

BAINBRIDGE ISLAND SCHOOL DISTRICT

2023-2024 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	\$ 61,683	\$ 64,767	\$ 68,005	\$ 71,408	\$ 74,976
1	\$ 61,683	\$ 64,767	\$ 68,005	\$ 71,408	\$ 74,976
2	\$ 63,658	\$ 66,841	\$ 70,182	\$ 73,692	\$ 77,377
3	\$ 65,694	\$ 68,980	\$ 72,428	\$ 76,050	\$ 79,853
4	\$ 67,796	\$ 71,187	\$ 74,746	\$ 78,482	\$ 82,407
5	\$ 69,966	\$ 73,464	\$ 77,138	\$ 80,993	\$ 85,045
6	\$ 72,206	\$ 75,816	\$ 79,606	\$ 83,585	\$ 87,766
7	\$ 74,516	\$ 78,241	\$ 82,153	\$ 86,262	\$ 90,574
8	\$ 76,900	\$ 80,745	\$ 84,782	\$ 89,020	\$ 93,473
9	\$ 79,361	\$ 83,329	\$ 87,497	\$ 91,870	\$ 96,464
10	\$ 81,900	\$ 85,996	\$ 90,296	\$ 94,809	\$ 99,551
11	\$ 84,521	\$ 88,749	\$ 93,185	\$ 97,843	\$ 102,736
12	\$ 87,226	\$ 91,586	\$ 96,166	\$ 100,976	\$ 106,023
13	\$ 90,018	\$ 94,517	\$ 99,245	\$ 104,207	\$ 109,416
14	\$ 92,898	\$ 97,542	\$ 102,420	\$ 107,541	\$ 112,919
15	\$ 95,871	\$ 100,663	\$ 105,698	\$ 110,982	\$ 116,531
16	\$ 98,937	\$ 103,885	\$ 109,079	\$ 114,534	\$ 120,260

Enrichment Stipend					
Step	BA-BA+29	BA+30-BA+89	BA+90-MA+44	MA+45-MA+89	MA+90 Ph.D.
0	\$ 1023	\$ 1074	\$ 1127	\$ 1,182	\$ 1,242
1	\$ 1023	\$ 1074	\$ 1127	\$ 1,182	\$ 1,242
2	\$ 1054	\$ 1107	\$ 1,162	\$ 1,221	\$ 1,282
3	\$ 1089	\$ 1,144	\$ 1,200	\$ 1,260	\$ 1,323
4	\$ 1121	\$ 1,178	\$ 1,238	\$ 1,300	\$ 1,367
5	\$ 1,159	\$ 1,218	\$ 1,277	\$ 1,341	\$ 1,408
6	\$ 1,196	\$ 1,256	\$ 1,318	\$ 1,385	\$ 1,454
7	\$ 1,234	\$ 1,296	\$ 1,361	\$ 1,430	\$ 1,499
8	\$ 1,273	\$ 1,337	\$ 1,404	\$ 1,475	\$ 1,549
9	\$ 1,315	\$ 1,381	\$ 1,450	\$ 1,522	\$ 1,599
10	\$ 1,358	\$ 1,425	\$ 1,495	\$ 1,570	\$ 1,650
11	\$ 1,400	\$ 1,472	\$ 1,543	\$ 1,620	\$ 1,702
12	\$ 1,445	\$ 1,518	\$ 1,594	\$ 1,673	\$ 1,756
13	\$ 1,492	\$ 1,565	\$ 1,644	\$ 1,727	\$ 1,813
14	\$ 1,539	\$ 1,616	\$ 1,697	\$ 1,781	\$ 1,870
15	\$ 1,589	\$ 1,668	\$ 1,751	\$ 1,839	\$ 1,929
16	\$ 1,639	\$ 1,722	\$ 1,807	\$ 1,898	\$ 1,992

