

**APPENDIX 7: SAN JUAN EDUCATION ASSOCIATION SALARY SCHEDULES**

- Year 1 2022-23: 8.5% (inclusive of IPD)
- Year 2 2023-24: 5.2% (inclusive of IPD)
- Year 3 2024-25: 4.7% (Inclusive of IPD)  
 Contract format altered to include additional PD days approved for the 2024-25 school year only. See MOU for details.

For the 2023-24 school year, the base salaries on Appendix \* shall be increased by the state-funded inflationary adjustment in RCW 28A.400.205, plus an additional 1.5%. For the 2024-25, the base salaries on Appendix \* shall be increased by the state-funded inflationary adjustment in RCW 28A.400.205, plus an additional 1%.

**2024-25 TOTAL SALARY (186 days) at 4.7% OVER 23-24 RATES**

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$66,608	\$69,568	\$71,420	\$77,352	\$79,058	\$84,994	\$88,820
1	\$66,831	\$70,505	\$72,436	\$78,432	\$79,939	\$85,934	\$89,734
2	\$67,677	\$71,389	\$73,468	\$79,446	\$80,823	\$86,802	\$90,644
3	\$68,548	\$72,297	\$74,443	\$80,411	\$81,663	\$87,625	\$91,562
4	\$69,403	\$73,245	\$75,464	\$81,467	\$82,542	\$88,544	\$92,509
5	\$70,285	\$74,154	\$76,499	\$82,479	\$83,437	\$89,418	\$93,459
6	\$71,193	\$75,087	\$77,548	\$83,499	\$84,351	\$90,304	\$94,364
7	\$72,788	\$76,735	\$79,329	\$85,370	\$86,066	\$92,104	\$96,283
8	\$75,120	\$79,224	\$82,031	\$88,155	\$88,766	\$94,888	\$99,217
9	\$75,120	\$81,852	\$84,761	\$91,026	\$91,494	\$97,761	\$102,240
10	\$75,120	\$84,511	\$87,633	\$93,981	\$94,366	\$100,717	\$105,340
11	\$75,120	\$84,511	\$90,586	\$97,071	\$97,320	\$103,809	\$108,525
12	\$75,120	\$84,511	\$93,445	\$100,248	\$100,392	\$106,983	\$111,844
13	\$75,120	\$84,511	\$93,445	\$103,502	\$103,570	\$110,236	\$115,239
14	\$75,120	\$84,511	\$93,445	\$106,769	\$106,842	\$113,719	\$118,765
15	\$75,120	\$84,511	\$93,445	\$109,549	\$109,619	\$116,676	\$121,855
16	\$75,120	\$84,511	\$93,445	\$112,004	\$112,144	\$119,672	\$128,807

**2024-25 BASE (180 DAYS) SALARY SCHEDULE @ 4.7% OVER 23-24**

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$64,459	\$67,324	\$69,116	\$74,857	\$76,508	\$82,252	\$85,955
1	\$64,675	\$68,231	\$70,099	\$75,902	\$77,360	\$83,162	\$86,839
2	\$65,494	\$69,086	\$71,098	\$76,883	\$78,216	\$84,002	\$87,720
3	\$66,337	\$69,965	\$72,042	\$77,817	\$79,029	\$84,798	\$88,608
4	\$67,164	\$70,882	\$73,030	\$78,839	\$79,879	\$85,688	\$89,525
5	\$68,018	\$71,762	\$74,031	\$79,818	\$80,745	\$86,534	\$90,444
6	\$68,896	\$72,665	\$75,046	\$80,805	\$81,630	\$87,391	\$91,320
7	\$70,440	\$74,260	\$76,770	\$82,616	\$83,290	\$89,133	\$93,177
8	\$72,697	\$76,668	\$79,385	\$85,311	\$85,903	\$91,827	\$96,016
9	\$72,697	\$79,212	\$82,027	\$88,090	\$88,543	\$94,607	\$98,942
10	\$72,697	\$81,785	\$84,806	\$90,949	\$91,322	\$97,468	\$101,942
11	\$72,697	\$81,785	\$87,664	\$93,940	\$94,181	\$100,460	\$105,024
12	\$72,697	\$81,785	\$90,431	\$97,014	\$97,154	\$103,532	\$108,236
13	\$72,697	\$81,785	\$90,431	\$100,163	\$100,229	\$106,680	\$111,522
14	\$72,697	\$81,785	\$90,431	\$103,325	\$103,395	\$110,051	\$114,934
15	\$72,697	\$81,785	\$90,431	\$106,015	\$106,083	\$112,912	\$117,924
16	\$72,697	\$81,785	\$90,431	\$108,391	\$108,526	\$115,812	\$124,652

