

Kennewick EA 2020-21 Base Salary

| Step | BA | BA+15 | BA+30 | BA+45 | BA+90/ MA | BA+135/ MA+45 | MA+90/DOC |
|-------------|-----------|--------------|--------------|--------------|------------------|--------------------------|------------------|
| 0 | \$51,376 | \$52,764 | \$54,203 | \$55,641 | \$61,594 | \$66,219 | \$69,198 |
| 1 | \$52,070 | \$53,478 | \$54,931 | \$56,437 | \$62,279 | \$66,953 | \$69,912 |
| 2 | \$52,727 | \$54,146 | \$55,620 | \$57,238 | \$62,971 | \$67,627 | \$70,622 |
| 3 | \$53,406 | \$54,838 | \$56,329 | \$57,998 | \$63,624 | \$68,268 | \$71,336 |
| 4 | \$54,073 | \$55,569 | \$57,063 | \$58,794 | \$64,308 | \$68,982 | \$72,076 |
| 5 | \$54,761 | \$56,263 | \$57,773 | \$59,602 | \$65,006 | \$69,666 | \$72,816 |
| 6 | \$55,466 | \$56,934 | \$58,502 | \$60,419 | \$65,721 | \$70,319 | \$73,519 |
| 7 | \$56,709 | \$58,203 | \$59,786 | \$61,805 | \$67,056 | \$71,757 | \$75,015 |
| 8 | \$58,528 | \$60,099 | \$61,724 | \$63,912 | \$69,157 | \$73,930 | \$77,316 |
| 9 | \$58,528 | \$62,068 | \$63,773 | \$66,039 | \$71,285 | \$76,164 | \$79,654 |
| 10 | \$58,528 | \$62,068 | \$65,844 | \$68,274 | \$73,519 | \$78,466 | \$82,068 |
| 11 | \$58,528 | \$62,068 | \$65,844 | \$70,575 | \$75,820 | \$80,876 | \$84,550 |
| 12 | \$58,528 | \$62,068 | \$65,844 | \$72,805 | \$78,215 | \$83,353 | \$87,139 |
| 13 | \$58,528 | \$62,068 | \$65,844 | \$72,805 | \$80,691 | \$85,886 | \$89,785 |
| 14 | \$58,528 | \$62,068 | \$65,844 | \$72,805 | \$83,239 | \$88,599 | \$92,528 |
| 15 | \$58,528 | \$62,068 | \$65,844 | \$72,805 | \$85,403 | \$90,900 | \$94,938 |
| 16 | \$58,528 | \$62,068 | \$65,844 | \$73,520 | \$89,606 | \$95,041 | \$95,041 |
| 17 | \$58,528 | \$62,068 | \$65,844 | \$73,520 | \$89,606 | \$95,041 | \$95,041 |
| 18+ | \$58,528 | \$62,068 | \$65,844 | \$74,910 | \$91,335 | \$95,041 | \$95,041 |

| Kennewick EA 2020-21 Time Days | | | | 7 Days | | | |
|--------------------------------|---------|---------|---------|---------|-----------|------------------|-----------|
| Step | BA | BA+15 | BA+30 | BA+45 | BA+90/ MA | BA+135/ MA+45 | MA+90/DOC |
| 0 | \$1,998 | \$2,052 | \$2,108 | \$2,164 | \$2,395 | \$2,575 | \$2,691 |
| 1 | \$2,025 | \$2,080 | \$2,136 | \$2,195 | \$2,422 | \$2,604 | \$2,719 |
| 2 | \$2,050 | \$2,106 | \$2,163 | \$2,226 | \$2,449 | \$2,630 | \$2,746 |
| 3 | \$2,077 | \$2,133 | \$2,191 | \$2,255 | \$2,474 | \$2,655 | \$2,774 |
| 4 | \$2,103 | \$2,161 | \$2,219 | \$2,286 | \$2,501 | \$2,683 | \$2,803 |
| 5 | \$2,130 | \$2,188 | \$2,247 | \$2,318 | \$2,528 | \$2,709 | \$2,832 |
| 6 | \$2,157 | \$2,214 | \$2,275 | \$2,350 | \$2,556 | \$2,735 | \$2,859 |
| 7 | \$2,205 | \$2,263 | \$2,325 | \$2,404 | \$2,608 | \$2,791 | \$2,917 |
| 8 | \$2,276 | \$2,337 | \$2,400 | \$2,485 | \$2,689 | \$2,875 | \$3,007 |
| 9 | \$2,276 | \$2,414 | \$2,480 | \$2,568 | \$2,772 | \$2,962 | \$3,098 |
| 10 | \$2,276 | \$2,414 | \$2,561 | \$2,655 | \$2,859 | \$3,051 | \$3,192 |
| 11 | \$2,276 | \$2,414 | \$2,561 | \$2,745 | \$2,949 | \$3,145 | \$3,288 |
| 12 | \$2,276 | \$2,414 | \$2,561 | \$2,831 | \$3,042 | \$3,242 | \$3,389 |
| 13 | \$2,276 | \$2,414 | \$2,561 | \$2,831 | \$3,138 | \$3,340 | \$3,492 |
| 14 | \$2,276 | \$2,414 | \$2,561 | \$2,831 | \$3,237 | \$3,446 | \$3,598 |
| 15 | \$2,276 | \$2,414 | \$2,561 | \$2,831 | \$3,321 | \$3,535 | \$3,692 |
| 16 | \$2,276 | \$2,414 | \$2,561 | \$2,859 | \$3,485 | \$3,696 | \$3,696 |
| 17 | \$2,276 | \$2,414 | \$2,561 | \$2,859 | \$3,485 | \$3,696 | \$3,696 |
| 18+ | \$2,276 | \$2,414 | \$2,561 | \$2,913 | \$3,552 | \$3,696 | \$3,696 |

