

**Snoqualmie Valley Education Association  
2019-2020 Salary Schedule  
September 1, 2019-August 31, 2020**

Step	BA	BA+15	BA+30	BA+45	BA+90/ MA	MA+45	MA+90/ PhD
Base Salary	49,059	50,259	51,488	52,747	55,971	59,393	63,024
Mandatory Days (4)	1,090	1,117	1,144	1,172	1,244	1,320	1,401
Optional Days (3)	818	838	858	879	933	990	1,050
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	3,020	3,146	3,275	3,407	3,745	4,104	4,485
<b>0 Total</b>	<b>55,851</b>	<b>57,224</b>	<b>58,629</b>	<b>60,069</b>	<b>63,757</b>	<b>67,671</b>	<b>71,824</b>
Base Salary	50,259	51,488	52,747	54,037	57,340	60,846	64,565
Mandatory Days (4)	1,117	1,144	1,172	1,201	1,274	1,352	1,435
Optional Days (3)	838	858	879	901	956	1,014	1,076
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	3,146	3,275	3,407	3,542	3,889	4,256	4,646
<b>1 Total</b>	<b>57,224</b>	<b>58,629</b>	<b>60,069</b>	<b>61,545</b>	<b>65,323</b>	<b>69,332</b>	<b>73,587</b>
Base Salary	51,488	52,747	54,037	55,358	58,742	62,333	66,144
Mandatory Days (4)	1,144	1,172	1,201	1,230	1,305	1,385	1,470
Optional Days (3)	858	879	901	923	979	1,039	1,102
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	3,275	3,407	3,542	3,681	4,036	4,412	4,812
<b>2 Total</b>	<b>58,629</b>	<b>60,069</b>	<b>61,545</b>	<b>63,056</b>	<b>66,927</b>	<b>71,034</b>	<b>75,392</b>
Base Salary	52,747	54,037	55,358	56,712	60,179	63,858	67,762
Mandatory Days (4)	1,172	1,201	1,230	1,260	1,337	1,419	1,506
Optional Days (3)	879	901	923	945	1,003	1,064	1,129
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	3,407	3,542	3,681	3,823	4,186	4,572	4,981
<b>3 Total</b>	<b>60,069</b>	<b>61,545</b>	<b>63,056</b>	<b>64,604</b>	<b>68,570</b>	<b>72,777</b>	<b>77,242</b>
Base Salary	54,037	55,358	56,712	58,099	61,650	65,419	69,419
Mandatory Days (4)	1,201	1,230	1,260	1,291	1,370	1,454	1,543
Optional Days (3)	901	923	945	968	1,028	1,090	1,157
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	3,542	3,681	3,823	3,968	4,340	4,736	5,155
<b>4 Total</b>	<b>61,545</b>	<b>63,056</b>	<b>64,604</b>	<b>66,190</b>	<b>70,253</b>	<b>74,563</b>	<b>79,138</b>
Base Salary	55,358	56,712	58,099	59,519	63,158	67,019	71,116
Mandatory Days (4)	1,230	1,260	1,291	1,323	1,404	1,489	1,580
Optional Days (3)	923	945	968	992	1,053	1,117	1,185
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	3,681	3,823	3,968	4,117	4,499	4,903	5,333
<b>5 Total</b>	<b>63,056</b>	<b>64,604</b>	<b>66,190</b>	<b>67,815</b>	<b>71,977</b>	<b>76,393</b>	<b>81,079</b>
Base Salary	56,712	58,099	59,519	60,975	64,702	68,658	72,855
Mandatory Days (4)	1,260	1,291	1,323	1,355	1,438	1,526	1,619
Optional Days (3)	945	968	992	1,016	1,078	1,144	1,214
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	3,823	3,968	4,117	4,270	4,660	5,075	5,515
<b>6 Total</b>	<b>64,604</b>	<b>66,190</b>	<b>67,815</b>	<b>69,480</b>	<b>73,743</b>	<b>78,267</b>	<b>83,068</b>

