-supervisory certificated employee will receive a base salary more than state maximum with regionalization factor applied.

MA Stipend	4,000
PhD Stipend	5,500
MA+PhD Stipend	7,000

**APPENDIX 3B - EVERETT PUBLIC SCHOOLS 2018-19 TRI / ENRICHMENT SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135 w/MA
0	3,677	3,747	3,818	3,891	3,965	4,040	4,117	4,195	4,275	4,356
1	3,835	3,908	3,982	4,058	4,135	4,214	4,294	4,375	4,458	4,543
2	4,000	4,076	4,154	4,232	4,313	4,395	4,478	4,563	4,650	4,738
3	4,172	4,251	4,332	4,414	4,498	4,584	4,671	4,760	4,850	4,942
4	4,352	4,434	4,518	4,604	4,692	4,781	4,872	4,964	5,059	5,155
5			4,713	4,802	4,894	4,986	5,081	5,178	5,276	5,376
6				5,009	5,104	5,201	5,300	5,400	5,503	5,608
7				5,224	5,323	5,425	5,528	5,633	5,740	5,849
8				5,449	5,552	5,658	5,765	5,875	5,986	6,100
9					5,791	5,901	6,013	6,127	6,244	6,363
10					6,040	6,155	6,272	6,391	6,512	6,636
11					6,300	6,419	6,541	6,666	6,792	6,921
12						6,696	6,823	6,952	7,084	7,219
13						6,983	7,116	7,251	7,389	7,529
14						7,284	7,422	7,563	7,707	7,853

a Only employees with a master's degree will have access to the BA+135 column. The master's degree credits are part of the 135 credits.

**APPENDIX 3C - EVERETT PUBLIC SCHOOLS 2018-19 PER DIEM SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135 w/MA
0	203.53	203.53	203.53	209.07	214.78	220.59	226.35	232.13	237.94	243.72
1	203.53	207.99	213.39	219.56	225.33	231.15	236.95	242.70	248.53	254.30
2	211.92	217.03	222.74	228.50	234.26	239.99	245.81	251.58	257.30	263.05
3		224.38	229.99	235.70	241.37	247.02	252.70	258.34	264.02	269.74
4		232.85	238.61	244.28	249.92	255.54	261.17	266.78	272.45	278.06
5			247.15	252.79	258.36	263.94	269.57	275.17	280.78	286.33
6				262.97	268.55	274.13	279.78	285.33	290.94	296.53
7				271.22	276.79	282.34	287.86	293.46	299.01	304.56
8				281.41	286.93	292.50	298.02	303.58	309.16	314.71
9					297.06	302.63	308.17	313.73	319.25	324.82
10					307.19	312.77	318.33	323.88	329.43	334.95
11					317.32	322.91	328.46	333.97	339.53	345.11
12						333.02	338.57	344.14	349.70	355.24
13						343.17	348.76	354.31	359.84	365.41
14						354.20	359.76	365.30	370.88	376.41

a Only employees with a master's degree will have access to the BA+135 column. The master's degree credits are part of the 135 credits.

MA Stipend	16.28
PhD Stipend	20.35
MA+PhD Stipend	36.64

**APPENDIX 3D - EVERETT PUBLIC SCHOOLS 2019-20 BASE SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135 w/MA
0	52,071	53,060	54,068	55,096	56,143	57,209	58,296	59,404	60,533	61,683
1	54,310	55,342	56,393	57,465	58,557	59,669	60,803	61,958	63,136	64,335
2	56,645	57,722	58,818	59,936	61,075	62,235	63,418	64,623	65,850	67,101
3	59,081	60,204	61,348	62,513	63,701	64,911	66,145	67,401	68,682	69,987
4	61,622	62,792	63,985	65,201	66,440	67,702	68,989	70,300	71,635	72,996
5			66,737	68,005	69,297	70,614	71,955	73,322	74,716	76,135
6				70,929	72,277	73,650	75,049	76,475	77,928	79,409
7				73,979	75,385	76,817	78,276	79,764	81,279	82,824
8				77,160	78,626	80,120	81,642	83,194	84,774	86,385
9					82,007	83,565	85,153	86,771	88,420	90,099
10					85,533	87,159	88,815	90,502	92,222	93,974
11					89,211	90,906	92,634	94,394	96,187	98,015
12						94,815	96,617	98,453	100,323	102,229
13						98,892	100,771	102,686	104,637	106,625
14						103,145	105,105	107,101	109,136	111,210

