

CENTRAL KITSAP SCHOOL DISTRICT ~ CENTRAL KITSAP EDUCATION ASSOCIATION

September 1, 2019 to August 31, 2020

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	53,177	54,712	57,195	60,925	65,127
1	54,681	56,247	58,674	62,364	66,932
2	56,208	57,807	60,181	63,831	68,764
3	57,890	59,526	62,053	65,269	70,779
4	59,594	60,975	64,161	66,591	72,831
5	61,464	62,547	66,299	68,557	75,082
6	62,991	64,463	68,178	70,570	77,381
7	64,350	65,004	70,147	72,622	79,722
8	66,053	66,792	72,152	74,715	82,107
9	68,151	69,439	74,064	77,027	84,720
10	70,402	72,746	76,183	79,398	87,397
11	-	74,014	78,301	82,192	90,515
12	-	75,332	80,122	85,258	93,921
13	-	76,757	82,143	88,429	97,638
14	-	78,888	83,965	91,705	101,467
15	-	80,414	84,684	96,523	110,295
16	-	82,952	88,010	98,191	110,295
17	-	-	-	100,171	110,295

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 BA+135 Column under the previous state allocation model are placed on the MA+0 Column. BA+135 placement required credits to be 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 \$101,190, based on FTE. (Base = \$100,102 + Optional Days = \$1,088)
- 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 \$111,494, based on FTE. (Base = \$110,295 + Optional Days = \$1,199)
- 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**