

SEA 2022-2023 SALARY SCHEDULE

	B	B+15	B+39/M	M+15	M+30
1	45,135	47,392	50,100	52,807	56,418
2	47,392	49,649	52,358	55,065	58,676
3	49,649	51,906	54,613	57,322	60,933
4	51,906	54,163	56,870	59,578	63,189
5	54,163	56,418	59,127	61,835	65,446
6	56,418	59,127	61,384	64,093	68,154
7	59,127	61,384	64,093	66,800	70,412
8	61,384	64,093	66,348	69,057	73,119
9	64,093	66,348	69,057	71,765	75,376
10	66,348	68,605	71,313	74,022	78,083
11	69,960	72,217	74,924	77,633	81,695
12	73,571	75,828	78,535	81,243	85,306
13	73,571	75,828	82,147	84,854	88,916
14	73,571	75,828	86,207	88,916	92,527
15	73,571	75,828	89,819	92,527	96,589
16	73,571	75,828	93,882	96,589	100,200
17	73,571	75,828	95,666	98,376	102,254
18	73,571	75,828	97,483	100,196	104,350
19	75,828	78,083	99,287	101,999	106,176
20	75,828	78,083	101,123	103,835	108,034
21	78,535	80,340	102,236	104,977	109,169
22	78,535	80,340	103,360	106,132	110,315
23	80,792	82,147	104,497	107,247	111,418
24	80,792	82,147	105,647	108,373	112,532
25	83,048	84,404	107,865	110,649	114,783
Off schedule	85,125	86,514	110,562	113,415	117,652

Educators who move from the Bachelor's +15 column to the Master's (Bachelor's +39) column during the term of this contract will be moved as follows:

If the move occurs while the educator is on Step 1 through Step 12: The educator will be moved horizontally to the Master's (Bachelor's +39) column.

If the move occurs while the educator is on Step 13 through Step 25: The educator's salary in the Bachelor's +15 column will be increased by 3.5% for computational purposes only.

The educator will then be placed on the Master's (Bachelor's +39) column at the step where the salary is closest to, but not less than, the salary computed.

This placement will not be below Master's (Bachelor's +39) Step 12.

Individuals moving from the 25th step to "off schedule" will receive a 2.5% increase plus the salary schedule base increase for that year. Those continuing off schedule will receive the salary schedule base increase each year.

SEA 2023-2024 SALARY SCHEDULE

	B	B+15	B+39/M	M+15	M+30
1	46,038	48,340	51,102	53,864	57,547
2	48,340	50,641	53,405	56,166	59,849
3	50,641	52,944	55,705	58,468	62,151
4	52,944	55,246	58,008	60,770	64,453
5	55,246	57,547	60,310	63,072	66,755
6	57,547	60,310	62,611	65,375	69,517
7	60,310	62,611	65,375	68,136	71,820
8	62,611	65,375	67,675	70,438	74,581
9	65,375	67,675	70,438	73,200	76,883
10	67,675	69,977	72,740	75,503	79,645
11	71,359	73,661	76,423	79,186	83,329
12	75,042	77,344	80,106	82,868	87,012
13	75,042	77,344	83,790	86,551	90,695
14	75,042	77,344	87,931	90,695	94,378
15	75,042	77,344	91,616	94,378	98,521
16	75,042	77,344	95,759	98,521	102,204
17	75,042	77,344	97,579	100,343	104,299
18	75,042	77,344	99,433	102,200	106,437
19	77,344	79,645	101,272	104,039	108,300
20	77,344	79,645	103,146	105,912	110,195
21	80,106	81,947	104,281	107,077	111,352
22	80,106	81,947	105,428	108,255	112,521
23	82,408	83,790	106,587	109,392	113,646
24	82,408	83,790	107,760	110,540	114,783
25	84,709	86,092	110,023	112,861	117,078
Off schedule	86,827	88,244	112,773	115,683	120,005

Educators who move from the Bachelor's +15 column to the Master's (Bachelor's +39) column during the term of this contract will be moved as follows:

If the move occurs while the educator is on Step 1 through Step 12: The educator will be moved horizontally to the Master's (Bachelor's +39) column.

If the move occurs while the educator is on Step 13 through Step 25: The educator's salary in the Bachelor's +15 column will be increased by 3.5% for computational purposes only.

The educator will then be placed on the Master's (Bachelor's +39) column at the step where the salary is closest to, but not less than, the salary computed.

This placement will not be below Master's (Bachelor's +39) Step 12.

Individuals moving from the 25th step to "off schedule" will receive a 2.5% increase plus the salary schedule base increase for that year. Those continuing off schedule will receive the salary schedule base increase each year.

