

Anacortes School District 103  
**CERTIFICATED EMPLOYEES BASE SALARY SCHEDULE**  
 SEPTEMBER 1, 2014 - AUGUST 31, 2015

Years	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135 (G)	MA + 0	MA + 45	MA +90 or PhD
0	\$34,048	\$34,968	\$35,920	\$36,875	\$39,939	\$41,913	\$40,820	\$43,885	\$45,860
1	\$34,506	\$35,439	\$36,403	\$37,400	\$40,496	\$42,459	\$41,274	\$44,370	\$46,332
2	\$34,943	\$35,884	\$36,859	\$37,933	\$41,020	\$43,004	\$41,731	\$44,818	\$46,802
3	\$35,393	\$36,343	\$37,329	\$38,437	\$41,518	\$43,549	\$42,164	\$45,243	\$47,276
4	\$35,834	\$36,826	\$37,818	\$38,964	\$42,064	\$44,110	\$42,618	\$45,718	\$47,765
5	\$36,290	\$37,287	\$38,288	\$39,498	\$42,586	\$44,673	\$43,080	\$46,169	\$48,256
6	\$36,759	\$37,734	\$38,769	\$40,039	\$43,113	\$45,211	\$43,552	\$46,626	\$48,273
7	\$37,582	\$38,572	\$39,621	\$40,960	\$44,079	\$46,235	\$44,438	\$47,556	\$49,713
8	\$38,787	\$39,831	\$40,905	\$42,355	\$45,516	\$47,751	\$45,832	\$48,994	\$51,228
9		\$41,135	\$42,262	\$43,765	\$46,999	\$49,310	\$47,241	\$50,477	\$52,788
10			\$43,635	\$45,247	\$48,524	\$50,913	\$48,724	\$52,003	\$54,390
11				\$46,772	\$50,121	\$52,557	\$50,249	\$53,599	\$56,034
12				\$48,249	\$51,761	\$54,269	\$51,835	\$55,238	\$57,748
13					\$53,440	\$56,024	\$53,476	\$56,918	\$59,501
14					\$55,128	\$57,844	\$55,165	\$58,716	\$61,322
15					\$56,563	\$59,349	\$56,599	\$60,242	\$62,917
16 or more					\$57,693	\$60,535	\$57,731	\$61,447	\$64,174

Anacortes School District 103  
**CERTIFICATED EMPLOYEES TRI 15% SALARY SCHEDULE**  
 SEPTEMBER 1, 2014 - AUGUST 31, 2015

Years	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135 (G)	MA + 0	MA + 45	MA +90 or PhD
0	\$5,107.00	\$5,245.00	\$5,388.00	\$5,531.00	\$5,991.00	\$6,287.00	\$6,123.00	\$6,583.00	\$6,879.00
1	\$5,176.00	\$5,316.00	\$5,461.00	\$5,610.00	\$6,074.00	\$6,369.00	\$6,191.00	\$6,656.00	\$6,950.00
2	\$5,241.00	\$5,383.00	\$5,529.00	\$5,690.00	\$6,153.00	\$6,451.00	\$6,260.00	\$6,723.00	\$7,020.00
3	\$5,309.00	\$5,451.00	\$5,599.00	\$5,766.00	\$6,228.00	\$6,532.00	\$6,325.00	\$6,786.00	\$7,091.00
4	\$5,375.00	\$5,524.00	\$5,673.00	\$5,845.00	\$6,310.00	\$6,616.00	\$6,393.00	\$6,858.00	\$7,165.00
5	\$5,444.00	\$5,593.00	\$5,743.00	\$5,925.00	\$6,388.00	\$6,701.00	\$6,462.00	\$6,925.00	\$7,238.00
6	\$5,514.00	\$5,660.00	\$5,815.00	\$6,006.00	\$6,467.00	\$6,782.00	\$6,533.00	\$6,994.00	\$7,308.00
7	\$5,637.00	\$5,786.00	\$5,943.00	\$6,144.00	\$6,612.00	\$6,935.00	\$6,666.00	\$7,133.00	\$7,457.00
8	\$5,818.00	\$5,975.00	\$6,136.00	\$6,353.00	\$6,827.00	\$7,163.00	\$6,875.00	\$7,349.00	\$7,684.00
9		\$6,170.00	\$6,339.00	\$6,565.00	\$7,050.00	\$7,397.00	\$7,086.00	\$7,572.00	\$7,918.00
10			\$6,545.00	\$6,787.00	\$7,279.00	\$7,637.00	\$7,309.00	\$7,800.00	\$8,158.00
11				\$7,016.00	\$7,518.00	\$7,884.00	\$7,537.00	\$8,040.00	\$8,405.00
12				\$7,237.00	\$7,764.00	\$8,140.00	\$7,775.00	\$8,286.00	\$8,662.00
13					\$8,016.00	\$8,404.00	\$8,021.00	\$8,538.00	\$8,925.00
14					\$8,269.00	\$8,677.00	\$8,275.00	\$8,807.00	\$9,198.00
15					\$8,484.00	\$8,902.00	\$8,490.00	\$9,036.00	\$9,437.00
16 or more					\$8,654.00	\$9,080.00	\$8,660.00	\$9,217.00	\$9,626.00

**TRI compensation based on an employee's FTE (15% of base hours) will be for responsibilities including, but not limited to:**

- Opening and closing of school
- Extended staff meetings
- Student progress reports
- Open house
- Orderly check-in and check-out procedures
- Staff development
- Site-based management
- In-service workshops
- Team planning, activities that directly support the State's educational reform efforts
- Essential Academic Learning Requirement
- District strategic planning goals, and
- Other related activities under the supervision of the building principals/program director

