

CENTRAL KITSAP SCHOOL DISTRICT ~ CENTRAL KITSAP EDUCATION ASSOCIATION

September 1, 2018 to August 31, 2019

BASE SALARY SCHEDULE

Amount Pro Rated Based on FTE

| Years of Service (Step) | Degree Level & Educational Credits | | | | |
|-------------------------|------------------------------------|--------|--------|--------|--------------|
| | BA+0 | BA+45 | BA+90 | MA+0 | MA+90 or PhD |
| 0 | 48,096 | 51,854 | 56,162 | 57,401 | 64,482 |
| 1 | 48,675 | 52,593 | 56,946 | 58,039 | 65,152 |
| 2 | 49,380 | 53,383 | 57,728 | 58,729 | 65,864 |
| 3 | 50,051 | 54,094 | 58,429 | 59,338 | 66,531 |
| 4 | 51,588 | 54,932 | 59,303 | 60,085 | 67,340 |
| 5 | 53,349 | 55,686 | 60,038 | 60,735 | 68,032 |
| 6 | 53,240 | 56,449 | 60,781 | 61,402 | 68,691 |
| 7 | 53,774 | 57,746 | 62,143 | 62,651 | 70,087 |
| 8 | 54,682 | 59,713 | 64,170 | 64,615 | 72,223 |
| 9 | 55,577 | 61,700 | 66,260 | 66,602 | 74,422 |
| 10 | 56,777 | 63,789 | 68,411 | 68,692 | 76,679 |
| 11 | - | 65,940 | 70,661 | 70,843 | 78,998 |
| 12 | - | 68,022 | 72,973 | 73,079 | 81,414 |
| 13 | - | 69,022 | 75,342 | 75,392 | 83,886 |
| 14 | - | 70,022 | 77,720 | 77,773 | 86,453 |
| 15 | - | 71,022 | 79,886 | 79,936 | 88,859 |
| 16 | - | 72,022 | 81,807 | 81,860 | 90,998 |
| 17 | - | - | - | 81,860 | 90,998 |

Substitute Rate: \$135 full day; \$155 full day (CK Retirees)

Curriculum Rate: \$40 per hour

NOTES

- The column headings "BA+(N)" refer to the number of credits earned since receiving the BA
- For credits earned after the BA but before the MA, any credits in excess of forty-five credits may be counted after the MA. Thus, the column headings "MA+(N)" refer to the total of:
 - (i) Credits earned since receiving the MA; and
 - (ii) Any credits in excess of forty-five credits that were earned after the BA but before the MA
- Staff who qualified for under the previous state allocation model BA+135 Column are placed on the MA+0 Column. Qualification for the BA+135 Column required that the credits were obtained and used in generating state salary allocations before January 1, 1992.
- BA+90 Grandfather Provisions: Staff on the BA+90 Column with 30+ years of experience as of August 31, 2018, have a total available compensation of \$100,000, based on FTE. (Base = \$81,807; Professional Learning Stipend = \$17,304; Optional Days = \$889.)
- MA+0 Grandfather Provisions: Staff on the MA+0 column with 25+ years of experience as of August 31, 2018, have a total available compensation of \$110,192, based on FTE. (Base = \$81,860; Professional Learning Stipend = \$27,442; Optional Days = \$890.)
- Employees who hold a PHD will receive an additional \$3,500 stipend, based on FTE
- The base cell for determining stipend amounts is **\$30,825**

CENTRAL KITSAP SCHOOL DISTRICT ~ CENTRAL KITSAP EDUCATION ASSOCIATION

September 1, 2018 to August 31, 2019

PROFESSIONAL LEARNING SALARY SCHEDULE

Amount Pro Rated Based on FTE

Degree Level & Educational Credits

| Years of ↓ Service ↓ | BA+0 | BA+45 | BA+90 | MA+0 | MA+90 or PhD |
|-------------------------|--------|--------|-------|--------|-----------------|
| 0 | 4,554 | 2,316 | 467 | 2,921 | - |
| 1 | 5,465 | 3,097 | 1,147 | 3,708 | 1,117 |
| 2 | 6,271 | 3,852 | 1,857 | 4,470 | 2,219 |
| 3 | 7,266 | 4,843 | 3,010 | 5,285 | 3,547 |
| 4 | 7,416 | 5,439 | 4,223 | 5,847 | 4,770 |
| 5 | 7,506 | 6,242 | 5,605 | 7,143 | 6,307 |
| 6 | 9,127 | 7,376 | 6,722 | 8,469 | 7,924 |
| 7 | 9,939 | 6,614 | 7,309 | 9,252 | 8,846 |
| 8 | 10,717 | 6,418 | 7,268 | 9,360 | 9,071 |
| 9 | 11,899 | 7,051 | 7,071 | 9,662 | 9,459 |
| 10 | 12,928 | 8,237 | 7,018 | 9,920 | 9,853 |
| 11 | - | 7,341 | 6,865 | 10,535 | 10,621 |
| 12 | - | 6,564 | 6,356 | 11,335 | 11,577 |
| 13 | - | 6,975 | 5,988 | 12,161 | 12,785 |
| 14 | - | 8,085 | 5,414 | 13,024 | 14,009 |
| 15 | - | 8,596 | 3,960 | 15,631 | 20,367 |
| 16 | - | 10,109 | 5,332 | 15,359 | 18,205 |
| 17 | - | - | - | 17,319 | 18,205 |

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