| Kennewick EA 2020-21 Total Compensation | | | | | | | |
|---|----------|----------|----------|----------|-----------|------------------|-----------|
| Step | BA | BA+15 | BA+30 | BA+45 | BA+90/ MA | BA+135/ MA+45 | MA+90/DOC |
| 0 | \$53,374 | \$54,816 | \$56,311 | \$57,805 | \$63,989 | \$68,794 | \$71,889 |
| 1 | \$54,095 | \$55,558 | \$57,067 | \$58,632 | \$64,701 | \$69,557 | \$72,631 |
| 2 | \$54,777 | \$56,252 | \$57,783 | \$59,464 | \$65,420 | \$70,257 | \$73,368 |
| 3 | \$55,483 | \$56,971 | \$58,520 | \$60,253 | \$66,098 | \$70,923 | \$74,110 |
| 4 | \$56,176 | \$57,730 | \$59,282 | \$61,080 | \$66,809 | \$71,665 | \$74,879 |
| 5 | \$56,891 | \$58,451 | \$60,020 | \$61,920 | \$67,534 | \$72,375 | \$75,648 |
| 6 | \$57,623 | \$59,148 | \$60,777 | \$62,769 | \$68,277 | \$73,054 | \$76,378 |
| 7 | \$58,914 | \$60,466 | \$62,111 | \$64,209 | \$69,664 | \$74,548 | \$77,932 |
| 8 | \$60,804 | \$62,436 | \$64,124 | \$66,397 | \$71,846 | \$76,805 | \$80,323 |
| 9 | \$60,804 | \$64,482 | \$66,253 | \$68,607 | \$74,057 | \$79,126 | \$82,752 |
| 10 | \$60,804 | \$64,482 | \$68,405 | \$70,929 | \$76,378 | \$81,517 | \$85,260 |
| 11 | \$60,804 | \$64,482 | \$68,405 | \$73,320 | \$78,769 | \$84,021 | \$87,838 |
| 12 | \$60,804 | \$64,482 | \$68,405 | \$75,636 | \$81,257 | \$86,595 | \$90,528 |
| 13 | \$60,804 | \$64,482 | \$68,405 | \$75,636 | \$83,829 | \$89,226 | \$93,277 |
| 14 | \$60,804 | \$64,482 | \$68,405 | \$75,636 | \$86,476 | \$92,045 | \$96,126 |
| 15 | \$60,804 | \$64,482 | \$68,405 | \$75,636 | \$88,724 | \$94,435 | \$98,630 |
| 16 | \$60,804 | \$64,482 | \$68,405 | \$76,379 | \$93,091 | \$99,081 | \$103,480 |
| 17 | \$60,804 | \$64,482 | \$68,405 | \$76,379 | \$93,091 | \$99,081 | \$103,480 |
| 18+ | \$60,804 | \$64,482 | \$68,405 | \$77,823 | \$94,887 | \$100,993 | \$105,479 |

Due to maximum base salary of \$95,041, stipend amounts from the table below are added to 6 cells to bring them to a competitive salary.

| | |
|-----------------------------|---------|
| BA +135/MA +45, 16/17 Years | \$344 |
| BA+135/MA+45 18+ Years | \$2,256 |
| MA+90/DOC 16 Years | \$4,743 |
| MA+90/DOC 17 Years | \$4,743 |
| MA+90/DOC 18 Years | \$6,742 |