



Salary & Benefits - Tahoma School District Teachers 2020/2021

Salary Schedule placement is based on documented years of experience from school districts and qualifying academic degrees and credit equivalents submitted by Official Transcript. New certificated staff will be placed at the beginning cell in the Standard Salary schedule (Column BA, Step 0) until all proper documentation is received. Documentation and updates must be received by October 1 of each school year.

Standard Salary

The 2020-2021 school year salary schedule is located on the last page of this publication. All certificated staff are paid a Standard Salary which is determined by education & experience. If you are contracted less than full time, the salary is adjusted (prorated FTE).

$$\text{Prorated FTE Calculation} = \text{Standard Salary} \times \text{FTE} = \text{Prorated Salary}$$

Full time employees work 183 days @ 7 hours per day. Salary is divided into 12 installments and paid on the last business day of each month.

Professional Learning & Enrichment Supplemental Contract

All certificated staff receive a Professional Learning & Enrichment (PLE) Supplemental Contract. This supplemental contract is compensation for the many hours you spend outside the workday to complete your job. The compensation equates to 12.675 percent of your Standard Salary. The PLE schedule is listed below the Standard Salary on the schedule provided. This amount does not get prorated for part time staff.

$$\text{PLE Calculation} = \text{Standard Salary} \times .012675 = \text{PLE}$$

Elementary Classroom Support

Certificated staff teaching kindergarten through grade six will receive support for materials and supplies reimbursement, substitute release time, and payment for workshop registrations and books. The amount available to each staff person will be their share of \$19 per district K-6 FTE students divided by the total District K-6 FTE certificated elementary staff. Part time staff will receive a prorated share.

Supplemental Contracts and Additional Assignments

Per the Collective Bargaining Agreement, supplemental contracts may be issued for:

- Extended days for CTE teachers (number to be determined each year)
- Extended days for T&L Department Support Staff
- Kindergarten Assessment Days
- District Sponsored In-Service Training
- Mentor Teachers
- School Counselor Extended Days
- District Leadership Needs
- Building Leadership Needs
- National Board Certified Teacher Bonus
- Extended Days for School Librarians
- Elementary Music Specialists

- Camp Casey Attendees
- Activity Advisors

Class Size Overload

The district will provide extra pay if class sizes are exceeded, per Article V.1. of the Collective Bargaining Agreement.

IEP Assessment Supplemental Contract

Special Education teachers receive a stipend in the amount of \$4,000 in recognition of the amount of additional time required for writing IEP's and assessments, participating in IEP meetings and/or evaluation meetings.

Professional Development

Clock Hours for courses provided by the Tahoma School District are FREE to all Tahoma employees!

Insurance Benefits

Health insurance and other benefits are administered by the Washington State Health Care Authority (HCA)-School Employees Benefits Board (SEBB). School employees anticipated to work 630 hours during the school year are eligible for SEBB benefits. Tahoma School District pays the SEBB Funding Rate for each eligible employee and the current funding rate is \$1,000 per month. This contribution pays for the employee's medical (minus monthly premiums), dental, vision, basic long-term disability, basic life insurance, basic accidental death and dismemberment insurance.

Detailed benefit information can be found on the HCA-SEBB website:

<https://www.hca.wa.gov/employee-retiree-benefits/school-employees>

Supplemental Plans

All employees are able to participate in the following supplemental plans:

- Metlife: Life Insurance and Accidental Death and Dismemberment Insurance
- The Standard: Long Term Disability Insurance
- Navia: Flexible Spending Arrangement (FSA) and Dependent Care Assistance Program (DCAP)

Optional Benefits

All employees are eligible to participate in the following optional benefits plans:

- Unum: Long Term Care Insurance
- American Fidelity: Cancer Insurance, Accident Insurance, Critical Illness Insurance, Hospital Indemnity Insurance

Paid Leaves

Each certificated employee shall be allocated twelve (12) days of annual leave for illness and non-illness purposes. Staff members working less than full time will receive prorated leave based on their FTE. Employees may use up to seven (7) days of their annual leave allotment in a given year for non-illness purposes.

Travel

Mileage reimbursement is paid at the Federal rate if your job requires you to travel from site-to-site.

Retirement

Employees are offered retirement plans by choice through the state Department of Retirement Services (DRS). <https://www.drs.wa.gov/>

Staff Wellness Program

To promote healthy, active lifestyles, the district offers a FREE staff wellness program.

