

2024-25 Certificated Non-Supervisory Salary Schedule

Step	CBA Item	Lane Days	100 (BA)	200 (BA+22.5)	300 (BA+45)	400 (BA+45+MA)	500 (BA+90)	600 (BA+90+MA)	700 (BA+135)	800 (BA+135+MA)	900 (BA+155+MA)	906 (PhD/Dr.)
1	Base Pay	180.00	\$61,578	\$61,677	\$61,772	\$71,368	\$64,099	\$73,920	\$65,650	\$75,470	\$77,024	\$77,864
	Contractual Days	5.00	\$1,711	\$1,713	\$1,716	\$1,982	\$1,781	\$2,053	\$1,824	\$2,096	\$2,140	\$2,163
	Tech Days	4.00	\$1,368	\$1,371	\$1,373	\$1,586	\$1,424	\$1,643	\$1,459	\$1,677	\$1,712	\$1,730
	Responsibility/Incentive		\$8,251	\$8,982	\$9,330	\$10,802	\$9,660	\$11,166	\$9,879	\$11,385	\$11,605	\$11,726
	TOTAL	189.00	\$72,908	\$73,743	\$74,191	\$85,738	\$76,964	\$88,782	\$78,812	\$90,628	\$92,481	\$93,483
2	Base Pay	180.00	\$61,708	\$61,940	\$62,776	\$72,130	\$66,573	\$74,517	\$68,535	\$76,136	\$78,171	\$81,090
	Contractual Days	5.00	\$1,714	\$1,721	\$1,744	\$2,004	\$1,849	\$2,070	\$1,904	\$2,115	\$2,171	\$2,253
	Tech Days	4.00	\$1,371	\$1,376	\$1,395	\$1,603	\$1,479	\$1,656	\$1,523	\$1,692	\$1,737	\$1,802
	Responsibility/Incentive		\$8,932	\$9,355	\$9,479	\$10,913	\$10,037	\$11,252	\$10,319	\$11,484	\$11,778	\$12,217
	TOTAL	189.00	\$73,725	\$74,392	\$75,394	\$86,650	\$79,938	\$89,495	\$82,281	\$91,427	\$93,857	\$97,362
3	Base Pay	180.00	\$61,833	\$62,407	\$64,740	\$72,596	\$69,079	\$74,981	\$71,266	\$76,636	\$80,833	\$83,726
	Contractual Days	5.00	\$1,718	\$1,734	\$1,798	\$2,017	\$1,919	\$2,083	\$1,980	\$2,129	\$2,245	\$2,326
	Tech Days	4.00	\$1,374	\$1,387	\$1,439	\$1,613	\$1,535	\$1,666	\$1,584	\$1,703	\$1,796	\$1,861
	Responsibility/Incentive		\$9,337	\$9,422	\$9,777	\$10,980	\$10,417	\$11,320	\$10,735	\$11,555	\$12,183	\$12,620
	TOTAL	189.00	\$74,262	\$74,950	\$77,754	\$87,206	\$82,950	\$90,050	\$85,565	\$92,023	\$97,057	\$100,533
4	Base Pay	180.00	\$62,297	\$62,871	\$66,192	\$73,062	\$71,036	\$75,449	\$73,436	\$77,104	\$82,861	\$85,713
	Contractual Days	5.00	\$1,730	\$1,746	\$1,839	\$2,030	\$1,973	\$2,096	\$2,040	\$2,142	\$2,302	\$2,381
	Tech Days	4.00	\$1,384	\$1,397	\$1,471	\$1,624	\$1,579	\$1,677	\$1,632	\$1,713	\$1,841	\$1,905
	Responsibility/Incentive		\$9,402	\$9,486	\$9,995	\$11,045	\$10,713	\$11,384	\$11,063	\$11,620	\$12,490	\$12,921
	TOTAL	189.00	\$74,813	\$75,500	\$79,497	\$87,761	\$85,301	\$90,606	\$88,171	\$92,579	\$99,494	\$102,920
5	Base Pay	180.00	\$62,764	\$64,115	\$68,071	\$73,526	\$73,429	\$76,548	\$76,042	\$79,161	\$85,398	\$88,228
