

**2020-21 EVERETT PROPOSED SALARY SCHEDULES**

August 20, 2019

|              |    |        |
|--------------|----|--------|
| Base Salary: | \$ | 51,818 |
| Step:        |    | 4.30%  |
| Lane:        |    | 1.30%  |

**2020-21 Proposed 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    | 51,818 | 52,492 | 53,174 | 53,865 | 54,565 | 55,274 | 55,993  | 56,721  | 57,458  | 58,205      |
| 1    | 54,046 | 54,749 | 55,460 | 56,181 | 56,911 | 57,651 | 58,401  | 59,160  | 59,929  | 60,708      |
| 2    | 56,370 | 57,103 | 57,845 | 58,597 | 59,358 | 60,130 | 60,912  | 61,704  | 62,506  | 63,318      |
| 3    | 58,794 | 59,558 | 60,332 | 61,117 | 61,910 | 62,716 | 63,531  | 64,357  | 65,194  | 66,041      |
| 4    | 61,322 | 62,119 | 62,926 | 63,745 | 64,572 | 65,413 | 66,263  | 67,124  | 67,997  | 68,881      |
| 5    |        |        | 65,632 | 66,486 | 67,349 | 68,226 | 69,112  | 70,010  | 70,921  | 71,843      |
| 6    |        |        |        | 69,345 | 70,245 | 71,160 | 72,084  | 73,020  | 73,971  | 74,932      |
| 7    |        |        |        | 72,327 | 73,266 | 74,220 | 75,184  | 76,160  | 77,152  | 78,154      |
| 8    |        |        |        | 75,437 | 76,416 | 77,411 | 78,417  | 79,435  | 80,470  | 81,515      |
| 9    |        |        |        |        | 79,702 | 80,740 | 81,789  | 82,851  | 83,930  | 85,020      |
| 10   |        |        |        |        | 83,129 | 84,212 | 85,306  | 86,414  | 87,539  | 88,676      |
| 11   |        |        |        |        | 86,704 | 87,833 | 88,974  | 90,130  | 91,303  | 92,489      |
| 12   |        |        |        |        |        | 91,610 | 92,800  | 94,006  | 95,229  | 96,466      |
| 13   |        |        |        |        |        | 95,549 | 96,790  | 98,048  | 99,324  | 100,614     |
| 14   |        |        |        |        |        | 99,658 | 100,952 | 102,264 | 103,595 | 104,940     |

- 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.

**2020-21 Proposed TRI / Enrichment Schedule**

| Step | BA    | BA+15 | BA+30 | BA+45  | BA+60  | BA+75  | BA+90  | BA+105 | BA+120 | BA+135 w/MA |
|------|-------|-------|-------|--------|--------|--------|--------|--------|--------|-------------|
| 0    | 5,928 | 6,351 | 6,786 | 7,236  | 7,696  | 8,170  | 8,656  | 9,157  | 9,672  | 10,200      |
| 1    | 6,182 | 6,625 | 7,080 | 7,546  | 8,026  | 8,521  | 9,028  | 9,550  | 10,086 | 10,638      |
| 2    | 6,448 | 6,908 | 7,384 | 7,870  | 8,373  | 8,887  | 9,416  | 9,960  | 10,521 | 11,095      |
| 3    | 6,725 | 7,206 | 7,702 | 8,208  | 8,733  | 9,270  | 9,821  | 10,390 | 10,972 | 11,573      |
| 4    | 7,015 | 7,516 | 8,032 | 8,561  | 9,108  | 9,668  | 10,244 | 10,837 | 11,446 | 12,071      |
| 5    |       |       | 8,378 | 8,930  | 9,500  | 10,082 | 10,684 | 11,303 | 11,937 | 12,588      |
| 6    |       |       |       | 9,314  | 9,909  | 10,516 | 11,145 | 11,788 | 12,449 | 13,132      |
| 7    |       |       |       | 9,714  | 10,333 | 10,969 | 11,622 | 12,296 | 12,984 | 13,696      |
| 8    |       |       |       | 10,132 | 10,779 | 11,441 | 12,122 | 12,824 | 13,542 | 14,283      |
| 9    |       |       |       |        | 11,242 | 11,931 | 12,644 | 13,376 | 14,126 | 14,898      |
| 10   |       |       |       |        | 11,726 | 12,445 | 13,188 | 13,951 | 14,733 | 15,538      |
| 11   |       |       |       |        | 12,230 | 12,980 | 13,754 | 14,551 | 15,366 | 16,207      |
| 12   |       |       |       |        |        | 13,539 | 14,347 | 15,176 | 16,027 | 16,904      |
| 13   |       |       |       |        |        | 14,119 | 14,963 | 15,828 | 16,716 | 17,630      |
| 14   |       |       |       |        |        | 14,728 | 15,607 | 16,509 | 17,435 | 18,389      |

- 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     | 4,224 |
| PhD Stipend    | 5,808 |
| MA+PhD Stipend | 7,393 |

