

**Evergreen Education Association  
Salary Schedule  
2020 - 2021**

STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>BA</b>															
Base Salary	\$ 50,254	\$ 51,410	\$ 52,566	\$ 53,722	\$ 54,878	\$ 56,034	\$ 57,190	\$ 58,346	\$ 59,502	\$ 60,658	\$ 61,814	\$ 62,970	\$ 64,126	\$ 65,282	\$ 66,438
Responsibility Stipend 8.8%	\$ 4,422	\$ 4,524	\$ 4,626	\$ 4,728	\$ 4,830	\$ 4,932	\$ 5,034	\$ 5,136	\$ 5,238	\$ 5,340	\$ 5,442	\$ 5,544	\$ 5,646	\$ 5,748	\$ 5,850
5 PD Days	\$ 1,396	\$ 1,428	\$ 1,460	\$ 1,492	\$ 1,524	\$ 1,556	\$ 1,588	\$ 1,620	\$ 1,652	\$ 1,684	\$ 1,716	\$ 1,748	\$ 1,780	\$ 1,812	\$ 1,844
Total Compensation	\$ 56,072	\$ 57,362	\$ 58,652	\$ 59,942	\$ 61,232	\$ 62,522	\$ 63,812	\$ 65,102	\$ 66,392	\$ 67,682	\$ 68,972	\$ 70,262	\$ 71,552	\$ 72,842	\$ 74,132
<b>BA + 15</b>															
Base Salary	\$ 51,510	\$ 52,694	\$ 53,878	\$ 55,062	\$ 56,246	\$ 57,430	\$ 58,614	\$ 59,798	\$ 60,982	\$ 62,166	\$ 63,350	\$ 64,534	\$ 65,718	\$ 66,902	\$ 68,086
Responsibility Stipend 8.8%	\$ 4,533	\$ 4,637	\$ 4,741	\$ 4,845	\$ 4,949	\$ 5,053	\$ 5,157	\$ 5,261	\$ 5,365	\$ 5,469	\$ 5,573	\$ 5,677	\$ 5,781	\$ 5,885	\$ 5,989
5 PD Days	\$ 1,431	\$ 1,464	\$ 1,497	\$ 1,530	\$ 1,563	\$ 1,596	\$ 1,629	\$ 1,662	\$ 1,695	\$ 1,728	\$ 1,761	\$ 1,794	\$ 1,827	\$ 1,860	\$ 1,893
Total Compensation	\$ 57,474	\$ 58,795	\$ 60,116	\$ 61,437	\$ 62,758	\$ 64,079	\$ 65,400	\$ 66,721	\$ 68,042	\$ 69,363	\$ 70,684	\$ 72,005	\$ 73,326	\$ 74,647	\$ 75,968
<b>BA + 30</b>															
Base Salary	\$ 52,798	\$ 54,012	\$ 55,226	\$ 56,440	\$ 57,654	\$ 58,868	\$ 60,082	\$ 61,296	\$ 62,510	\$ 63,724	\$ 64,938	\$ 66,152	\$ 67,366	\$ 68,580	\$ 69,794
Responsibility Stipend 8.8%	\$ 4,646	\$ 4,753	\$ 4,860	\$ 4,967	\$ 5,074	\$ 5,181	\$ 5,288	\$ 5,395	\$ 5,502	\$ 5,609	\$ 5,716	\$ 5,823	\$ 5,930	\$ 6,037	\$ 6,144
5 PD Days	\$ 1,467	\$ 1,500	\$ 1,533	\$ 1,566	\$ 1,599	\$ 1,632	\$ 1,665	\$ 1,698	\$ 1,731	\$ 1,764	\$ 1,797	\$ 1,830	\$ 1,863	\$ 1,896	\$ 1,929
Total Compensation	\$ 58,911	\$ 60,266	\$ 61,621	\$ 62,976	\$ 64,331	\$ 65,686	\$ 67,041	\$ 68,396	\$ 69,751	\$ 71,106	\$ 72,461	\$ 73,816	\$ 75,171	\$ 76,526	\$ 77,881
<b>BA + 45</b>															
Base Salary	\$ 54,138	\$ 55,362	\$ 56,586	\$ 57,810	\$ 59,034	\$ 60,258	\$ 61,482	\$ 62,706	\$ 63,930	\$ 65,154	\$ 66,378	\$ 67,602	\$ 68,826	\$ 70,050	\$ 71,274
Responsibility Stipend 8.8%	\$ 4,762	\$ 4,872	\$ 4,982	\$ 5,092	\$ 5,202	\$ 5,312	\$ 5,422	\$ 5,532	\$ 5,642	\$ 5,752	\$ 5,862	\$ 5,972	\$ 6,082	\$ 6,192	\$ 6,302
5 PD Days	\$ 1,503	\$ 1,538	\$ 1,573	\$ 1,608	\$ 1,643	\$ 1,678	\$ 1,713	\$ 1,748	\$ 1,783	\$ 1,818	\$ 1,853	\$ 1,888	\$ 1,923	\$ 1,958	\$ 2,001
Total Compensation	\$ 60,403	\$ 61,772	\$ 63,141	\$ 64,510	\$ 65,879	\$ 67,248	\$ 68,617	\$ 69,986	\$ 71,355	\$ 72,724	\$ 74,093	\$ 75,462	\$ 76,831	\$ 78,200	\$ 79,569