	Contractual Days	5.00	\$1,743	\$1,781	\$1,891	\$2,042	\$2,040	\$2,126	\$2,112	\$2,199	\$2,372	\$2,451
	Tech Days	4.00	\$1,395	\$1,425	\$1,513	\$1,634	\$1,632	\$1,701	\$1,690	\$1,759	\$1,898	\$1,961
	Responsibility/Incentive		\$9,469	\$9,673	\$10,280	\$11,111	\$11,077	\$11,549	\$11,460	\$11,934	\$12,876	\$13,303
	TOTAL	189.00	\$75,371	\$76,994	\$81,755	\$88,313	\$88,178	\$91,924	\$91,304	\$95,053	\$102,544	\$105,943
6	Base Pay	180.00	\$64,537	\$65,377	\$70,094	\$74,148	\$75,805	\$78,899	\$78,628	\$81,722	\$87,914	\$90,725
	Contractual Days	5.00	\$1,793	\$1,816	\$1,947	\$2,060	\$2,106	\$2,192	\$2,184	\$2,270	\$2,442	\$2,520
	Tech Days	4.00	\$1,434	\$1,453	\$1,558	\$1,648	\$1,685	\$1,753	\$1,747	\$1,816	\$1,954	\$2,016
	Responsibility/Incentive		\$9,732	\$9,862	\$10,584	\$11,199	\$11,438	\$11,906	\$11,855	\$12,322	\$13,258	\$13,682
	TOTAL	189.00	\$77,496	\$78,508	\$84,183	\$89,055	\$91,034	\$94,750	\$94,414	\$98,130	\$105,568	\$108,943
7	Base Pay	180.00		\$72,584	\$75,679	\$78,831	\$81,931	\$81,871	\$84,965	\$91,163	\$93,973	
	Contractual Days	5.00		\$2,016	\$2,102	\$2,190	\$2,276	\$2,274	\$2,360	\$2,532	\$2,610	
	Tech Days	4.00		\$1,613	\$1,682	\$1,752	\$1,821	\$1,819	\$1,888	\$2,026	\$2,088	
	Responsibility/Incentive			\$10,961	\$11,428	\$11,899	\$12,365	\$12,348	\$12,813	\$13,751	\$14,176	
	TOTAL	189.00		\$87,174	\$90,891	\$94,672	\$98,393	\$98,312	\$102,026	\$109,472	\$112,847	
8	Base Pay	180.00		\$74,990	\$78,090	\$81,770	\$84,862	\$85,031	\$88,116	\$94,304	\$97,116	
	Contractual Days	5.00		\$2,083	\$2,169	\$2,271	\$2,357	\$2,362	\$2,448	\$2,620	\$2,698	
	Tech Days	4.00		\$1,666	\$1,735	\$1,817	\$1,886	\$1,890	\$1,958	\$2,096	\$2,158	
	Responsibility/Incentive			\$11,324	\$11,793	\$12,343	\$12,810	\$12,826	\$13,292	\$14,230	\$14,652	
	TOTAL	189.00		\$90,063	\$93,787	\$98,201	\$101,915	\$102,109	\$105,814	\$113,250	\$116,624	
9	Base Pay	180.00		\$77,485	\$80,579	\$84,797	\$87,884	\$88,268	\$91,359	\$97,547	\$100,357	
	Contractual Days	5.00		\$2,152	\$2,238	\$2,355	\$2,441	\$2,452	\$2,538	\$2,710	\$2,788	
	Tech Days	4.00		\$1,722	\$1,791	\$1,884	\$1,953	\$1,962	\$2,030	\$2,168	\$2,230	
	Responsibility/Incentive			\$11,702	\$12,169	\$12,803	\$13,268	\$13,319	\$13,785	\$14,722	\$15,147	
	TOTAL	189.00		\$93,061	\$96,777	\$101,839	\$105,546	\$106,001	\$109,712	\$117,147	\$120,522	

