

2023-24 Certificated Non-Supervisory Salary Schedule

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
1	Base Pay	180.00	\$59,381	\$59,476	\$59,568	\$68,822	\$61,812	\$71,283	\$63,308	\$72,777	\$74,276	\$75,086
	Contractual Days	5.00	\$1,649	\$1,652	\$1,655	\$1,912	\$1,717	\$1,980	\$1,759	\$2,022	\$2,063	\$2,086
	Tech Days	4.00	\$1,320	\$1,322	\$1,324	\$1,529	\$1,374	\$1,584	\$1,407	\$1,617	\$1,651	\$1,669
	Responsibility/Incentive		\$7,957	\$8,662	\$8,997	\$10,417	\$9,315	\$10,768	\$9,527	\$10,979	\$11,191	\$11,308
	TOTAL	189.00	\$70,307	\$71,112	\$71,544	\$82,680	\$74,218	\$85,615	\$76,001	\$87,395	\$89,181	\$90,149
2	Base Pay	180.00	\$59,506	\$59,730	\$60,536	\$69,556	\$64,198	\$71,858	\$66,090	\$73,419	\$75,382	\$78,197
	Contractual Days	5.00	\$1,653	\$1,659	\$1,682	\$1,932	\$1,783	\$1,996	\$1,836	\$2,039	\$2,094	\$2,172
	Tech Days	4.00	\$1,322	\$1,327	\$1,345	\$1,546	\$1,427	\$1,597	\$1,469	\$1,632	\$1,675	\$1,738
	Responsibility/Incentive		\$8,613	\$9,021	\$9,141	\$10,524	\$9,679	\$10,851	\$9,951	\$11,074	\$11,358	\$11,781
	TOTAL	189.00	\$71,094	\$71,737	\$72,704	\$83,558	\$77,087	\$86,302	\$79,346	\$88,164	\$90,509	\$93,888
3	Base Pay	180.00	\$59,627	\$60,180	\$62,430	\$70,006	\$66,614	\$72,306	\$68,723	\$73,902	\$77,949	\$80,739
	Contractual Days	5.00	\$1,656	\$1,672	\$1,734	\$1,945	\$1,850	\$2,009	\$1,909	\$2,053	\$2,165	\$2,243
	Tech Days	4.00	\$1,325	\$1,337	\$1,387	\$1,556	\$1,480	\$1,607	\$1,527	\$1,642	\$1,732	\$1,794
	Responsibility/Incentive		\$9,004	\$9,086	\$9,428	\$10,588	\$10,045	\$10,916	\$10,352	\$11,143	\$11,748	\$12,170
	TOTAL	189.00	\$71,612	\$72,275	\$74,979	\$84,095	\$79,989	\$86,838	\$82,511	\$88,740	\$93,594	\$96,946
4	Base Pay	180.00	\$60,074	\$60,628	\$63,830	\$70,455	\$68,501	\$72,757	\$70,816	\$74,353	\$79,905	\$82,655
	Contractual Days	5.00	\$1,669	\$1,684	\$1,773	\$1,957	\$1,903	\$2,021	\$1,967	\$2,065	\$2,220	\$2,296
	Tech Days	4.00	\$1,335	\$1,347	\$1,418	\$1,566	\$1,522	\$1,617	\$1,574	\$1,652	\$1,776	\$1,837
	Responsibility/Incentive		\$9,067	\$9,148	\$9,638	\$10,651	\$10,331	\$10,978	\$10,668	\$11,205	\$12,044	\$12,460
	TOTAL	189.00	\$72,145	\$72,807	\$76,659	\$84,629	\$82,257	\$87,373	\$85,025	\$89,275	\$95,945	\$99,248
5	Base Pay	180.00	\$60,525	\$61,827	\$65,642	\$70,903	\$70,809	\$73,817	\$73,329	\$76,337	\$82,351	\$85,080