<b>BA + 60</b>															
Base Salary	\$ 55,576	\$ 56,815	\$ 58,054	\$ 59,293	\$ 60,532	\$ 61,771	\$ 63,010	\$ 64,249	\$ 65,488	\$ 66,727	\$ 67,966	\$ 69,205	\$ 70,444	\$ 71,683	\$ 72,922
Responsibility Stipend 8.8%	\$ 4,886	\$ 4,998	\$ 5,110	\$ 5,222	\$ 5,334	\$ 5,446	\$ 5,558	\$ 5,670	\$ 5,782	\$ 5,894	\$ 6,006	\$ 6,118	\$ 6,230	\$ 6,342	\$ 6,454
5 PD Days	\$ 1,544	\$ 1,580	\$ 1,616	\$ 1,652	\$ 1,688	\$ 1,724	\$ 1,760	\$ 1,796	\$ 1,832	\$ 1,868	\$ 1,904	\$ 1,940	\$ 1,976	\$ 2,012	\$ 2,048
Total Compensation	\$ 61,966	\$ 63,393	\$ 64,820	\$ 66,247	\$ 67,674	\$ 69,101	\$ 70,528	\$ 71,955	\$ 73,382	\$ 74,809	\$ 76,236	\$ 77,663	\$ 79,090	\$ 80,517	\$ 81,944
<b>MA + 80</b>															
Base Salary	\$ 57,030	\$ 58,278	\$ 59,526	\$ 60,774	\$ 62,022	\$ 63,270	\$ 64,518	\$ 65,766	\$ 67,014	\$ 68,262	\$ 69,510	\$ 70,758	\$ 72,006	\$ 73,254	\$ 74,502
Responsibility Stipend 8.8%	\$ 5,016	\$ 5,129	\$ 5,242	\$ 5,355	\$ 5,468	\$ 5,581	\$ 5,694	\$ 5,807	\$ 5,920	\$ 6,033	\$ 6,146	\$ 6,259	\$ 6,372	\$ 6,485	\$ 6,598
5 PD Days	\$ 1,581	\$ 1,618	\$ 1,655	\$ 1,692	\$ 1,729	\$ 1,766	\$ 1,803	\$ 1,840	\$ 1,877	\$ 1,914	\$ 1,951	\$ 1,988	\$ 2,025	\$ 2,062	\$ 2,099
Total Compensation	\$ 63,627	\$ 65,025	\$ 66,423	\$ 67,821	\$ 69,219	\$ 70,617	\$ 72,015	\$ 73,413	\$ 74,811	\$ 76,209	\$ 77,607	\$ 79,005	\$ 80,403	\$ 81,801	\$ 83,199
<b>MA + 48/BA + 138 *</b>															
Base Salary	\$ 62,539	\$ 63,978	\$ 65,417	\$ 66,856	\$ 68,295	\$ 69,734	\$ 71,173	\$ 72,612	\$ 74,051	\$ 75,490	\$ 76,929	\$ 78,368	\$ 79,807	\$ 81,246	\$ 82,685
Responsibility Stipend 8.8%	\$ 5,503	\$ 5,620	\$ 5,737	\$ 5,854	\$ 5,971	\$ 6,088	\$ 6,205	\$ 6,322	\$ 6,439	\$ 6,556	\$ 6,673	\$ 6,790	\$ 6,907	\$ 7,024	\$ 7,141
5 PD Days	\$ 1,737	\$ 1,777	\$ 1,817	\$ 1,857	\$ 1,897	\$ 1,937	\$ 1,977	\$ 2,017	\$ 2,057	\$ 2,097	\$ 2,137	\$ 2,177	\$ 2,217	\$ 2,257	\$ 2,297
Total Compensation	\$ 69,780	\$ 71,375	\$ 72,970	\$ 74,565	\$ 76,160	\$ 77,755	\$ 79,350	\$ 80,945	\$ 82,540	\$ 84,135	\$ 85,730	\$ 87,325	\$ 88,920	\$ 90,515	\$ 92,110
<b>MA + 80</b>															
Base Salary	\$ 67,230	\$ 68,776	\$ 70,322	\$ 71,868	\$ 73,414	\$ 74,960	\$ 76,506	\$ 78,052	\$ 79,598	\$ 81,144	\$ 82,690	\$ 84,236	\$ 85,782	\$ 87,328	\$ 88,874
Responsibility Stipend 8.8%	\$ 5,916	\$ 6,052	\$ 6,188	\$ 6,324	\$ 6,460	\$ 6,596	\$ 6,732	\$ 6,868	\$ 7,004	\$ 7,140	\$ 7,276	\$ 7,412	\$ 7,548	\$ 7,684	\$ 7,820
5 PD Days	\$ 1,867	\$ 1,910	\$ 1,953	\$ 1,996	\$ 2,039	\$ 2,082	\$ 2,125	\$ 2,168	\$ 2,211	\$ 2,254	\$ 2,297	\$ 2,340	\$ 2,383	\$ 2,426	\$ 2,469
Total Compensation	\$ 75,013	\$ 76,739	\$ 78,469	\$ 80,199	\$ 81,929	\$ 83,659	\$ 85,389	\$ 87,119	\$ 88,849	\$ 90,579	\$ 92,309	\$ 94,039	\$ 95,769	\$ 97,499	\$ 99,229