2024-25 Certificated Non-Supervisory Salary Schedule

Step	CBA Item	Lane Days	100 (BA)	200 (BA+22.5)	300 (BA+45)	400 (BA+45+MA)	500 (BA+90)	600 (BA+90+MA)	700 (BA+135)	800 (BA+135+MA)	900 (BA+155+MA)	906 (PhD/Dr.)
10	Base Pay	180.00			\$79,970	\$83,068	\$87,818	\$90,908	\$91,513	\$94,604	\$100,790	\$103,600
	Contractual Days	5.00			\$2,221	\$2,307	\$2,439	\$2,525	\$2,542	\$2,628	\$2,800	\$2,878
	Tech Days	4.00			\$1,777	\$1,846	\$1,952	\$2,020	\$2,034	\$2,102	\$2,240	\$2,302
	Responsibility/Incentive				\$12,078	\$12,546	\$13,261	\$13,729	\$13,811	\$14,279	\$15,215	\$15,639
	TOTAL	189.00			\$96,046	\$99,767	\$105,470	\$109,182	\$109,900	\$113,613	\$121,045	\$124,419
11	Base Pay	180.00			\$82,458	\$85,557	\$90,841	\$93,935	\$94,753	\$97,847	\$104,031	\$106,843
	Contractual Days	5.00			\$2,291	\$2,377	\$2,523	\$2,609	\$2,632	\$2,718	\$2,890	\$2,968
	Tech Days	4.00			\$1,832	\$1,901	\$2,019	\$2,087	\$2,106	\$2,174	\$2,312	\$2,374
	Responsibility/Incentive				\$12,452	\$12,922	\$13,720	\$14,187	\$14,305	\$14,772	\$15,706	\$16,133
	TOTAL	189.00			\$99,033	\$102,757	\$109,103	\$112,818	\$113,796	\$117,511	\$124,939	\$128,318
12	Base Pay	180.00			\$84,947	\$88,043	\$93,864	\$96,957	\$97,995	\$101,091	\$107,274	\$110,086
	Contractual Days	5.00			\$2,360	\$2,446	\$2,607	\$2,693	\$2,722	\$2,808	\$2,980	\$3,058
	Tech Days	4.00			\$1,888	\$1,957	\$2,086	\$2,155	\$2,178	\$2,246	\$2,384	\$2,446
	Responsibility/Incentive				\$12,830	\$13,297	\$14,180	\$14,646	\$14,797	\$15,265	\$16,201	\$16,623
	TOTAL	189.00			\$102,025	\$105,743	\$112,737	\$116,451	\$117,692	\$121,410	\$128,839	\$132,213
13	Base Pay	180.00					\$96,885	\$99,979	\$101,239	\$104,334	\$110,516	\$113,328
	Contractual Days	5.00					\$2,691	\$2,777	\$2,812	\$2,898	\$3,070	\$3,148
	Tech Days	4.00					\$2,153	\$2,222	\$2,250	\$2,319	\$2,456	\$2,518
	Responsibility/Incentive						\$14,638	\$15,104	\$15,291	\$15,757	\$16,693	\$17,116
	TOTAL	189.00					\$116,367	\$120,082	\$121,592	\$125,308	\$132,735	\$136,110
14	Base Pay	180.00					\$99,909	\$103,003	\$104,478	\$107,573	\$113,759	\$116,569
	Contractual Days	5.00					\$2,775	\$2,861	\$2,902	\$2,988	\$3,160	\$3,238
	Tech Days	4.00					\$2,220	\$2,289	\$2,322	\$2,391	\$2,528	\$2,590
	Responsibility/Incentive						\$15,097	\$15,563	\$15,781	\$16,251	\$17,186	\$17,609
	TOTAL	189.00					\$120,001	\$123,716	\$125,483	\$129,203	\$136,633	\$140,006
15	Base Pay	180.00					\$101,800	\$104,935	\$106,420	\$109,558	\$115,820	\$118,665
	Contractual Days	5.00					\$2,828	\$2,915	\$2,956	\$3,043	\$3,217	\$3,296
	Tech Days	4.00					\$2,262	\$2,332	\$2,365	\$2,435	\$2,574	\$2,637
	Responsibility/Incentive						\$15,381	\$15,855	\$16,075	\$16,548	\$17,495	\$17,925
	TOTAL	189.00					\$122,271	\$126,037	\$127,816	\$131,584	\$139,106	\$142,523

Notes: Effective 9/1/2024; includes a 3.7% increase.
Lane 700 is a grandfathered only lane

2024-25 Combined Substitute Salary Schedule

CERTIFICATED

CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Step	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Up to 209.9 hours worked	\$38.39	\$268.73
CH1	2	30 - 59.9 days	At least 210 hours worked	\$40.15	\$281.05
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$41.91	\$293.37
CH1	4	90 or more	At least 630 hours worked	\$44.61	\$312.27
CH1	5	Senior Subs	Senior Subs	\$46.04	\$322.27

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$57.13	\$399.91

CLASSIFIED

PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU1	1	1-59 Days	\$X	\$213.43
SU1	2	60-90 Days	\$X*1.05	\$224.00
SU1	3	91-120 Days	\$X*1.10	\$234.64
SU1	4	121+ Days	\$X*1.15	\$245.42
SU1	5	Senior Subs	Senior Subs	\$255.42

CLERICAL SUBSTITUTES

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU2	1	1-59 Days	\$X	\$213.60
SU2	2	60-90 Days	\$X*1.05	\$224.24
SU2	3	91-120 Days	\$X*1.10	\$234.96
SU2	4	121+ Days	\$X*1.15	\$245.76
SU2	5	Senior Subs	Senior Subs	\$255.76

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
SU3	1	Classified Nurse Substitutes	\$40.38	\$323.04

2024-2025 rates effective 9/1/2024 with a 3.7% 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