

**BAINBRIDGE ISLAND SCHOOL DISTRICT**  
**2021-2022 Bainbridge Island Education Association Salary Matrix**

Base Salary					
Step	BA-BA+29	BA+30-BA+89	BA+90-MA+44	MA+45-MA+89	MA+90 Ph.D.
0	\$ 54,543	\$ 57,271	\$ 60,134	\$ 63,142	\$ 66,298
1	\$ 54,543	\$ 57,271	\$ 60,134	\$ 63,142	\$ 66,298
2	\$ 56,289	\$ 59,104	\$ 62,059	\$ 65,162	\$ 68,420
3	\$ 58,090	\$ 60,995	\$ 64,045	\$ 67,247	\$ 70,610
4	\$ 59,949	\$ 62,947	\$ 66,094	\$ 69,398	\$ 72,869
5	\$ 61,868	\$ 64,961	\$ 68,209	\$ 71,619	\$ 75,201
6	\$ 63,848	\$ 67,040	\$ 70,392	\$ 73,910	\$ 77,607
7	\$ 65,891	\$ 69,185	\$ 72,644	\$ 76,277	\$ 80,090
8	\$ 67,999	\$ 71,399	\$ 74,968	\$ 78,716	\$ 82,654
9	\$ 70,175	\$ 73,684	\$ 77,369	\$ 81,236	\$ 85,299
10	\$ 72,420	\$ 76,042	\$ 79,845	\$ 83,835	\$ 88,028
11	\$ 74,738	\$ 78,476	\$ 82,399	\$ 86,518	\$ 90,845
12	\$ 77,129	\$ 80,985	\$ 85,035	\$ 89,288	\$ 93,751
13	\$ 79,598	\$ 83,577	\$ 87,757	\$ 92,145	\$ 96,752
14	\$ 82,145	\$ 86,252	\$ 90,565	\$ 95,093	\$ 99,848
15	\$ 84,774	\$ 89,011	\$ 93,463	\$ 98,136	\$ 103,043
16	\$ 87,486	\$ 91,860	\$ 96,453	\$ 101,277	\$ 106,340

Enrichment Stipend					
Step	BA-BA+29	BA+30-BA+89	BA+90-MA+44	MA+45-MA+89	MA+90 Ph.D.
0	\$ 904	\$ 950	\$ 996	\$ 1,046	\$ 1,099
1	\$ 904	\$ 950	\$ 996	\$ 1,046	\$ 1,099
2	\$ 932	\$ 979	\$ 1,028	\$ 1,080	\$ 1,134
3	\$ 963	\$ 1,011	\$ 1,061	\$ 1,114	\$ 1,170
4	\$ 992	\$ 1,042	\$ 1,095	\$ 1,150	\$ 1,208
5	\$ 1,025	\$ 1,077	\$ 1,129	\$ 1,186	\$ 1,245
6	\$ 1,058	\$ 1,111	\$ 1,166	\$ 1,225	\$ 1,286
7	\$ 1,091	\$ 1,146	\$ 1,204	\$ 1,264	\$ 1,326
8	\$ 1,126	\$ 1,182	\$ 1,242	\$ 1,304	\$ 1,369
9	\$ 1,163	\$ 1,221	\$ 1,282	\$ 1,346	\$ 1,414
10	\$ 1,201	\$ 1,260	\$ 1,322	\$ 1,388	\$ 1,459
11	\$ 1,238	\$ 1,301	\$ 1,365	\$ 1,433	\$ 1,505
12	\$ 1,278	\$ 1,342	\$ 1,409	\$ 1,479	\$ 1,553
13	\$ 1,319	\$ 1,384	\$ 1,454	\$ 1,527	\$ 1,603
14	\$ 1,361	\$ 1,429	\$ 1,500	\$ 1,575	\$ 1,654
15	\$ 1,405	\$ 1,475	\$ 1,548	\$ 1,626	\$ 1,706
16	\$ 1,449	\$ 1,523	\$ 1,598	\$ 1,678	\$ 1,762

