

CENTRAL KITSAP SCHOOL DISTRICT ~ CENTRAL KITSAP EDUCATION ASSOCIATION

September 1, 2023 to August 31, 2024

BASE SALARY SCHEDULE

Amount Pro Rated Based on FTE

Degree Level & Educational Credits

Years of Service (Step)	<i>Degree Level & Educational Credits</i>				
	BA+0	BA+45	BA+90	MA+0	MA+90 or PhD
0	60,291	62,030	64,846	69,076	73,839
1	61,996	63,771	66,523	70,707	75,886
2	63,727	65,540	68,231	72,369	77,962
3	65,634	67,489	70,354	73,999	80,246
4	67,567	69,132	72,745	75,498	82,573
5	69,685	70,914	75,168	77,728	85,125
6	71,417	73,086	77,298	80,010	87,732
7	72,959	73,700	79,530	82,337	90,387
8	74,889	75,727	81,803	84,709	93,090
9	77,267	78,728	83,971	87,330	96,054
10	79,820	82,477	86,374	90,018	99,087
11	-	83,915	88,775	93,187	102,623
12	-	85,409	90,840	96,662	106,484
13	-	87,025	93,131	100,258	110,699
14	-	89,440	95,197	103,972	115,040
15	-	91,171	96,013	109,435	125,050
16	-	94,049	99,782	111,326	125,050
17	-	-	-	113,570	125,050
25	-	-	103,780	-	-

Substitute Rate: \$200 full day 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, will be compensated at \$113,493, based on FTE.
- MA+0 Grandfather Provisions: Staff on the MA+0 column with 25+ years of experience as of August 31, 2018, will be compensated at \$125,050, based on FTE.
- Employees who hold a PHD will receive an additional \$3,500 stipend, based on FTE
- The base cell for determining stipend amounts is **\$31,442**