	Contractual Days	5.00	\$1,681	\$1,717	\$1,823	\$1,970	\$1,967	\$2,050	\$2,037	\$2,120	\$2,288	\$2,363
	Tech Days	4.00	\$1,345	\$1,374	\$1,459	\$1,576	\$1,574	\$1,640	\$1,630	\$1,696	\$1,830	\$1,891
	Responsibility/Incentive		\$9,131	\$9,328	\$9,913	\$10,715	\$10,682	\$11,137	\$11,051	\$11,508	\$12,417	\$12,828
	TOTAL	189.00	\$72,682	\$74,246	\$78,837	\$85,164	\$85,032	\$88,644	\$88,047	\$91,661	\$98,886	\$102,162
6	Base Pay	180.00	\$62,234	\$63,044	\$67,593	\$71,502	\$73,100	\$76,084	\$75,823	\$78,806	\$84,777	\$87,488
	Contractual Days	5.00	\$1,729	\$1,751	\$1,878	\$1,986	\$2,031	\$2,113	\$2,106	\$2,189	\$2,355	\$2,430
	Tech Days	4.00	\$1,383	\$1,401	\$1,502	\$1,589	\$1,624	\$1,691	\$1,685	\$1,751	\$1,884	\$1,944
	Responsibility/Incentive		\$9,385	\$9,510	\$10,206	\$10,799	\$11,030	\$11,481	\$11,432	\$11,882	\$12,785	\$13,194
	TOTAL	189.00	\$74,731	\$75,706	\$81,179	\$85,876	\$87,785	\$91,369	\$91,046	\$94,628	\$101,801	\$105,056
7	Base Pay	180.00		\$69,994	\$72,979	\$76,018	\$79,008	\$78,950	\$81,933	\$87,910	\$90,620	
	Contractual Days	5.00		\$1,944	\$2,027	\$2,112	\$2,195	\$2,193	\$2,276	\$2,442	\$2,517	
	Tech Days	4.00		\$1,555	\$1,622	\$1,689	\$1,756	\$1,754	\$1,821	\$1,954	\$2,014	
	Responsibility/Incentive			\$10,570	\$11,020	\$11,474	\$11,924	\$11,907	\$12,356	\$13,260	\$13,670	
	TOTAL	189.00		\$84,063	\$87,648	\$91,293	\$94,883	\$94,804	\$98,386	\$105,566	\$108,821	
8	Base Pay	180.00		\$72,314	\$75,304	\$78,852	\$81,834	\$81,997	\$84,972	\$90,939	\$93,651	
	Contractual Days	5.00		\$2,009	\$2,092	\$2,190	\$2,273	\$2,278	\$2,360	\$2,526	\$2,601	
	Tech Days	4.00		\$1,607	\$1,673	\$1,752	\$1,819	\$1,822	\$1,888	\$2,021	\$2,081	
	Responsibility/Incentive			\$10,920	\$11,372	\$11,903	\$12,353	\$12,368	\$12,818	\$13,722	\$14,129	
	TOTAL	189.00		\$86,850	\$90,441	\$94,697	\$98,279	\$98,465	\$102,038	\$109,208	\$112,462	
9	Base Pay	180.00		\$74,720	\$77,704	\$81,771	\$84,748	\$85,119	\$88,099	\$94,067	\$96,776	
	Contractual Days	5.00		\$2,076	\$2,158	\$2,271	\$2,354	\$2,364	\$2,447	\$2,613	\$2,688	
	Tech Days	4.00		\$1,660	\$1,727	\$1,817	\$1,883	\$1,892	\$1,958	\$2,090	\$2,151	
	Responsibility/Incentive			\$11,284	\$11,735	\$12,346	\$12,795	\$12,844	\$13,293	\$14,197	\$14,607	
	TOTAL	189.00		\$89,740	\$93,324	\$98,205	\$101,780	\$102,219	\$105,797	\$112,967	\$116,222	