\*Responsible for BA + 60 step by stepping with MA.  
 \*\*Responsible for BA + 138 step by stepping with MA.

\*In order to be placed at the BA + 135 column an employee must have earned the 135 credits prior to January 1, 1992. This is consistent with existing Washington State 5275 add.

## 2020-2021 SECTION C CO-CURRICULAR ACTIVITIES AND PAY SCHEDULE

Co-Curricular salaries will be increased by the same Seattle CPI percentage, if any, as that generally applicable to the state salary schedule. The following stipends only apply when the duties are not a part of the employee's FTE.  
Budget #0100-27-2151-OLLL-0000-0000-1 (\*Except Arts Allocation)

### SENIOR HIGH SCHOOL ACTIVITIES

Drama Director	C873	\$6,900
Drama Director with Musical	C873	\$8,006
Orchestra/Strings Director	C843	\$1,107 (per Orchestra)
Choir Director	C863	\$6,900
Choir Assistant Director	C863	\$2,410 (may be used for accompanist if no assistant)
Chamber/Jazz Choir "B" Director	C863	\$2,578
Band Director	C843	\$6,237 (2 positions per school)
Jazz Band "B" Director	C843	\$2,578
HeLa Band Director	C843	\$2,410
HeLa Choir Director	C863	\$2,410
Arts Allocation	C213	\$8,370 (shall be allocated to each high school divided as follows: *\$5,005 Drama (Musicals not required), \$1,097 Band, \$1,097 Choir, \$1,097 Orchestra)
*0100-27-2130-0840-0015-0000-1		
Yearbook	C833	\$3,875
Youth & Government or We The People	C763	\$3,492
Newspaper/Video News	C943	\$3,492
Foreign Exchange Coordinator	C733	\$1,414
Science Olympiad	C743	\$1,745
Robotics	CCA3	\$1,745
MESA	CCA3	\$1,745

### MIDDLE SCHOOL ACTIVITIES

Drama Director	C873	\$1,745 (per after school show, max 2 per year)
Drama Director (as part of class)	C873	\$859 (per after school show, max 2 per year)
Orchestra/Strings Director	C843	\$2,768
Chamber Orchestra "A" Director	C843	\$2,161 (3 days per week)
Chamber Orchestra "B" Director	C843	\$1,664 (2 days per week)
Choir Director	C863	\$2,768
Chamber/Jazz Choir "A" Director	C863	\$2,161 (3 days per week)
Chamber/Jazz Choir "B" Director	C863	\$1,664 (2 days per week)
Band Director	C843	\$2,768 (2 positions per school)
Jazz Band "A" Director	C843	\$2,161 (3 days per week)
Jazz Band "B" Director	C843	\$1,664 (2 days per week)
Yearbook	C833	\$1,662
Science Olympiad	C743	\$1,745
Robotics	CCA3	\$1,745
MESA	CCA3	\$1,745

### ELEMENTARY SCHOOL ACTIVITIES

Choir Director	C863	\$1,745
Orchestra/Strings Director	C843	\$194 (per event, max 3 per year)
General Music Evening Concerts	C843	\$194 (per event, max 3 per year)
Band Evening Concerts	C843	\$194 (per event, max 3 per year)
PE Showcase District Director		\$600

Any certificated staff planning to work with their activity over the summer months must notify their Supervisor prior to working with their respective students. The Supervisor at the time will confirm in writing the District's intention to offer a Supplemental Contract to the certificated staff for the subsequent associate season.