SEA 2024-2025 SALARY SCHEDULE

	B	B+15	B+39/M	M+15	M+30
1	46,958	49,307	52,124	54,941	58,698
2	49,307	51,654	54,473	57,289	61,046
3	51,654	54,003	56,819	59,638	63,394
4	54,003	56,351	59,168	61,985	65,742
5	56,351	58,698	61,516	64,334	68,090
6	58,698	61,516	63,863	66,682	70,908
7	61,516	63,863	66,682	69,499	73,256
8	63,863	66,682	69,028	71,847	76,073
9	66,682	69,028	71,847	74,664	78,421
10	69,028	71,377	74,194	77,013	81,238
11	72,786	75,135	77,951	80,770	84,995
12	76,543	78,891	81,708	84,525	88,752
13	76,543	78,891	85,465	88,282	92,509
14	76,543	78,891	89,690	92,509	96,265
15	76,543	78,891	93,448	96,265	100,491
16	76,543	78,891	97,675	100,491	104,248
17	76,543	78,891	99,530	102,350	106,385
18	76,543	78,891	101,422	104,244	108,566
19	78,891	81,238	103,298	106,120	110,466
20	78,891	81,238	105,209	108,030	112,399
21	81,708	83,586	106,366	109,219	113,579
22	81,708	83,586	107,536	110,420	114,772
23	84,056	85,465	108,719	111,579	115,919
24	84,056	85,465	109,915	112,751	117,078
25	86,404	87,814	112,223	115,119	119,420
Off schedule	88,564	90,009	115,029	117,997	122,406

Educators who move from the Bachelor's +15 column to the Master's (Bachelor's +39) column during the term of this contract will be moved as follows:

If the move occurs while the educator is on Step 1 through Step 12: The educator will be moved horizontally to the Master's (Bachelor's +39) column.

If the move occurs while the educator is on Step 13 through Step 25: The educator's salary in the Bachelor's +15 column will be increased by 3.5% for computational purposes only.

The educator will then be placed on the Master's (Bachelor's +39) column at the step where the salary is closest to, but not less than, the salary computed.

This placement will not be below Master's (Bachelor's +39) Step 12.

Individuals moving from the 25th step to "off schedule" will receive a 2.5% increase plus the salary schedule base increase for that year. Those continuing off schedule will receive the salary schedule base increase each year.

SEA 2025-2026 SALARY SCHEDULE

	B	B+15	B+39/M	M+15	M+30
1	47,898	50,293	53,167	56,040	59,871
2	50,293	52,687	55,562	58,435	62,267
3	52,687	55,083	57,956	60,831	64,662
4	55,083	57,478	60,351	63,225	67,057
5	57,478	59,871	62,746	65,620	69,452
6	59,871	62,746	65,141	68,016	72,326
7	62,746	65,141	68,016	70,888	74,721
8	65,141	68,016	70,409	73,284	77,594
9	68,016	70,409	73,284	76,158	79,990
10	70,409	72,804	75,678	78,553	82,862
11	74,242	76,637	79,510	82,385	86,695
12	78,074	80,469	83,342	86,216	90,527
13	78,074	80,469	87,175	90,048	94,359
14	78,074	80,469	91,484	94,359	98,191
15	78,074	80,469	95,317	98,191	102,501
16	78,074	80,469	99,628	102,501	106,333
17	78,074	80,469	101,521	104,397	108,513
18	78,074	80,469	103,450	106,329	110,737
19	80,469	82,862	105,364	108,242	112,675
20	80,469	82,862	107,313	110,191	114,647
21	83,342	85,258	108,493	111,403	115,851
22	83,342	85,258	109,687	112,628	117,067
23	85,737	87,175	110,893	113,811	118,238
24	85,737	87,175	112,113	115,006	119,420
25	88,132	89,570	114,468	117,421	121,808
Off schedule	90,335	91,809	117,329	120,357	124,854

Educators who move from the Bachelor's +15 column to the Master's (Bachelor's +39) column during the term of this contract will be moved as follows:

If the move occurs while the educator is on Step 1 through Step 12: The educator will be moved horizontally to the Master's (Bachelor's +39) column.

If the move occurs while the educator is on Step 13 through Step 25: The educator's salary in the Bachelor's +15 column will be increased by 3.5% for computational purposes only.

The educator will then be placed on the Master's (Bachelor's +39) column at the step where the salary is closest to, but not less than, the salary computed.

This placement will not be below Master's (Bachelor's +39) Step 12.

Individuals moving from the 25th step to "off schedule" will receive a 2.5% increase plus the salary schedule base increase for that year. Those continuing off schedule will receive the salary schedule base increase each year.