2023-24 Certificated Non-Supervisory Salary Schedule

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
10	Base Pay	180.00			\$77,117	\$80,104	\$84,685	\$87,664	\$88,248	\$91,229	\$97,194	\$99,904
	Contractual Days	5.00			\$2,142	\$2,225	\$2,352	\$2,435	\$2,451	\$2,534	\$2,700	\$2,775
	Tech Days	4.00			\$1,714	\$1,780	\$1,882	\$1,948	\$1,961	\$2,027	\$2,160	\$2,220
	Responsibility/Incentive				\$11,647	\$12,098	\$12,788	\$13,239	\$13,318	\$13,770	\$14,672	\$15,081
	TOTAL	189.00			\$92,620	\$96,207	\$101,707	\$105,286	\$105,978	\$109,560	\$116,726	\$119,980
11	Base Pay	180.00			\$79,516	\$82,504	\$87,600	\$90,583	\$91,372	\$94,356	\$100,319	\$103,031
	Contractual Days	5.00			\$2,209	\$2,292	\$2,433	\$2,516	\$2,538	\$2,621	\$2,787	\$2,862
	Tech Days	4.00			\$1,767	\$1,833	\$1,947	\$2,013	\$2,030	\$2,097	\$2,229	\$2,290
	Responsibility/Incentive				\$12,008	\$12,461	\$13,230	\$13,681	\$13,795	\$14,245	\$15,146	\$15,557
	TOTAL	189.00			\$95,500	\$99,090	\$105,210	\$108,793	\$109,735	\$113,319	\$120,481	\$123,740
12	Base Pay	180.00			\$81,916	\$84,902	\$90,515	\$93,498	\$94,499	\$97,484	\$103,446	\$106,158
	Contractual Days	5.00			\$2,275	\$2,358	\$2,514	\$2,597	\$2,625	\$2,708	\$2,874	\$2,949
	Tech Days	4.00			\$1,820	\$1,887	\$2,011	\$2,078	\$2,100	\$2,166	\$2,299	\$2,359
	Responsibility/Incentive				\$12,372	\$12,823	\$13,674	\$14,123	\$14,269	\$14,720	\$15,623	\$16,030
	TOTAL	189.00			\$98,383	\$101,970	\$108,714	\$112,296	\$113,493	\$117,078	\$124,242	\$127,496
13	Base Pay	180.00					\$93,428	\$96,412	\$97,627	\$100,611	\$106,573	\$109,284
	Contractual Days	5.00					\$2,595	\$2,678	\$2,712	\$2,795	\$2,960	\$3,036
	Tech Days	4.00					\$2,076	\$2,142	\$2,169	\$2,236	\$2,368	\$2,429
	Responsibility/Incentive						\$14,116	\$14,565	\$14,745	\$15,195	\$16,097	\$16,505
	TOTAL	189.00					\$112,215	\$115,797	\$117,253	\$120,837	\$127,998	\$131,254
14	Base Pay	180.00					\$96,344	\$99,328	\$100,750	\$103,735	\$109,700	\$112,410
	Contractual Days	5.00					\$2,676	\$2,759	\$2,799	\$2,882	\$3,047	\$3,123
	Tech Days	4.00					\$2,141	\$2,207	\$2,239	\$2,305	\$2,438	\$2,498
	Responsibility/Incentive						\$14,558	\$15,008	\$15,218	\$15,671	\$16,573	\$16,981
	TOTAL	189.00					\$115,719	\$119,302	\$121,006	\$124,593	\$131,758	\$135,012
15	Base Pay	180.00					\$98,168	\$101,191	\$102,623	\$105,649	\$111,688	\$114,431
	Contractual Days	5.00					\$2,727	\$2,811	\$2,851	\$2,935	\$3,102	\$3,179
	Tech Days	4.00					\$2,182	\$2,249	\$2,281	\$2,348	\$2,482	\$2,543
	Responsibility/Incentive						\$14,832	\$15,289	\$15,501	\$15,958	\$16,871	\$17,285
	TOTAL	189.00					\$117,909	\$121,540	\$123,256	\$126,890	\$134,143	\$137,438

Notes: Effective 9/1/2023; includes a 4% negotiated increase.

2023-24 Combined Substitute Salary Schedule

CERTIFICATED

CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Up to 209.9 hours worked	\$37.02	\$259.14
CH1	2	30 - 59.9 days	At least 210 hours worked	\$38.72	\$271.04
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$40.41	\$282.87
CH1	4	90 or more	At least 630 hours worked	\$43.02	\$301.14
CH1	5	Senior Subs	Senior Subs	\$44.45	\$311.14

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$55.09	\$385.63

CLASSIFIED

PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$29.40
SU1		60-90 Days	\$X*1.05	\$30.86
SU1		91-120 Days	\$X*1.10	\$32.32
SU1		121+ Days	\$X*1.15	\$33.81
SU1		Senior Subs	Senior Subs	\$35.24

CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$25.75
SU2		60-90 Days	\$X*1.05	\$27.03
SU2		91-120 Days	\$X*1.10	\$28.32
SU2		121+ Days	\$X*1.15	\$29.62
SU2		Senior Subs	Senior Subs	\$30.87

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$38.94	\$311.52

2023-2024 rates effective 9/1/2023 with a 4% negotiated increase

Cert and PARA daily rates based on 7 hours; Clerical and Classified Nurse Sub daily rate based on 8 hours

Senior Sub rates add \$10

The Substitute Salary Schedule will increase in alignment with the annual salary increases outlined in the CBAs.

SEATTLE PUBLIC SCHOOLS

**CERTIFICATED NON-SUPERVISORY STAFF
EXTRA-TIME HOURLY RATES
2022 - 2025**

Semi-Independent Activities - An employee instructing an in-service class; or designing and writing new curriculum; or serving as the assigned chairperson of a curriculum-type committee or project. \$ 39.26/Hr.

Guided Activities - An employee serving as a member of a curriculum revision committee; or instructional materials development committee; or attendance by certificated employees at certain voluntary in-service activities, including a coach's clinic. \$ 29.12/Hr.

Required Activities - Required attendance by certificated employees for activities initiated and established by the administration or required at the building level. \$ 40.82/Hr.

See Combined Substitute Schedule for Sub Reimbursement Rates