a Only employees with a master's degree will have access to the BA+135 column. The master's degree credits are part of the 135 credits.

b No full-time non-supervisory certificated employee will receive a base salary less than state minimum with regionalization factor applied.

c No full-time non-supervisory certificated employee will receive a base salary more than state maximum with regionalization factor applied.

MA Stipend	4,080
PhD Stipend	5,610
MA+PhD Stipend	7,140

**APPENDIX 3E - EVERETT PUBLIC SCHOOLS 2019-20 TRI / ENRICHMENT SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135 w/MA
0	3,774	3,846	3,919	3,994	4,069	4,147	4,226	4,306	4,388	4,471
1	3,937	4,011	4,088	4,165	4,244	4,325	4,407	4,491	4,576	4,663
2	4,106	4,184	4,263	4,344	4,427	4,511	4,597	4,684	4,773	4,864
3	4,282	4,364	4,447	4,531	4,617	4,705	4,794	4,885	4,978	5,073
4	4,467	4,551	4,638	4,726	4,816	4,907	5,001	5,096	5,192	5,291
5			4,837	4,929	5,023	5,118	5,216	5,315	5,416	5,519
6				5,141	5,239	5,338	5,440	5,543	5,649	5,756
7				5,362	5,464	5,568	5,674	5,782	5,891	6,003
8				5,593	5,699	5,807	5,918	6,030	6,145	6,261
9					5,944	6,057	6,172	6,289	6,409	6,531
10					6,200	6,318	6,438	6,560	6,685	6,812
11					6,466	6,589	6,714	6,842	6,972	7,104
12						6,873	7,003	7,136	7,272	7,410
13						7,168	7,304	7,443	7,584	7,729
14						7,476	7,618	7,763	7,911	8,061

a Only employees with a master's degree will have access to the BA+135 column. The master's degree credits are part of the 135 credits.

**APPENDIX 3F - EVERETT PUBLIC SCHOOLS 2019-20 PER DIEM SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135 w/MA
0	281.46	286.81	292.26	297.82	303.47	309.24	315.12	321.10	327.20	333.42
1	293.57	299.15	304.83	310.62	316.52	322.54	328.67	334.91	341.27	347.76
2	306.19	312.01	317.94	323.98	330.13	336.41	342.80	349.31	355.95	362.71
3	319.36	325.43	331.61	337.91	344.33	350.87	357.54	364.33	371.25	378.31
4	333.09	339.42	345.87	352.44	359.14	365.96	372.91	380.00	387.22	394.57
5			360.74	367.59	374.58	381.70	388.95	396.34	403.87	411.54
6				383.40	390.69	398.11	405.67	413.38	421.23	429.24
7				399.89	407.48	415.23	423.12	431.16	439.35	447.69
8				417.08	425.01	433.08	441.31	449.69	458.24	466.95
9					443.28	451.70	460.29	469.03	477.94	487.02
10					462.34	471.13	480.08	489.20	498.49	507.97
11					482.22	491.39	500.72	510.24	519.93	529.81
12						512.52	522.25	532.18	542.29	552.59
13						534.55	544.71	555.06	565.61	576.35
14						557.54	568.13	578.93	589.93	601.14

a Only employees with a master's degree will have access to the BA+135 column. The master's degree credits are part of the 135 credits.

MA Stipend	22.05
PhD Stipend	30.32
MA+PhD Stipend	38.59