Longevity

Staff with more than 20 and 25 years of experience (measured using the state rules for the SAM in 2017-18) will be paid the following additional amounts, prorated to contracted FTE:

Years 20-24: \$2,000 per year

Years 25+ \$4,000 year per

2020-2021 Salary Schedules:

BASE						
STEP	BA	BA+45	BA+90	MA	MA+45	MA+90/PhD
0	\$50,521	\$52,541	\$54,644	\$56,829	\$59,102	\$61,466
1	\$51,532	\$53,592	\$55,736	\$57,966	\$60,284	\$62,695
2	\$52,562	\$54,664	\$56,850	\$59,125	\$61,489	\$63,949
3	\$53,613	\$55,757	\$57,987	\$60,307	\$62,720	\$65,228
4	\$54,685	\$56,873	\$59,147	\$61,514	\$63,973	\$66,553
5	\$55,778	\$58,010	\$60,330	\$62,744	\$65,254	\$67,864
6	\$56,894	\$59,170	\$61,537	\$63,999	\$66,558	\$69,221
7	\$58,032	\$60,353	\$62,767	\$65,278	\$67,889	\$70,605
8	\$59,193	\$61,560	\$64,023	\$66,584	\$69,248	\$72,017
9	\$60,377	\$62,792	\$65,303	\$67,916	\$70,632	\$73,458
10	\$62,792	\$65,303	\$67,916	\$70,632	\$73,458	\$76,395
11		\$67,916	\$70,632	\$73,458	\$76,395	\$79,451
12		\$70,632	\$73,458	\$76,395	\$79,451	\$82,630
13			\$76,395	\$79,451	\$82,630	\$85,934
14			\$79,451	\$82,630	\$85,934	\$89,372
15			\$84,218	\$87,587	\$91,092	\$94,735
PLE						
STEP	BA	BA+45	BA+90	MA	MA+45	MA+90/PhD
0	\$6,404	\$6,660	\$6,926	\$7,203	\$7,491	\$7,791
1	\$6,532	\$6,793	\$7,065	\$7,347	\$7,641	\$7,947
2	\$6,662	\$6,929	\$7,206	\$7,494	\$7,794	\$8,106
3	\$6,795	\$7,067	\$7,350	\$7,644	\$7,950	\$8,268
4	\$6,931	\$7,209	\$7,497	\$7,797	\$8,109	\$8,433
5	\$7,070	\$7,353	\$7,647	\$7,953	\$8,271	\$8,602
6	\$7,211	\$7,500	\$7,800	\$8,112	\$8,436	\$8,774
7	\$7,356	\$7,650	\$7,956	\$8,274	\$8,605	\$8,949
8	\$7,503	\$7,803	\$8,115	\$8,440	\$8,777	\$9,128
9	\$7,653	\$7,959	\$8,277	\$8,608	\$8,953	\$9,311
10	\$7,959	\$8,277	\$8,608	\$8,953	\$9,311	\$9,683
11		\$8,608	\$8,953	\$9,311	\$9,683	\$10,070
12		\$8,953	\$9,311	\$9,683	\$10,070	\$10,473
13			\$9,683	\$10,070	\$10,473	\$10,892
14			\$10,070	\$10,473	\$10,892	\$11,328
15			\$10,675	\$11,102	\$11,546	\$12,008
TOTAL						
STEP	BA	BA+45	BA+90	MA	MA+45	MA+90/PhD
0	\$56,925	\$59,201	\$61,570	\$64,032	\$66,593	\$69,257
1	\$58,064	\$60,385	\$62,801	\$65,313	\$67,925	\$70,642
2	\$59,224	\$61,593	\$64,056	\$66,619	\$69,283	\$72,055
3	\$60,408	\$62,824	\$65,337	\$67,951	\$70,670	\$73,496
4	\$61,616	\$64,082	\$66,644	\$69,311	\$72,082	\$74,986
5	\$62,848	\$65,363	\$67,977	\$70,697	\$73,525	\$76,466
6	\$64,105	\$66,670	\$69,337	\$72,111	\$74,994	\$77,995
7	\$65,388	\$68,003	\$70,723	\$73,552	\$76,494	\$79,554
8	\$66,696	\$69,363	\$72,138	\$75,024	\$78,025	\$81,145
9	\$68,030	\$70,751	\$73,580	\$76,524	\$79,585	\$82,769
10	\$70,751	\$73,580	\$76,524	\$79,585	\$82,769	\$86,078
11		\$76,524	\$79,585	\$82,769	\$86,078	\$89,521
12		\$79,585	\$82,769	\$86,078	\$89,521	\$93,103
13			\$86,078	\$89,521	\$93,103	\$96,826
14			\$89,521	\$93,103	\$96,826	\$100,700
15			\$94,893	\$98,689	\$102,638	\$106,743

Longevity

Staff with more than 20 and 25 years of experience (measured using the state rules for the SAM in 2017-18) will be paid the following additional amounts:

Years 20-24: \$2,000 per year

Years 25+ \$4,000 per year