Step	BA	BA+15	BA+30	BA+45	BA+90/ MA	MA+45	MA+90/ PhD
Base Salary	58,099	59,519	60,975	62,466	66,285	70,337	74,637
Mandatory Days (4)	1,291	1,323	1,355	1,388	1,473	1,563	1,659
Optional Days (3)	968	992	1,016	1,041	1,105	1,172	1,244
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	3,968	4,117	4,270	4,426	4,826	5,251	5,702
<b>7 Total</b>	<b>66,190</b>	<b>67,815</b>	<b>69,480</b>	<b>71,185</b>	<b>75,553</b>	<b>80,188</b>	<b>85,106</b>
Base Salary	59,519	60,975	62,466	63,993	67,906	72,057	76,462
Mandatory Days (4)	1,323	1,355	1,388	1,422	1,509	1,601	1,699
Optional Days (3)	992	1,016	1,041	1,067	1,132	1,201	1,274
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	4,117	4,270	4,426	4,586	4,996	5,432	5,893
<b>8 Total</b>	<b>67,815</b>	<b>69,480</b>	<b>71,185</b>	<b>72,932</b>	<b>77,407</b>	<b>82,155</b>	<b>87,193</b>
Base Salary		62,466	63,993	65,558	69,566	73,819	78,332
Mandatory Days (4)		1,388	1,422	1,457	1,546	1,640	1,741
Optional Days (3)		1,041	1,067	1,093	1,159	1,230	1,306
Technology Stipend		1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)		264	264	264	264	264	264
Responsibility/Incentive		4,426	4,586	4,750	5,170	5,616	6,089
<b>9 Total</b>		<b>71,185</b>	<b>72,932</b>	<b>74,722</b>	<b>79,306</b>	<b>84,170</b>	<b>89,332</b>
Base Salary			65,558	67,161	71,267	75,624	80,247
Mandatory Days (4)			1,457	1,492	1,584	1,681	1,783
Optional Days (3)			1,093	1,119	1,188	1,260	1,337
Technology Stipend			1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)			264	264	264	264	264
Responsibility/Incentive			4,750	4,918	5,349	5,806	6,290
<b>10 Total</b>			<b>74,722</b>	<b>76,556</b>	<b>81,252</b>	<b>86,235</b>	<b>91,523</b>
Base Salary				68,804	73,010	77,473	82,210
Mandatory Days (4)				1,529	1,622	1,722	1,827
Optional Days (3)				1,147	1,217	1,291	1,370
Technology Stipend				1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)				264	264	264	264
Responsibility/Incentive				5,090	5,531	5,999	6,496
<b>11 Total</b>				<b>78,434</b>	<b>83,245</b>	<b>88,350</b>	<b>93,767</b>
Base Salary				70,486	74,795	79,368	84,220
Mandatory Days (4)				1,566	1,662	1,764	1,872
Optional Days (3)				1,175	1,247	1,323	1,404
Technology Stipend				1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)				264	264	264	264
Responsibility/Incentive				5,267	5,719	6,198	6,707
<b>12 Total</b>				<b>80,358</b>	<b>85,287</b>	<b>90,517</b>	<b>96,066</b>
Base Salary					76,624	81,309	86,280
Mandatory Days (4)					1,703	1,807	1,917
Optional Days (3)					1,277	1,355	1,438
Technology Stipend					1,600	1,600	1,600
Optional Technology PD (7 hrs)					264	264	264
Responsibility/Incentive					5,910	6,401	6,923
<b>13 Total</b>					<b>87,379</b>	<b>92,737</b>	<b>98,422</b>

Step	BA	BA+15	BA+30	BA+45	BA+90/ MA	MA+45	MA+90/ PhD
Base Salary					78,498	83,297	88,389
Mandatory Days (4)					1,744	1,851	1,964
Optional Days (3)					1,308	1,388	1,473
Technology Stipend					1,600	1,600	1,600
Optional Technology PD (7 hrs)					264	264	264
Responsibility/Incentive					6,107	6,610	7,144
<b>14 Total</b>					<b>89,522</b>	<b>95,011</b>	<b>100,835</b>
Base Salary					80,418	85,334	90,551
Mandatory Days (4)					1,787	1,896	2,012
Optional Days (3)					1,340	1,422	1,509
Technology Stipend					1,600	1,600	1,600
Optional Technology PD (7 hrs)					264	264	264
Responsibility/Incentive					6,308	6,823	7,370
<b>15 Total</b>					<b>91,717</b>	<b>97,340</b>	<b>103,307</b>
Base Salary					82,384	87,421	92,765
Mandatory Days (4)					1,831	1,943	2,061
Optional Days (3)					1,373	1,457	1,546
Technology Stipend					1,600	1,600	1,600
Optional Technology PD (7 hrs)					264	264	264
Responsibility/Incentive					6,514	7,042	7,603
<b>16 Total</b>					<b>93,967</b>	<b>99,727</b>	<b>105,840</b>
Base Salary	61,320	64,267	67,359	72,287	84,185	89,222	94,566
Mandatory Days (4)	1,363	1,428	1,497	1,606	1,871	1,983	2,101
Optional Days (3)	1,022	1,071	1,123	1,205	1,403	1,487	1,576
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	4,266	4,575	4,899	5,416	6,663	7,191	7,751
<b>20 Total</b>	<b>69,835</b>	<b>73,205</b>	<b>76,742</b>	<b>82,378</b>	<b>95,987</b>	<b>101,747</b>	<b>107,860</b>
Base Salary	63,122	66,068	69,161	74,089	85,987	91,023	96,368
Mandatory Days (4)	1,403	1,468	1,537	1,646	1,911	2,023	2,142
Optional Days (3)	1,052	1,101	1,153	1,235	1,433	1,517	1,606
Technology Stipend	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Optional Technology PD (7 hrs)	264	264	264	264	264	264	264
Responsibility/Incentive	4,415	4,724	5,048	5,564	6,812	7,340	7,900
<b>25 Total</b>	<b>71,855</b>	<b>75,225</b>	<b>78,762</b>	<b>84,398</b>	<b>98,007</b>	<b>103,767</b>	<b>109,880</b>

SVEA:

- Professional Rate \$37.75
- National Board Certificate Stipend: State Funded Amount
- New Employees are eligible for a TAP stipend (\$500) and 14 PD hours at the Professional Rate (\$528.50)