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	\$ 2,399	\$ 2,518	\$ 2,645	\$ 2,777	\$ 2,915
1	\$ 2,399	\$ 2,518	\$ 2,645	\$ 2,777	\$ 2,915
2	\$ 2,475	\$ 2,598	\$ 2,729	\$ 2,866	\$ 3,010
3	\$ 2,554	\$ 2,683	\$ 2,817	\$ 2,957	\$ 3,106
4	\$ 2,636	\$ 2,769	\$ 2,907	\$ 3,052	\$ 3,205
5	\$ 2,720	\$ 2,856	\$ 3,000	\$ 3,150	\$ 3,306
6	\$ 2,808	\$ 2,949	\$ 3,095	\$ 3,251	\$ 3,413
7	\$ 2,897	\$ 3,043	\$ 3,195	\$ 3,354	\$ 3,523
8	\$ 2,990	\$ 3,140	\$ 3,297	\$ 3,462	\$ 3,635
9	\$ 3,087	\$ 3,240	\$ 3,403	\$ 3,573	\$ 3,751
10	\$ 3,184	\$ 3,344	\$ 3,512	\$ 3,687	\$ 3,871
11	\$ 3,286	\$ 3,452	\$ 3,623	\$ 3,805	\$ 3,995
12	\$ 3,392	\$ 3,561	\$ 3,740	\$ 3,926	\$ 4,123
13	\$ 3,500	\$ 3,676	\$ 3,860	\$ 4,052	\$ 4,255
14	\$ 3,614	\$ 3,794	\$ 3,983	\$ 4,182	\$ 4,391
15	\$ 3,728	\$ 3,916	\$ 4,111	\$ 4,315	\$ 4,532
16	\$ 3,847	\$ 4,040	\$ 4,242	\$ 4,454	\$ 4,676

Total Compensation					
Step	BA-BA+29	BA+30-BA+89	BA+90-MA+44	MA+45-MA+89	MA+90 Ph.D.
0	\$ 65,105	\$ 68,359	\$ 71,777	\$ 75,367	\$ 79,133
1	\$ 65,105	\$ 68,359	\$ 71,777	\$ 75,367	\$ 79,133
2	\$ 67,187	\$ 70,546	\$ 74,073	\$ 77,779	\$ 81,669
3	\$ 69,337	\$ 72,807	\$ 76,445	\$ 80,267	\$ 84,282
4	\$ 71,553	\$ 75,134	\$ 78,891	\$ 82,834	\$ 86,979
5	\$ 73,845	\$ 77,538	\$ 81,415	\$ 85,484	\$ 89,759
6	\$ 76,210	\$ 80,021	\$ 84,019	\$ 88,221	\$ 92,633
7	\$ 78,647	\$ 82,580	\$ 86,709	\$ 91,046	\$ 95,596
8	\$ 81,163	\$ 85,222	\$ 89,483	\$ 93,957	\$ 98,657
9	\$ 83,763	\$ 87,950	\$ 92,350	\$ 96,965	\$ 101,814
10	\$ 86,442	\$ 90,765	\$ 95,303	\$ 100,066	\$ 105,072
11	\$ 89,207	\$ 93,673	\$ 98,351	\$ 103,268	\$ 108,433
12	\$ 92,063	\$ 96,665	\$ 101,500	\$ 106,575	\$ 111,902
13	\$ 95,010	\$ 99,758	\$ 104,749	\$ 109,986	\$ 115,484
14	\$ 98,051	\$ 102,952	\$ 108,100	\$ 113,504	\$ 119,180
15	\$ 101,188	\$ 106,247	\$ 111,560	\$ 117,136	\$ 122,992
16	\$ 104,423	\$ 109,647	\$ 115,128	\$ 120,886	\$ 126,928

PAYMENT FOR EXTRA DUTIES 2023-2024

Stipend for Extra Students - Teachers (per student over target) (See Article IV, Section J, Item 8)	\$15.04
Stipend for Extra Students - Special Services Staff (5% over target) (See Article IV, Section J, Item 8)	\$15.20
Stipend for Extra Students - Special Services Staff (10% over target) (See Article IV, Section J, Item 8)	\$30.41
Extra Duties Hourly Rate (See Article VI, Section H)	\$46.08
Class Coverage (per period or hour or portion thereof) (See Article VI, Section I)	\$52.64

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