



## **Salary & Benefits / Tahoma School District Educational Support Associates 2020/2021**

Tahoma School District accepts documented years of service experience from schools and other equivalent non-school positions consistent with regulations for placement on salary schedules. The calculation shall be that one year of service in a non-school position counts as one year of service for salary placement.

Documented professional experience includes a Verification of Experience form filled out by each former employer. If the employing agency is no longer in business, we can use IRS W-2 forms, Tax Returns, Social Security Earnings Statement or pay stubs to verify past employment.

### **Standard Salary**

The 2020-2021 school year salary schedule is located on the last page of this publication. All certificated staff are paid a Standard Salary which is determined by education & experience. If you are contracted less than full time, the salary is adjusted (prorated FTE).

$$\text{Prorated FTE Calculation} = \text{Standard Salary} \times \text{FTE} = \text{Prorated Salary}$$

Full time employees work 183 days @ 7 hours per day. Salary is divided into 12 installments and paid on the last business day of each month.

### **Professional Learning & Enrichment Supplemental Contract**

All certificated staff receive a Professional Learning & Enrichment (PLE) Supplemental Contract. This supplemental contract is compensation for the many hours you spend outside the workday to complete your job. The compensation equates to 12.675 percent of your Standard Salary. The PLE schedule is listed below the Standard Salary on the schedule provided. This amount does not get prorated for part time staff.

$$\text{PLE Calculation} = \text{Standard Salary} \times .012675 = \text{PLE}$$

### **IEP Assessment Supplemental Contract**

Special education, SLP, OT/PT, and Psychologist staff receive a stipend in the amount of \$4,000 in recognition of the amount of additional time required for writing IEP's and assessments, participating in IEP meetings and/or evaluation meetings.

### **Other Supplemental Contracts and Additional Assignments**

Per the Collective Bargaining Agreement, supplemental contracts may be issued for:

- 10 Extended Days for School Psychologists
- District Sponsored In-Service Training
- Mentors
- District Leadership Needs
- Building Leadership Needs
- District Nurse Coordinator (10 Extended Days and stipend of \$1,117)
- Extended Days for School Counselors

### **Special Education Workload**

Overload assistance will be available as addressed in the Negotiated Agreement between the Tahoma School District and the Tahoma Education Association, Article V, A. 2. a.-f. Overload will be computed from the first day the overload existed.

### **ESA National Certification**

Beginning with the 2019-20 school year, the district will offer a \$2,500 stipend to Educational Support Associates covered by the bargaining agreement who attain national certification from the following national boards:

- Nationally Certified School Psychologist (NCSP)/National Association of School Psychologists (NASP)
- Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP) / American Speech Hearing Association (ASHA)
- Occupational Therapist Registered (OTR)/The National Board for Certification in Occupational Therapy (NBCOT)
- Physical Therapist passage of the National Physical Therapist Examination (NPTE) will be accepted in lieu of national certification.
- National Board Certified School Nurses (NBCSN)/The National Board for Certification of School Nurses (NBCSN)

### **Professional Development**

Clock Hours for courses provided by the Tahoma School District are FREE to all Tahoma employees!

### **Insurance Benefits**

Health insurance and other benefits are administered by the Washington State Health Care Authority (HCA)-School Employees Benefits Board (SEBB). School employees anticipated to work 630 hours during the school year are eligible for SEBB benefits. Tahoma School District pays the SEBB Funding Rate for each eligible employee and the current funding rate is \$1,000 per month. This contribution pays for the employee's medical (minus monthly premiums), dental, vision, basic long-term disability, basic life insurance, basic accidental death and dismemberment insurance.

Detailed benefit information can be found on the HCA-SEBB website:

<https://www.hca.wa.gov/employee-retiree-benefits/school-employees>

### **Supplemental Plans**

All employees are able to participate in the following supplemental plans:

- Metlife: Life Insurance and Accidental Death and Dismemberment Insurance
- The Standard: Long Term Disability Insurance
- Navia: Flexible Spending Arrangement (FSA) and Dependent Care Assistance Program (DCAP)

### **Optional Benefits**

All employees are eligible to participate in the following optional benefits plans:

- Unum: Long Term Care Insurance
- American Fidelity: Cancer Insurance, Accident Insurance, Critical Illness Insurance, Hospital Indemnity Insurance

## Paid Leaves

Each certificated employee shall be allocated twelve (12) days of annual leave for illness and non-illness purposes. Staff members working less than full time will receive prorated leave based on their FTE. Employees may use up to seven (7) days of their annual leave allotment in a given year for non-illness purposes.