SEA 2026-2027 SALARY SCHEDULE

	B	B+15	B+39/M	M+15	M+30
1	48,856	51,299	54,230	57,160	61,069
2	51,299	53,741	56,674	59,604	63,512
3	53,741	56,184	59,115	62,047	65,956
4	56,184	58,628	61,558	64,489	68,398
5	58,628	61,069	64,001	66,933	70,841
6	61,069	64,001	66,444	69,376	73,772
7	64,001	66,444	69,376	72,306	76,216
8	66,444	69,376	71,817	74,750	79,146
9	69,376	71,817	74,750	77,681	81,589
10	71,817	74,260	77,192	80,124	84,520
11	75,727	78,170	81,100	84,033	88,429
12	79,635	82,078	85,009	87,940	92,338
13	79,635	82,078	88,918	91,848	96,246
14	79,635	82,078	93,314	96,246	100,154
15	79,635	82,078	97,223	100,154	104,551
16	79,635	82,078	101,621	104,551	108,459
17	79,635	82,078	103,551	106,485	110,683
18	79,635	82,078	105,519	108,455	112,952
19	82,078	84,520	107,471	110,407	114,928
20	82,078	84,520	109,459	112,395	116,940
21	85,009	86,963	110,663	113,631	118,168
22	85,009	86,963	111,881	114,881	119,408
23	87,452	88,918	113,111	116,087	120,602
24	87,452	88,918	114,356	117,306	121,808
25	89,894	91,362	116,757	119,769	124,245
Off schedule	92,142	93,646	119,676	122,764	127,351

Educators who move from the Bachelor's +15 column to the Master's (Bachelor's +39) column during the term of this contract will be moved as follows:

If the move occurs while the educator is on Step 1 through Step 12: The educator will be moved horizontally to the Master's (Bachelor's +39) column.

If the move occurs while the educator is on Step 13 through Step 25: The educator's salary in the Bachelor's +15 column will be increased by 3.5% for computational purposes only.

The educator will then be placed on the Master's (Bachelor's +39) column at the step where the salary is closest to, but not less than, the salary computed.

This placement will not be below Master's (Bachelor's +39) Step 12.

Individuals moving from the 25th step to "off schedule" will receive a 2.5% increase plus the salary schedule base increase for that year. Those continuing off schedule will receive the salary schedule base increase each year.

SEA 2027-2028 SALARY SCHEDULE

	B	B+15	B+39/M	M+15	M+30
1	49,833	52,325	55,315	58,304	62,290
2	52,325	54,816	57,807	60,796	64,782
3	54,816	57,308	60,297	63,288	67,275
4	57,308	59,800	62,789	65,779	69,766
5	59,800	62,290	65,281	68,271	72,258
6	62,290	65,281	67,772	70,764	75,248
7	65,281	67,772	70,764	73,752	77,740
8	67,772	70,764	73,253	76,245	80,729
9	70,764	73,253	76,245	79,235	83,221
10	73,253	75,746	78,736	81,727	86,210
11	77,241	79,733	82,722	85,713	90,198
12	81,228	83,720	86,709	89,699	94,184
13	81,228	83,720	90,697	93,685	98,171
14	81,228	83,720	95,180	98,171	102,158
15	81,228	83,720	99,168	102,158	106,642
16	81,228	83,720	103,653	106,642	110,629
17	81,228	83,720	105,623	108,615	112,896
18	81,228	83,720	107,629	110,624	115,211
19	83,720	86,210	109,620	112,615	117,227
20	83,720	86,210	111,648	114,643	119,278
21	86,709	88,702	112,877	115,904	120,531
22	86,709	88,702	114,118	117,179	121,796
23	89,201	90,697	115,374	118,409	123,014
24	89,201	90,697	116,643	119,652	124,245
25	91,692	93,189	119,092	122,165	126,729
Off schedule	93,984	95,519	122,069	125,219	129,898

Educators who move from the Bachelor's +15 column to the Master's (Bachelor's +39) column during the term of this contract will be moved as follows:

If the move occurs while the educator is on Step 1 through Step 12: The educator will be moved horizontally to the Master's (Bachelor's +39) column.

If the move occurs while the educator is on Step 13 through Step 25: The educator's salary in the Bachelor's +15 column will be increased by 3.5% for computational purposes only.

The educator will then be placed on the Master's (Bachelor's +39) column at the step where the salary is closest to, but not less than, the salary computed.

This placement will not be below Master's (Bachelor's +39) Step 12.

Individuals moving from the 25th step to "off schedule" will receive a 2.5% increase plus the salary schedule base increase for that year. Those continuing off schedule will receive the salary schedule base increase each year.