2024-25 TOTAL PER DAY							
Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$358.11	\$374.02	\$383.98	\$415.87	\$425.04	\$456.96	\$477.53
1	\$359.31	\$379.06	\$389.44	\$421.68	\$429.78	\$462.01	\$482.44
2	\$363.86	\$383.81	\$394.99	\$427.13	\$434.53	\$466.68	\$487.33
3	\$368.54	\$388.69	\$400.23	\$432.32	\$439.05	\$471.10	\$492.27
4	\$373.13	\$393.79	\$405.72	\$437.99	\$443.77	\$476.04	\$497.36
5	\$377.88	\$398.68	\$411.28	\$443.43	\$448.58	\$480.74	\$502.47
6	\$382.76	\$403.69	\$416.92	\$448.92	\$453.50	\$485.51	\$507.33
7	\$391.33	\$412.56	\$426.50	\$458.98	\$462.72	\$495.18	\$517.65
8	\$403.87	\$425.93	\$441.03	\$473.95	\$477.24	\$510.15	\$533.42
9	\$403.87	\$440.07	\$455.71	\$489.39	\$491.91	\$525.59	\$549.68
10	\$403.87	\$454.36	\$471.14	\$505.27	\$507.34	\$541.49	\$566.34
11	\$403.87	\$454.36	\$487.02	\$521.89	\$523.23	\$558.11	\$583.47
12	\$403.87	\$454.36	\$502.39	\$538.97	\$539.74	\$575.18	\$601.31
13	\$403.87	\$454.36	\$502.39	\$556.46	\$556.83	\$592.67	\$619.57
14	\$403.87	\$454.36	\$502.39	\$574.03	\$574.42	\$611.39	\$638.52
15	\$403.87	\$454.36	\$502.39	\$588.97	\$589.35	\$627.29	\$655.13
16	\$403.87	\$454.36	\$502.39	\$602.17	\$602.92	\$643.40	\$692.51

2024-25 LOCAL DAYS (THREE DAYS POSSIBLE, PAY TIED TO ATTENDANCE) SALARY SCHEDULE @ 4.7% OVER 23-24							
Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$1,074.32	\$1,122.07	\$1,151.93	\$1,247.62	\$1,275.13	\$1,370.87	\$1,432.58
1	\$1,077.92	\$1,137.18	\$1,168.32	\$1,265.03	\$1,289.33	\$1,386.03	\$1,447.32
2	\$1,091.57	\$1,151.43	\$1,184.97	\$1,281.38	\$1,303.60	\$1,400.03	\$1,462.00
3	\$1,105.62	\$1,166.08	\$1,200.70	\$1,296.95	\$1,317.15	\$1,413.30	\$1,476.80
4	\$1,119.40	\$1,181.37	\$1,217.17	\$1,313.98	\$1,331.32	\$1,428.13	\$1,492.08
5	\$1,133.63	\$1,196.03	\$1,233.85	\$1,330.30	\$1,345.75	\$1,442.23	\$1,507.40
6	\$1,148.27	\$1,211.08	\$1,250.77	\$1,346.75	\$1,360.50	\$1,456.52	\$1,522.00
7	\$1,174.00	\$1,237.67	\$1,279.50	\$1,376.93	\$1,388.17	\$1,485.55	\$1,552.95
8	\$1,211.62	\$1,277.80	\$1,323.08	\$1,421.85	\$1,431.72	\$1,530.45	\$1,600.27
9	\$1,211.62	\$1,320.20	\$1,367.12	\$1,468.17	\$1,475.72	\$1,576.78	\$1,649.03
10	\$1,211.62	\$1,363.08	\$1,413.43	\$1,515.82	\$1,522.03	\$1,624.47	\$1,699.03
11	\$1,211.62	\$1,363.08	\$1,461.07	\$1,565.67	\$1,569.68	\$1,674.33	\$1,750.40
12	\$1,211.62	\$1,363.08	\$1,507.18	\$1,616.90	\$1,619.23	\$1,725.53	\$1,803.93
13	\$1,211.62	\$1,363.08	\$1,507.18	\$1,669.38	\$1,670.48	\$1,778.00	\$1,858.70
14	\$1,211.62	\$1,363.08	\$1,507.18	\$1,722.08	\$1,723.25	\$1,834.18	\$1,915.57
15	\$1,211.62	\$1,363.08	\$1,507.18	\$1,766.92	\$1,768.05	\$1,881.87	\$1,965.40
16	\$1,211.62	\$1,363.08	\$1,507.18	\$1,806.52	\$1,808.77	\$1,930.20	\$2,077.53