**2020-21 EVERETT PROPOSED SALARY SCHEDULES**

August 20, 2019

|          |      |
|----------|------|
| Increase | 3.0% |
|----------|------|

**2020-21 Proposed Total Base and TRI/Enrichment Schedule**

| Step | BA     | BA+15  | BA+30  | BA+45  | BA+60  | BA+75   | BA+90   | BA+105  | BA+120  | BA+135 w/MA |
|------|--------|--------|--------|--------|--------|---------|---------|---------|---------|-------------|
| 0    | 57,746 | 58,843 | 59,960 | 61,101 | 62,261 | 63,444  | 64,649  | 65,878  | 67,130  | 68,405      |
| 1    | 60,228 | 61,374 | 62,540 | 63,727 | 64,937 | 66,172  | 67,429  | 68,710  | 70,015  | 71,346      |
| 2    | 62,818 | 64,011 | 65,229 | 66,467 | 67,731 | 69,017  | 70,328  | 71,664  | 73,027  | 74,413      |
| 3    | 65,519 | 66,764 | 68,034 | 69,325 | 70,643 | 71,986  | 73,352  | 74,747  | 76,166  | 77,614      |
| 4    | 68,337 | 69,635 | 70,958 | 72,306 | 73,680 | 75,081  | 76,507  | 77,961  | 79,443  | 80,952      |
| 5    |        |        | 74,010 | 75,416 | 76,849 | 78,308  | 79,796  | 81,313  | 82,858  | 84,431      |
| 6    |        |        |        | 78,659 | 80,154 | 81,676  | 83,229  | 84,808  | 86,420  | 88,064      |
| 7    |        |        |        | 82,041 | 83,599 | 85,189  | 86,806  | 88,456  | 90,136  | 91,850      |
| 8    |        |        |        | 85,569 | 87,195 | 88,852  | 90,539  | 92,259  | 94,012  | 95,798      |
| 9    |        |        |        |        | 90,944 | 92,671  | 94,433  | 96,227  | 98,056  | 99,918      |
| 10   |        |        |        |        | 94,855 | 96,657  | 98,494  | 100,365 | 102,272 | 104,214     |
| 11   |        |        |        |        | 98,934 | 100,813 | 102,728 | 104,681 | 106,669 | 108,696     |
| 12   |        |        |        |        |        | 105,149 | 107,147 | 109,182 | 111,256 | 113,370     |
| 13   |        |        |        |        |        | 109,668 | 111,753 | 113,876 | 116,040 | 118,244     |
| 14   |        |        |        |        |        | 114,386 | 116,559 | 118,773 | 121,030 | 123,329     |

|                |       |
|----------------|-------|
| MA Stipend     | 4,224 |
| PhD Stipend    | 5,808 |
| MA+PhD Stipend | 7,393 |

**2020-21 EVERETT PROPOSED PER DIEM SCHEDULE**

| Step | BA     | BA+15  | BA+30  | BA+45  | BA+60  | BA+75  | BA+90  | BA+105 | BA+120 | BA+135 w/MA |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------|
| 0    | 280.10 | 283.74 | 287.43 | 291.16 | 294.95 | 298.78 | 302.66 | 306.60 | 310.58 | 314.62      |
| 1    | 292.14 | 295.94 | 299.78 | 303.68 | 307.63 | 311.63 | 315.68 | 319.78 | 323.94 | 328.15      |
| 2    | 304.70 | 308.66 | 312.68 | 316.74 | 320.85 | 325.03 | 329.25 | 333.54 | 337.87 | 342.26      |
| 3    | 317.81 | 321.94 | 326.12 | 330.36 | 334.65 | 339.01 | 343.41 | 347.88 | 352.40 | 356.98      |
| 4    | 331.47 | 335.78 | 340.14 | 344.57 | 349.04 | 353.58 | 358.18 | 362.83 | 367.55 | 372.33      |
| 5    |        |        | 354.77 | 359.38 | 364.05 | 368.79 | 373.58 | 378.43 | 383.36 | 388.34      |
| 6    |        |        |        | 374.84 | 379.70 | 384.65 | 389.64 | 394.70 | 399.84 | 405.04      |
| 7    |        |        |        | 390.96 | 396.03 | 401.19 | 406.40 | 411.68 | 417.04 | 422.45      |
| 8    |        |        |        | 407.77 | 413.06 | 418.44 | 423.88 | 429.38 | 434.97 | 440.62      |
| 9    |        |        |        |        | 430.82 | 436.43 | 442.10 | 447.84 | 453.68 | 459.57      |
| 10   |        |        |        |        | 449.35 | 455.20 | 461.11 | 467.10 | 473.18 | 479.33      |
| 11   |        |        |        |        | 468.67 | 474.77 | 480.94 | 487.19 | 493.53 | 499.94      |
| 12   |        |        |        |        |        | 495.19 | 501.62 | 508.14 | 514.75 | 521.44      |
| 13   |        |        |        |        |        | 516.48 | 523.19 | 529.99 | 536.89 | 543.86      |
| 14   |        |        |        |        |        | 538.69 | 545.69 | 552.78 | 559.97 | 567.24      |

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     | 22.83 |
| PhD Stipend    | 31.39 |
| MA+PhD Stipend | 39.96 |