

BELLINGHAM PUBLIC SCHOOLS
Bellingham, Washington

CERTIFICATED INSTRUCTIONAL STAFF SALARY SCHEDULE

2008-09

Years of Service	BA	BA + 15	BA + 30	BA + 45	BA + 90	(SEE NOTE 5) BA + 135	MA	MA + 45	MA+90/PHD
0	\$34,426 (1.00000)	\$35,356 (1.02701)	\$36,319 (1.05499)	\$37,285 (1.08304)	\$40,383 (1.17303)	\$42,378 (1.23099)	\$41,274 (1.19891)	\$44,372 (1.28891)	\$46,369 (1.34693)
1	\$34,889 (1.01346)	\$35,832 (1.04084)	\$36,808 (1.06918)	\$37,816 (1.09846)	\$40,946 (1.18939)	\$42,931 (1.24704)	\$41,733 (1.21224)	\$44,863 (1.30317)	\$46,847 (1.36079)
2	\$35,331 (1.02628)	\$36,283 (1.05393)	\$37,269 (1.08257)	\$38,354 (1.11411)	\$41,476 (1.20478)	\$43,481 (1.26303)	\$42,195 (1.22566)	\$45,316 (1.31632)	\$47,321 (1.37458)
3	\$35,786 (1.03950)	\$36,747 (1.06741)	\$37,743 (1.09636)	\$38,864 (1.12890)	\$41,979 (1.21940)	\$44,033 (1.27905)	\$42,632 (1.23838)	\$45,746 (1.32881)	\$47,801 (1.38850)
4	\$36,232 (1.05246)	\$37,235 (1.08160)	\$38,238 (1.11072)	\$39,397 (1.14439)	\$42,531 (1.23542)	\$44,599 (1.29551)	\$43,091 (1.25171)	\$46,225 (1.34274)	\$48,295 (1.40286)
5	\$36,693 (1.06585)	\$37,701 (1.09513)	\$38,713 (1.12454)	\$39,937 (1.16008)	\$43,059 (1.25077)	\$45,169 (1.31206)	\$43,558 (1.26526)	\$46,681 (1.35599)	\$48,791 (1.41728)
6	\$37,167 (1.07961)	\$38,153 (1.10825)	\$39,200 (1.13866)	\$40,484 (1.17597)	\$43,591 (1.26623)	\$45,713 (1.32785)	\$44,036 (1.27915)	\$47,144 (1.36942)	\$49,264 (1.43100)
7	\$37,999 (1.10379)	\$39,000 (1.13286)	\$40,061 (1.16367)	\$41,415 (1.20301)	\$44,568 (1.29461)	\$46,748 (1.35793)	\$44,932 (1.30517)	\$48,084 (1.39673)	\$50,265 (1.46008)
8	\$39,218 (1.13919)	\$40,273 (1.16984)	\$41,359 (1.20138)	\$42,825 (1.24398)	\$46,021 (1.33681)	\$48,281 (1.40246)	\$46,341 (1.34610)	\$49,538 (1.43896)	\$51,797 (1.50458)
9		\$41,591 (1.20814)	\$42,731 (1.24125)	\$44,250 (1.28538)	\$47,521 (1.38038)	\$49,858 (1.44826)	\$47,765 (1.38747)	\$51,038 (1.48253)	\$53,374 (1.55041)
10			\$44,120 (1.28158)	\$45,749 (1.32891)	\$49,063 (1.42517)	\$51,478 (1.49532)	\$49,265 (1.43104)	\$52,580 (1.52733)	\$54,993 (1.59744)
11				\$47,291 (1.37371)	\$50,677 (1.47207)	\$53,141 (1.54362)	\$50,807 (1.47584)	\$54,194 (1.57423)	\$56,656 (1.64574)
12				\$48,784 (1.41708)	\$52,335 (1.52023)	\$54,872 (1.59391)	\$52,410 (1.52240)	\$55,851 (1.62236)	\$58,389 (1.69607)
13					\$54,034 (1.56956)	\$56,646 (1.64544)	\$54,069 (1.57060)	\$57,550 (1.67169)	\$60,162 (1.74756)
14					\$55,740 (1.61913)	\$58,486 (1.69890)	\$55,778 (1.62022)	\$59,368 (1.72451)	\$62,003 (1.80105)
15					\$57,191 (1.66126)	\$60,008 (1.74310)	\$57,227 (1.66233)	\$60,911 (1.76934)	\$63,615 (1.84788)
16 or more					\$58,334 (1.69447)	\$61,207 (1.77794)	\$58,372 (1.69557)	\$62,129 (1.80472)	\$64,887 (1.88482)

(SEE NOTE 5)

SEE NOTES ON REVERSE SIDE

NOTES:

1. For every cell, a supplemental contract will be issued per Article VII Section 1D of the Collective Bargaining Agreement for the Professional Responsibility Stipend and Additional Days prorated in the same ratio that their service bears to full-time service.
- 2. For the 2008-09 school year, the curriculum rate is \$28.40 per hour.**
3. This schedule is based on a 182-day contract for certificated instructional staff.
4. Adjustments in salaries because of accumulated credits will be made up to and including September 15 of each year.
5. To qualify for placement on the BA+135 column, a total of 135 or more credits past the Bachelor's degree must have been earned prior to January 1, 1992.
6. In the event that the school year begins prior to the effective date of this Collective Bargaining Agreement, it is agreed that for purposes of pay, benefits, and any additional work/paid days provided for prior to the start of the school year, the terms negotiated in the successor Agreement herein shall apply.