Anacortes School District 103  
**CERTIFICATED EMPLOYEES TRI EVAL PD GROWTH SALARY SCHEDULE**  
 SEPTEMBER 1, 2014 - AUGUST 31, 2015

Years	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135 (G)	MA + 0	MA + 45	MA +90 or PhD
0	\$511.00	\$525.00	\$539.00	\$553.00	\$599.00	\$629.00	\$612.00	\$658.00	\$688.00
1	\$518.00	\$532.00	\$546.00	\$561.00	\$607.00	\$637.00	\$619.00	\$666.00	\$695.00
2	\$524.00	\$538.00	\$553.00	\$569.00	\$615.00	\$645.00	\$626.00	\$672.00	\$702.00
3	\$531.00	\$545.00	\$560.00	\$577.00	\$623.00	\$653.00	\$632.00	\$679.00	\$709.00
4	\$538.00	\$552.00	\$567.00	\$584.00	\$631.00	\$662.00	\$639.00	\$686.00	\$716.00
5	\$544.00	\$559.00	\$574.00	\$592.00	\$639.00	\$670.00	\$646.00	\$693.00	\$724.00
6	\$551.00	\$566.00	\$582.00	\$601.00	\$647.00	\$678.00	\$653.00	\$699.00	\$731.00
7	\$564.00	\$579.00	\$594.00	\$614.00	\$661.00	\$694.00	\$667.00	\$713.00	\$746.00
8	\$582.00	\$597.00	\$614.00	\$635.00	\$683.00	\$716.00	\$687.00	\$735.00	\$768.00
9		\$617.00	\$634.00	\$656.00	\$705.00	\$740.00	\$709.00	\$757.00	\$792.00
10			\$655.00	\$679.00	\$728.00	\$764.00	\$731.00	\$780.00	\$816.00
11				\$702.00	\$752.00	\$788.00	\$754.00	\$804.00	\$841.00
12				\$724.00	\$776.00	\$814.00	\$778.00	\$829.00	\$866.00
13					\$802.00	\$840.00	\$802.00	\$854.00	\$893.00
14					\$827.00	\$868.00	\$827.00	\$881.00	\$920.00
15					\$848.00	\$890.00	\$849.00	\$904.00	\$944.00
16 or more					\$865.00	\$908.00	\$866.00	\$922.00	\$963.00

**Professional growth compensation based on an employee's FTE will be for responsibilities including, but not limited to:**

- Engaging in reflective inquiry for the purpose of improving instructional practice and student learning
- Collaborating with colleagues
- Reflecting on student performance and perception
- Reflecting on professional performance and evidence
- Collecting and analyzing data
- Researching and implementing new professional strategies
- Contributing to professional learning communities

Anacortes School District 103  
**CERTIFICATED EMPLOYEES 21 HOURS SALARY SCHEDULE**  
 SEPTEMBER 1, 2014 - AUGUST 31, 2015

Years	BA+0	BA+15	BA+30	BA+45	BA+90	BA+135 (G)	MA + 0	MA + 45	MA +90 or PhD
0	\$567.47	\$582.79	\$598.67	\$614.59	\$665.66	\$698.55	\$680.34	\$731.41	\$764.34
1	\$575.10	\$590.64	\$606.72	\$623.34	\$674.94	\$707.65	\$687.91	\$739.51	\$772.20
2	\$582.38	\$598.07	\$614.32	\$632.22	\$683.67	\$716.73	\$695.52	\$746.97	\$780.03
3	\$589.88	\$605.72	\$622.15	\$640.61	\$691.97	\$725.82	\$702.74	\$754.06	\$787.93
4	\$597.24	\$613.77	\$630.30	\$649.40	\$701.06	\$735.16	\$710.30	\$761.96	\$796.08
5	\$604.83	\$621.45	\$638.14	\$658.31	\$709.77	\$744.55	\$717.99	\$769.48	\$804.26
6	\$612.64	\$628.89	\$646.15	\$667.32	\$718.54	\$753.51	\$725.87	\$777.10	\$812.04
7	\$626.36	\$642.86	\$660.34	\$682.67	\$734.65	\$770.58	\$740.64	\$792.60	\$828.55
8	\$646.45	\$663.85	\$681.74	\$705.92	\$758.60	\$795.85	\$763.87	\$816.56	\$853.80
9		\$685.58	\$704.37	\$729.41	\$783.32	\$821.84	\$787.34	\$841.29	\$879.81
10			\$727.25	\$754.11	\$808.74	\$848.54	\$812.07	\$866.71	\$906.49
11				\$779.53	\$835.35	\$875.95	\$837.49	\$893.32	\$933.90
12				\$804.15	\$862.68	\$904.49	\$863.91	\$920.64	\$962.46
13					\$890.67	\$933.73	\$891.26	\$948.63	\$991.68
14					\$918.80	\$964.07	\$919.42	\$978.60	\$1,022.04
15					\$942.71	\$989.15	\$943.32	\$1,004.04	\$1,048.61
16 or more					\$961.56	\$1,008.92	\$962.18	\$1,024.12	\$1,069.57

**Twenty-eight hours (4 days) Learning Improvement/Professional Development Days**

**September 2:** Seven hours of professional development will be flexibly scheduled during the two week period prior to the first day of instruction.

**October 31 & January 16:** Fourteen (14) hours of professional development will be scheduled during the

**N/A:** Seven hour (1 day) is contingent on legislative funding and, if funded will be flexibly scheduled during the instructional year.