6 PD Days/6 Tech Hours					
Step	BA-BA+29	BA+30-BA+89	BA+90-MA+44	MA+45-MA+89	MA+90 Ph.D.
0	\$ 2,121	\$ 2,227	\$ 2,339	\$ 2,456	\$ 2,578
1	\$ 2,121	\$ 2,227	\$ 2,339	\$ 2,456	\$ 2,578
2	\$ 2,189	\$ 2,298	\$ 2,413	\$ 2,534	\$ 2,661
3	\$ 2,259	\$ 2,372	\$ 2,491	\$ 2,615	\$ 2,746
4	\$ 2,331	\$ 2,448	\$ 2,570	\$ 2,699	\$ 2,834
5	\$ 2,406	\$ 2,526	\$ 2,653	\$ 2,785	\$ 2,924
6	\$ 2,483	\$ 2,607	\$ 2,737	\$ 2,874	\$ 3,018
7	\$ 2,562	\$ 2,691	\$ 2,825	\$ 2,966	\$ 3,115
8	\$ 2,644	\$ 2,777	\$ 2,915	\$ 3,061	\$ 3,214
9	\$ 2,729	\$ 2,865	\$ 3,009	\$ 3,159	\$ 3,317
10	\$ 2,816	\$ 2,957	\$ 3,105	\$ 3,260	\$ 3,423
11	\$ 2,906	\$ 3,052	\$ 3,204	\$ 3,365	\$ 3,533
12	\$ 2,999	\$ 3,149	\$ 3,307	\$ 3,472	\$ 3,646
13	\$ 3,095	\$ 3,250	\$ 3,413	\$ 3,583	\$ 3,763
14	\$ 3,195	\$ 3,354	\$ 3,522	\$ 3,698	\$ 3,883
15	\$ 3,297	\$ 3,462	\$ 3,635	\$ 3,816	\$ 4,007
16	\$ 3,402	\$ 3,572	\$ 3,751	\$ 3,939	\$ 4,135

Total Compensation					
Step	BA-BA+29	BA+30-BA+89	BA+90-MA+44	MA+45-MA+89	MA+90 Ph.D.
0	\$ 57,568	\$ 60,448	\$ 63,469	\$ 66,644	\$ 69,975
1	\$ 57,568	\$ 60,448	\$ 63,469	\$ 66,644	\$ 69,975
2	\$ 59,410	\$ 62,381	\$ 65,500	\$ 68,776	\$ 72,215
3	\$ 61,312	\$ 64,378	\$ 67,597	\$ 70,976	\$ 74,526
4	\$ 63,272	\$ 66,437	\$ 69,759	\$ 73,247	\$ 76,911
5	\$ 65,299	\$ 68,564	\$ 71,991	\$ 75,590	\$ 79,370
6	\$ 67,389	\$ 70,758	\$ 74,295	\$ 78,009	\$ 81,911
7	\$ 69,544	\$ 73,022	\$ 76,673	\$ 80,507	\$ 84,531
8	\$ 71,769	\$ 75,358	\$ 79,125	\$ 83,081	\$ 87,237
9	\$ 74,067	\$ 77,770	\$ 81,660	\$ 85,741	\$ 90,030
10	\$ 76,437	\$ 80,259	\$ 84,272	\$ 88,483	\$ 92,910
11	\$ 78,882	\$ 82,829	\$ 86,968	\$ 91,316	\$ 95,883
12	\$ 81,406	\$ 85,476	\$ 89,751	\$ 94,239	\$ 98,950
13	\$ 84,012	\$ 88,211	\$ 92,624	\$ 97,255	\$ 102,118
14	\$ 86,701	\$ 91,035	\$ 95,587	\$ 100,366	\$ 105,385
15	\$ 89,476	\$ 93,948	\$ 98,646	\$ 103,578	\$ 108,756
16	\$ 92,337	\$ 96,955	\$ 101,802	\$ 106,894	\$ 112,237

**APPENDIX D-2**

**PAYMENT FOR EXTRA DUTIES 2021-2022**

Stipend for Extra Students - Teachers (per student over target) (See Article IV, Section J, Item 8)	\$13.30
Stipend for Extra Students - Special Services Staff (5% over target) (See Article IV, Section J, Item 8)	\$13.44
Stipend for Extra Students - Special Services Staff (10% over target) (See Article IV, Section J, Item 8)	\$26.89
Extra Duties Hourly Rate (See Article VI, Section H)	\$40.74
Class Coverage (per period or hour or portion thereof) (See Article VI, Section I)	\$46.55

In subsequent years, these rates are to increase based on the salary matrix percentage increase.