

Teachers Hired Before 9/1/99
2011 - 2012 TEACHERS' COMBINED SALARY SCHEDULE (INCLUDES BASE + PRS AMOUNTS)
 EFFECTIVE SEPTEMBER 1, 2011

COLUMN		(1)	(2)	(3)	(4)	(5)	(6)	(7)*	(8)*	(9)*	(10)*	(11)*	(12)*	(13)*
<u>YEARS</u>	<u>Steps</u>													
0	1	38,699	39,061	39,419	40,036	41,093	42,148	43,584	44,672	45,763	47,216	48,305	49,396	50,847
1	2	39,060	39,336	40,389	41,795	42,855	43,948	45,397	46,490	47,575	49,031	50,121	51,210	52,662
2	3	39,653	40,701	41,744	43,166	44,243	45,325	46,765	47,842	48,922	50,361	51,437	52,521	53,959
3	4	40,602	41,633	42,690	44,102	45,162	46,218	47,632	48,687	49,744	51,158	52,218	53,276	54,689
4	5	41,929	42,975	44,022	45,418	46,468	47,515	48,913	49,961	51,011	52,407	53,453	54,503	55,900
5	6	43,249	44,286	45,323	46,712	47,746	48,785	50,166	51,207	52,243	53,629	54,666	55,704	57,088
6	7	44,978	46,016	47,058	48,436	49,474	50,514	51,899	52,935	53,975	55,358	56,396	57,435	58,817
7	8	46,252	47,276	48,304	49,677	50,704	51,732	53,100	54,129	55,155	56,524	57,553	58,584	59,954
8	9	47,962	48,988	50,017	51,387	52,415	53,442	54,814	55,841	56,870	58,240	59,266	60,294	61,664
9	10	49,677	50,704	51,732	53,100	54,129	55,155	56,524	57,553	58,584	59,954	60,982	62,008	63,380
10	11	51,387	52,415	53,442	54,814	55,841	56,870	58,240	59,266	60,294	61,664	62,694	63,720	65,092
11	12	53,100	54,129	55,155	56,524	57,553	58,584	59,954	60,982	62,008	63,380	64,405	65,435	66,805
12	13				58,240	59,266	60,294	61,664	62,694	63,720	65,092	66,119	67,146	68,517
13	14							63,380	64,405	65,435	70,229	71,257	72,286	73,656
With 20-yr Increment		55,760	56,837	57,917	61,151	62,233	63,310	66,551	67,627	68,705	73,740	74,819	75,903	77,338
Percent Increase ==>		5.01%	5.00%	5.01%	5.00%	5.01%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%

20 YEAR INCREMENT = 5% above last row in column
 (applied to Base + PRS Total)

NOTE: For Extra Pay for Extra Work use a base of \$38,699

Column	DEGREE	MINIMUM
1	Bachelor's	
2	Bachelor's	195 q.h.
3	Bachelor's	210 q.h.
4	Bachelor's	225 q.h.
5	Bachelor's	240 q.h., including 15 graduate
6	Bachelor's	255 q.h., including 30 graduate
7	Master's OR Bachelor's	225 q.h. (M) or 270 q.h., including 45 graduate (B)
8	Master's OR Bachelor's	240 q.h. (M) or 285 q.h., including 45 graduate (B)
9	Master's OR Bachelor's	255 q.h. (M) or 300 q.h., including 45 graduate (B)
10	Master's OR Bachelor's	270 q.h. (M) or 315 q.h., including 67.5 graduate (B)
11	Master's OR Bachelor's	285 q.h. (M) or 330 q.h., including 67.5 graduate (B)
12	Master's OR Bachelor's	300 q.h. (M) or 345 q.h., including 67.5 graduate (B)
13	Earned Doctorate Degree	

Teachers Hired After 9/1/99
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 EFFECTIVE SEPTEMBER 1, 2011

COLUMN	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)*	(10)	(11)	(12)	(13)	
EDUCATION	BA + 0	BA + 15	BA + 30	BA + 45	N/A	BA + 90	MA + 0	N/A	BA + 135	MA + 45	N/A	MA + 90	PHD	
<u>YEARS</u>	<u>Steps</u>													
0	1	38,699	39,061	39,419	40,036	N / A	42,148	46,323	N / A	45,763	47,337	N / A	49,447	50,847
1	2	39,060	39,336	40,389	41,795	N / A	43,948	46,684	N / A	47,575	49,095	N / A	51,210	52,662
2	3	39,653	40,701	41,744	43,166	N / A	45,325	46,884	N / A	48,922	50,361	N / A	52,521	53,959
3	4	40,602	41,633	42,690	44,102	N / A	46,218	47,694	N / A	49,744	51,158	N / A	53,276	54,689
4	5	41,929	42,975	44,022	45,418	N / A	47,515	48,923	N / A	51,011	52,407	N / A	54,503	55,900
5	6	43,249	44,286	45,323	46,712	N / A	48,785	50,165	N / A	52,243	53,629	N / A	55,704	57,088
6	7	44,978	46,016	47,058	48,436	N / A	50,514	51,899	N / A	53,975	55,358	N / A	57,435	58,817
7	8	46,252	47,276	48,304	49,677	N / A	51,732	53,100	N / A	55,155	56,524	N / A	58,584	59,954
8	9	47,962	48,988	50,017	51,387	N / A	53,442	54,814	N / A	56,870	58,240	N / A	60,294	61,664
9	10	49,677	50,704	51,732	53,100	N / A	55,155	56,524	N / A	58,584	59,954	N / A	62,008	63,380
10	11	51,387	52,415	53,442	54,814	N / A	56,870	58,240	N / A	60,294	61,664	N / A	63,720	65,092
11	12	53,100	54,129	55,155	56,524	N / A	58,584	59,954	N / A	62,008	63,380	N / A	65,435	66,805
12	13				58,240	N / A	60,294	61,664	N / A	63,720	65,092	N / A	67,146	68,517
13	14					N / A	63,380	63,380	N / A	65,435	70,229	N / A	72,286	73,656
With 20-yr Increment		55,760	56,837	57,917	61,151	N / A	63,310	66,551	N / A	68,705	73,740	N / A	75,903	77,338

20 YEAR INCREMENT = 5% above last row in column
 (applied to Base + PRS Total)

NOTE: For Extra Pay for Extra Work use a base of \$38,699

Column	DEGREE	MINIMUM
1	Bachelor's	BA + 0
2	Bachelor's	BA + 15
3	Bachelor's	BA + 30
4	Bachelor's	BA + 45
6	Bachelor's	BA + 90
7	Master's	MA + 0
9 *	Bachelor's	BA + 135 (Grandfathered per RCW 28A.150.410)
10	Master's	MA + 45
12	Master's	MA + 90
13	Doctorate	PHD

** Certificated Teachers hired after September 1, 1999 will be placed on the new Tacoma School District schedule consistent with state guidelines for placement on the LEAP salary allocation documents.