2024-25 SJI INSTITUTE ( TWO DAYS POSSIBLE, PAY TIED TO ATTENDANCE) SALARY SCHEDULE @ 4.7% OVER 23-24							
Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$716.21	\$748.04	\$767.96	\$831.74	\$850.09	\$913.91	\$955.06
1	\$718.61	\$758.12	\$778.88	\$843.36	\$859.56	\$924.02	\$964.88
2	\$727.71	\$767.62	\$789.98	\$854.26	\$869.07	\$933.36	\$974.67
3	\$737.08	\$777.39	\$800.47	\$864.63	\$878.10	\$942.20	\$984.53
4	\$746.27	\$787.58	\$811.44	\$875.99	\$887.54	\$952.09	\$994.72
5	\$755.76	\$797.36	\$822.57	\$886.87	\$897.17	\$961.49	\$1,004.93

6	\$765.51	\$807.39	\$833.84	\$897.83	\$907.00	\$971.01	\$1,014.67
7	\$782.67	\$825.11	\$853.00	\$917.96	\$925.44	\$990.37	\$1,035.30
8	\$807.74	\$851.87	\$882.06	\$947.90	\$954.48	\$1,020.30	\$1,066.84
9	\$807.74	\$880.13	\$911.41	\$978.78	\$983.81	\$1,051.19	\$1,099.36
10	\$807.74	\$908.72	\$942.29	\$1,010.54	\$1,014.69	\$1,082.98	\$1,132.69
11	\$807.74	\$908.72	\$974.04	\$1,043.78	\$1,046.46	\$1,116.22	\$1,166.93
12	\$807.74	\$908.72	\$1,004.79	\$1,077.93	\$1,079.49	\$1,150.36	\$1,202.62
13	\$807.74	\$908.72	\$1,004.79	\$1,112.92	\$1,113.66	\$1,185.33	\$1,239.13
14	\$807.74	\$908.72	\$1,004.79	\$1,148.06	\$1,148.83	\$1,222.79	\$1,277.04
15	\$807.74	\$908.72	\$1,004.79	\$1,177.94	\$1,178.70	\$1,254.58	\$1,310.27
16	\$807.74	\$908.72	\$1,004.79	\$1,204.34	\$1,205.84	\$1,286.80	\$1,385.02

**2024-25 TECH PD ( TOTAL DAYS DETERMINED BY SJI INSTITUTE ATTENDANCE- ONE DAY IF BOTH SJI INSTITUTE DAYS ARE ATTENDED, TWO DAYS IF ONE SJI INSTITUTE DAY IS ATTENDED, PAY TIED TO ATTENDANCE) SALARY SCHEDULE @ 4.7% OVER 23-24**

Step	BA-0	BA-30	BA-45	BA-90	MA-0	MA-45	MA-90
0	\$716.21	\$748.04	\$767.96	\$831.74	\$850.09	\$913.91	\$955.06
1	\$718.61	\$758.12	\$778.88	\$843.36	\$859.56	\$924.02	\$964.88
2	\$727.71	\$767.62	\$789.98	\$854.26	\$869.07	\$933.36	\$974.67
3	\$737.08	\$777.39	\$800.47	\$864.63	\$878.10	\$942.20	\$984.53
4	\$746.27	\$787.58	\$811.44	\$875.99	\$887.54	\$952.09	\$994.72
5	\$755.76	\$797.36	\$822.57	\$886.87	\$897.17	\$961.49	\$1,004.93
6	\$765.51	\$807.39	\$833.84	\$897.83	\$907.00	\$971.01	\$1,014.67
7	\$782.67	\$825.11	\$853.00	\$917.96	\$925.44	\$990.37	\$1,035.30
8	\$807.74	\$851.87	\$882.06	\$947.90	\$954.48	\$1,020.30	\$1,066.84
9	\$807.74	\$880.13	\$911.41	\$978.78	\$983.81	\$1,051.19	\$1,099.36
10	\$807.74	\$908.72	\$942.29	\$1,010.54	\$1,014.69	\$1,082.98	\$1,132.69
11	\$807.74	\$908.72	\$974.04	\$1,043.78	\$1,046.46	\$1,116.22	\$1,166.93
12	\$807.74	\$908.72	\$1,004.79	\$1,077.93	\$1,079.49	\$1,150.36	\$1,202.62
13	\$807.74	\$908.72	\$1,004.79	\$1,112.92	\$1,113.66	\$1,185.33	\$1,239.13
14	\$807.74	\$908.72	\$1,004.79	\$1,148.06	\$1,148.83	\$1,222.79	\$1,277.04
15	\$807.74	\$908.72	\$1,004.79	\$1,177.94	\$1,178.70	\$1,254.58	\$1,310.27
16	\$807.74	\$908.72	\$1,004.79	\$1,204.34	\$1,205.84	\$1,286.80	\$1,385.02