

Appendix A

University Place School District

2018-19 UPEA BASE SALARY

Table Of Total Base Salaries For Certificated Instructional Staff

*** Education Experience ***

Years of Service	Unavailable unless already reached by Jan. 1, 1992								MA+90 OR Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	
0	46,735	47,997	49,305	50,616	54,822	57,530	56,031	60,237	62,949
1	47,364	48,644	49,968	51,337	55,586	58,280	56,654	60,904	63,597
2	47,963	49,255	50,594	52,068	56,305	59,028	57,281	61,518	64,241
3	48,581	49,885	51,238	52,759	56,989	59,776	57,876	62,102	64,892
4	49,187	50,549	51,909	53,483	57,737	60,546	58,499	62,753	65,563
5	49,812	51,181	52,555	54,216	58,455	61,319	59,132	63,372	66,237
6	50,456	51,794	53,215	54,959	59,177	62,057	59,781	64,000	66,878
7	51,586	52,944	54,384	56,223	60,504	63,463	60,997	65,276	68,237
8	53,240	54,672	56,146	58,137	62,476	65,544	62,910	67,250	70,317
9		56,462	58,010	60,072	64,512	67,684	64,843	69,286	72,458
10			59,895	62,107	66,605	69,884	66,880	71,380	74,656
11				64,200	68,797	72,141	68,973	73,572	76,914
12				66,227	71,048	74,491	71,149	75,821	79,266
13					73,353	76,900	73,402	78,126	81,672
14					75,670	79,398	75,721	80,595	84,172
15					77,639	81,464	77,689	82,690	86,361
16 or more					79,191	83,092	79,242	84,344	88,087

*For credits earned after the BA degree but before the MA degree:
Any credits in excess of 45 may be counted after the MA degree.*

Appendix B-1

University Place School District

2018-19 UPEA EXTRA DAYS (5) + ADDITIONAL HOURS (28)

Table Of Total Base Salaries For Certificated Instructional Staff

*** Education Experience ***

Years of Service	Unavailable unless already reached by Jan. 1, 1992								MA+90 OR Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	
0	2,337	2,400	2,465	2,531	2,741	2,877	2,802	3,012	3,147
1	2,368	2,432	2,498	2,567	2,779	2,914	2,833	3,045	3,180
2	2,398	2,463	2,530	2,603	2,815	2,951	2,864	3,076	3,212
3	2,429	2,494	2,562	2,638	2,849	2,989	2,894	3,105	3,245
4	2,459	2,527	2,595	2,674	2,887	3,027	2,925	3,138	3,278
5	2,491	2,559	2,628	2,711	2,923	3,066	2,957	3,169	3,312
6	2,523	2,590	2,661	2,748	2,959	3,103	2,989	3,200	3,344
7	2,579	2,647	2,719	2,811	3,025	3,173	3,050	3,264	3,412
8	2,662	2,734	2,807	2,907	3,124	3,277	3,145	3,362	3,516
9		2,823	2,900	3,004	3,226	3,384	3,242	3,464	3,623
10			2,995	3,105	3,330	3,494	3,344	3,569	3,733
11				3,210	3,440	3,607	3,449	3,679	3,846
12				3,311	3,552	3,725	3,557	3,791	3,963
13					3,668	3,845	3,670	3,906	4,084
14					3,784	3,970	3,786	4,030	4,209
15					3,882	4,073	3,884	4,135	4,318
16 or more					3,960	4,155	3,962	4,217	4,404

*For credits earned after the BA degree but before the MA degree:
Any credits in excess of 45 may be counted after the MA degree.*

Appendix B-2

University Place School District
2018-19 UPEA MAXIMUM COMPENSATION
Table Of Total Base Salaries For Certificated Instructional Staff

*** Education Experience ***

Years of Service	Unavailable unless already reached by Jan. 1, 1992								MA+90 OR Ph.D.
	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	
0	49,072	50,397	51,770	53,147	57,563	60,407	58,833	63,249	66,096
1	49,732	51,076	52,467	53,903	58,365	61,194	59,487	63,949	66,776
2	50,361	51,718	53,124	54,671	59,121	61,979	60,145	64,594	67,453
3	51,010	52,380	53,800	55,397	59,838	62,765	60,769	65,207	68,136
4	51,646	53,076	54,505	56,157	60,624	63,573	61,424	65,891	68,841
5	52,303	53,740	55,183	56,927	61,377	64,385	62,089	66,541	69,548
6	52,978	54,384	55,876	57,707	62,136	65,160	62,770	67,200	70,222
7	54,165	55,591	57,103	59,034	63,529	66,636	64,047	68,540	71,649
8	55,902	57,406	58,954	61,044	65,600	68,821	66,055	70,612	73,832
9		59,286	60,910	63,076	67,738	71,069	68,086	72,750	76,081
10			62,889	65,212	69,936	73,378	70,224	74,949	78,389
11				67,410	72,237	75,748	72,422	77,250	80,759
12				69,539	74,600	78,216	74,707	79,612	83,229
13					77,021	80,745	77,072	82,033	85,756
14					79,454	83,368	79,507	84,625	88,381
15					81,521	85,537	81,573	86,825	90,679
16 or more					83,151	87,247	83,205	88,561	92,491
21 to 25					84,276	88,372	84,330	89,686	93,616
26 or more					85,401	89,497	85,455	90,811	94,741

*For credits earned after the BA degree but before the MA degree:
Any credits in excess of 45 may be counted after the MA degree.*