

Sample Table Of Total Base Salaries For Certificated Instructional Staff*

For School Year 2018-19

Years of Service									MA+90 OR Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	
0	40,760	41,861	43,001	44,145	47,813	50,175	48,868	52,536	54,901
1	41,309	42,425	43,580	44,773	48,480	50,829	49,411	53,117	55,466
2	41,831	42,958	44,126	45,411	49,107	51,481	49,958	53,653	56,028
3	42,370	43,508	44,688	46,014	49,703	52,134	50,476	54,162	56,595
4	42,898	44,086	45,273	46,645	50,356	52,805	51,020	54,730	57,181
5	44,836	45,336	45,836	47,285	50,981	53,480	51,572	55,270	57,768
6	45,399	45,905	46,412	47,933	51,612	54,123	52,138	55,818	58,328
7	46,396	46,914	47,431	49,035	52,768	55,349	53,199	56,931	59,513
8	47,900	48,434	48,968	50,705	54,488	57,164	54,867	58,652	61,327
9		50,041	50,593	52,392	56,264	59,031	56,553	60,428	63,195
10			52,237	54,166	58,090	60,949	58,329	62,254	65,112
11				55,992	60,002	62,918	60,155	64,166	67,080
12				57,760	61,965	64,968	62,053	66,127	69,132
13					63,975	67,068	64,018	68,138	71,231
14					65,996	69,247	66,040	70,291	73,411
15					67,713	71,049	67,757	72,118	75,320
16 or more					69,067	72,469	69,111	73,560	76,825

***For credits earned after the BA degree but before the MA degree:
Any credits in excess of 45 may be counted after the MA degree.***

***Notes:**

- 1 This table represents an example salary schedule. It does not indicate a commitment of state funds. Districts are not obligated to follow this or any other salary schedule.
- 2 The first cell on the grid reflects the \$40,000 minimum prescribed by HB 2242 inflated by the implicit price deflator that applies to 2018–19 of 1.9%. The sample grid carries forward the inflation adjustment for each cell, but the law only requires that years 0 and 5 reflect the inflation adjustment and applies the inflation adjustment to the maximum salary cap.
- 3 Staff mix factors used to compute this schedule are based on LEAP schedule posted 6/22/2017 that was applicable for the 2017-18 school year, which can be found here: <http://leap.leg.wa.gov/leap/budget/leapdocs/2017L1.pdf>. The schedule labeled "LEAP Document 1" is attached to this document.
- 4 Steps do not reflect regionalization factors. In 2018–19, the minimum requirements for experience years 0 and 5 should be inflated by the regionalization factor for districts to which regionalization factors apply. Districts should use the regionalization factors posted on the LEAP schedule posted 3/6/2018 found here: http://leap.leg.wa.gov/leap/budget/leapdocs/coLEAPDocH3_0307.pdf.
- 5 The new experience mix factor is not effective until the 2019–20 school year. The regionalization factor for districts that are eligible for this adjustment was increased by 4% beginning in 2019–20 (displayed in italicized text in the LEAP document referenced in note 4 above). OSPI believes it was not the intent of the legislature to have the experience factor component of the regionalization factor impact the minimum requirements for years 0 and 5 or the maximum. We will work with the legislature to clarify this language during the 2019 legislative session.

LEAP Document 1*

Table Of Staff Mix Factors For Certificated Instructional Staff

*** Education Experience ***

Years of Service									MA+90 OR Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	
0	1.00000	1.02701	1.05499	1.08304	1.17303	1.23099	1.19891	1.28891	1.34693
1	1.01346	1.04084	1.06918	1.09846	1.18939	1.24704	1.21224	1.30317	1.36079
2	1.02628	1.05393	1.08257	1.11411	1.20478	1.26303	1.22566	1.31632	1.37458
3	1.03950	1.06741	1.09636	1.12890	1.21940	1.27905	1.23838	1.32881	1.38850
4	1.05246	1.08160	1.11072	1.14439	1.23542	1.29551	1.25171	1.34274	1.40286
5	1.10000	1.11227	1.12454	1.16008	1.25077	1.31206	1.26526	1.35599	1.41728
6	1.11381	1.12624	1.13866	1.17597	1.26623	1.32785	1.27915	1.36942	1.43100
7	1.13828	1.15097	1.16367	1.20301	1.29461	1.35793	1.30517	1.39673	1.46008
8	1.17516	1.18827	1.20138	1.24398	1.33681	1.40246	1.34610	1.43896	1.50458
9		1.22771	1.24125	1.28538	1.38038	1.44826	1.38747	1.48253	1.55041
10			1.28158	1.32891	1.42517	1.49532	1.43104	1.52733	1.59744
11				1.37371	1.47207	1.54362	1.47584	1.57423	1.64574
12				1.41708	1.52023	1.59391	1.52240	1.62236	1.69607
13					1.56956	1.64544	1.57060	1.67169	1.74756
14					1.61913	1.69890	1.62022	1.72451	1.80105
15					1.66126	1.74310	1.66233	1.76934	1.84788
16 or more					1.69447	1.77794	1.69557	1.80472	1.88482

For credits earned after the BA degree but before the MA degree:

Any credits in excess of 45 may be counted after the MA degree.

This document was adopted by the Legislature as part of the budget adoption process in 2017. It reflects the staff mix factors that applied to the 2017–18 salary allocations received by school districts from the state, the last year that staff mix was a component of state funding. These factors no longer apply to state funding allocations as of the 2018–19 school year.

*Note: