

Anacortes School District 103
CERTIFICATED EMPLOYEES BASE SALARY SCHEDULE
 SEPTEMBER 1, 2017 - AUGUST 31, 2018

Years	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135 (G)	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

CERTIFICATED EMPLOYEES TRI 25.25% SALARY SCHEDULE
 SEPTEMBER 1, 2017 - AUGUST 31, 2018

Years	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135 (G)	MA + 0	MA + 45	MA +90 or PhD
0	\$9,726	\$9,987	\$10,260	\$10,534	\$11,408	\$11,971	\$11,660	\$12,535	\$13,099
1	\$9,856	\$10,123	\$10,398	\$10,683	\$11,567	\$12,128	\$11,790	\$12,674	\$13,234
2	\$9,981	\$10,249	\$10,529	\$10,835	\$11,717	\$12,283	\$11,920	\$12,802	\$13,368
3	\$10,109	\$10,381	\$10,663	\$10,979	\$11,859	\$12,439	\$12,044	\$12,923	\$13,503
4	\$10,235	\$10,518	\$10,803	\$11,130	\$12,015	\$12,599	\$12,173	\$13,059	\$13,643
5	\$10,366	\$10,650	\$10,937	\$11,283	\$12,164	\$12,760	\$12,305	\$13,188	\$13,784
6	\$10,500	\$10,778	\$11,073	\$11,437	\$12,315	\$12,913	\$12,440	\$13,318	\$13,917
7	\$10,735	\$11,017	\$11,318	\$11,700	\$12,590	\$13,206	\$12,693	\$13,583	\$14,200
8	\$11,080	\$11,376	\$11,683	\$12,098	\$13,001	\$13,640	\$13,091	\$13,994	\$14,633
9		\$11,750	\$12,072	\$12,501	\$13,424	\$14,084	\$13,493	\$14,418	\$15,079
10			\$12,464	\$12,925	\$13,860	\$14,543	\$13,918	\$14,853	\$15,536
11				\$13,359	\$14,316	\$15,012	\$14,352	\$15,311	\$16,006
12				\$13,781	\$14,785	\$15,501	\$14,806	\$15,778	\$16,495
13					\$15,264	\$16,002	\$15,274	\$16,257	\$16,995
14					\$15,746	\$16,523	\$15,758	\$16,771	\$17,516
15					\$16,156	\$16,953	\$16,167	\$17,207	\$17,971
16 or more					\$16,479	\$17,291	\$16,490	\$17,551	\$18,330

TRI compensation based on an employee's FTE (25.25% of base hours) will be for responsibilities including, but not limited to:

- i. opening and closing of school,
- ii. orderly check-in/check-out procedures,
- iii. reviewing and researching content standards
- iv. research, development and preparation of classroom management and daily practice strategies
- v. preparation of classroom environment to support student learning needs
- vi. preparing, scoring/grading student assessments,
- vii. analysis of student assessment to facilitate increased achievement and closing achievement gaps
- viii. student progress reports
- ix. team planning, activities that directly support the State's educational reform efforts,
- x. collaboration/ communication with colleagues
- xi. collaboration/communication with community and parents to facilitate closing achievement gaps
- xiv. professional development, clock hours or credits in an educational program appropriate to the teachers' discipline, earned outside the normal contracted hours.
- xix. development and preparation on the employees individual professional growth plan
- xx. other activities related to the District's instructional framework approved by the building principal/program director.