

CENTRAL KITSAP SCHOOL DISTRICT ~ CENTRAL KITSAP EDUCATION ASSOCIATION
September 1, 2017 to August 31, 2018
BASE SALARY SCHEDULE

Degree Level & Educational Credits

Years of Service (Step)	Degree Level & Educational Credits								
	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135	MA+0	MA+45	MA+90 or PhD
0	36,521	37,507	38,529	39,554	42,840	44,957	43,785	47,072	49,191
1	37,013	38,013	39,048	40,117	43,438	45,543	44,272	47,593	49,697
2	37,481	38,491	39,537	40,688	44,000	46,127	44,762	48,073	50,201
3	37,964	38,983	40,040	41,229	44,534	46,712	45,227	48,529	50,709
4	38,437	39,501	40,565	41,794	45,119	47,313	45,714	49,038	51,234
5	38,926	39,995	41,069	42,367	45,679	47,918	46,209	49,522	51,760
6	39,428	40,474	41,585	42,948	46,244	48,494	46,716	50,013	52,262
7	40,312	41,373	42,498	43,935	47,280	49,593	47,666	51,010	53,324
8	41,604	42,724	43,876	45,431	48,822	51,219	49,161	52,552	54,949
9		44,122	45,332	46,943	50,413	52,892	50,672	54,143	56,623
10			46,805	48,533	52,049	54,611	52,263	55,780	58,340
11				50,169	53,761	56,375	53,899	57,492	60,104
12				51,753	55,520	58,211	55,600	59,250	61,942
13					57,322	60,093	57,360	61,052	63,823
14					59,132	62,046	59,172	62,981	65,776
15					60,671	63,660	60,710	64,618	67,486
16 or more					61,884	64,932	61,924	65,910	68,836

Substitute Rate: \$130 full day; \$140 full day (CK Retirees)	Curriculum Rate: \$40 per hour
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NOTES

Definitions:

- (a) "BA" = a baccalaureate degree; "MA" = a masters degree; "PHD" = a doctorate degree
- (b) "Years of service" shall be calculated under the same rules adopted by OSPI
- (c) "Credits" means college quarter hour credits and equivalent in-service credits computed in accordance with RCW 28A.415.020 and RCW 28A.415.023

- 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
- BA+135 Column *(to qualify for this column, you must have been placed on it prior to January 1, 1992)*
 No more than ninety college quarter-hour credits received by any employee after the BA may be used to determine compensation allocations under the state salary allocation schedule and LEAP documents referenced in this act, or any replacement schedules and documents, unless:
 - (a) The employee has a masters degree; or
 - (b) The credits were used in generating state salary allocations before January 1, 1992
- 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
SUPPLEMENTAL SALARY SCHEDULE
September 1, 2017 to August 31, 2018**

Degree Level & Educational Credits

Years of Service (Step)	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135	MA+0	MA+45	MA+90 or PhD
0	9,516	9,773	10,039	10,306	11,162	11,714	11,408	12,265	12,817
1	9,644	9,904	10,174	10,453	11,318	11,866	11,535	12,401	12,949
2	9,803	10,068	10,341	10,642	11,508	12,065	11,708	12,574	13,130
3	9,930	10,196	10,473	10,784	11,648	12,218	11,829	12,693	13,263
4	10,140	10,421	10,701	11,025	11,903	12,481	12,060	12,936	13,516
5	10,269	10,551	10,834	11,177	12,050	12,641	12,190	13,064	13,655
6	10,401	10,677	10,970	11,330	12,199	12,793	12,324	13,194	13,787
7	10,635	10,914	11,211	11,590	12,473	13,083	12,575	13,457	14,067
8	10,975	11,271	11,575	11,985	12,880	13,512	12,969	13,864	14,496
9		11,640	11,959	12,384	13,299	13,953	13,368	14,283	14,937
10			12,347	12,803	13,731	14,407	13,787	14,715	15,390
11				13,235	14,182	14,872	14,219	15,167	15,856
12				13,653	14,646	15,356	14,668	15,630	16,341
13					15,122	15,853	15,132	16,106	16,837
14					15,599	16,368	15,610	16,615	17,352
15					16,142	16,937	16,152	17,192	17,955
16 or more					16,777	17,603	16,788	17,869	18,662

NOTES

Definitions: See CKSD/CKEA Base Salary Schedule

This supplemental salary schedule represents the compensation levels for work completed outside of the regular contracted days:

- Supplemental Professional Responsibility Stipend
 - 30 hours for District/Building meetings
 - 22.5 hours for Professional Learning
 - 291.75 hours for individual work
- 7.5 hours for Curriculum Verified Time (CVT)
- Longevity stipend (paid as a lump sum in the July payroll)

Staff may earn an additional 7.5 hours of CVT pay for attending an optional day.