## Travel

Mileage reimbursement is paid at the Federal rate if your job requires you to travel from site-to-site.

## Retirement

Employees are offered retirement plans by choice through the state Department of Retirement Services (DRS). <https://www.drs.wa.gov/>

## Staff Wellness Program

To promote healthy, active lifestyles, the district offers a FREE staff wellness program!

## 2020-2021 Salary Schedules:

BASE						
STEP	BA	BA+45	BA+90	MA	MA+45	MA+90/PhD
0	\$50,521	\$52,541	\$54,644	\$56,829	\$59,102	\$61,466
1	\$51,532	\$53,592	\$55,736	\$57,966	\$60,284	\$62,695
2	\$52,562	\$54,664	\$56,850	\$59,125	\$61,489	\$63,949
3	\$53,613	\$55,757	\$57,987	\$60,307	\$62,720	\$65,228
4	\$54,685	\$56,873	\$59,147	\$61,514	\$63,973	\$66,553
5	\$55,778	\$58,010	\$60,330	\$62,744	\$65,254	\$67,864
6	\$56,894	\$59,170	\$61,537	\$63,999	\$66,558	\$69,221
7	\$58,032	\$60,353	\$62,767	\$65,278	\$67,889	\$70,605
8	\$59,193	\$61,560	\$64,023	\$66,584	\$69,248	\$72,017
9	\$60,377	\$62,792	\$65,303	\$67,916	\$70,632	\$73,458
10	\$62,792	\$65,303	\$67,916	\$70,632	\$73,458	\$76,395
11		\$67,916	\$70,632	\$73,458	\$76,395	\$79,451
12		\$70,632	\$73,458	\$76,395	\$79,451	\$82,630
13			\$76,395	\$79,451	\$82,630	\$85,934
14			\$79,451	\$82,630	\$85,934	\$89,372
15			\$84,218	\$87,587	\$91,092	\$94,735
PLE						
STEP	BA	BA+45	BA+90	MA	MA+45	MA+90/PhD
0	\$6,404	\$6,660	\$6,926	\$7,203	\$7,491	\$7,791
1	\$6,532	\$6,793	\$7,065	\$7,347	\$7,641	\$7,947
2	\$6,662	\$6,929	\$7,206	\$7,494	\$7,794	\$8,106
3	\$6,795	\$7,067	\$7,350	\$7,644	\$7,950	\$8,268
4	\$6,931	\$7,209	\$7,497	\$7,797	\$8,109	\$8,433
5	\$7,070	\$7,353	\$7,647	\$7,953	\$8,271	\$8,602
6	\$7,211	\$7,500	\$7,800	\$8,112	\$8,436	\$8,774
7	\$7,356	\$7,650	\$7,956	\$8,274	\$8,605	\$8,949
8	\$7,503	\$7,803	\$8,115	\$8,440	\$8,777	\$9,128
9	\$7,653	\$7,959	\$8,277	\$8,608	\$8,953	\$9,311
10	\$7,959	\$8,277	\$8,608	\$8,953	\$9,311	\$9,683
11		\$8,608	\$8,953	\$9,311	\$9,683	\$10,070
12		\$8,953	\$9,311	\$9,683	\$10,070	\$10,473
13			\$9,683	\$10,070	\$10,473	\$10,892
14			\$10,070	\$10,473	\$10,892	\$11,328
15			\$10,675	\$11,102	\$11,546	\$12,008
TOTAL						
STEP	BA	BA+45	BA+90	MA	MA+45	MA+90/PhD
0	\$56,925	\$59,201	\$61,570	\$64,032	\$66,593	\$69,257
1	\$58,064	\$60,385	\$62,801	\$65,313	\$67,925	\$70,642
2	\$59,224	\$61,593	\$64,056	\$66,619	\$69,283	\$72,055
3	\$60,408	\$62,824	\$65,337	\$67,951	\$70,670	\$73,496
4	\$61,616	\$64,082	\$66,644	\$69,311	\$72,082	\$74,986
5	\$62,848	\$65,363	\$67,977	\$70,697	\$73,525	\$76,466
6	\$64,105	\$66,670	\$69,337	\$72,111	\$74,994	\$77,995
7	\$65,388	\$68,003	\$70,723	\$73,552	\$76,494	\$79,554
8	\$66,696	\$69,363	\$72,138	\$75,024	\$78,025	\$81,145
9	\$68,030	\$70,751	\$73,580	\$76,524	\$79,585	\$82,769
10	\$70,751	\$73,580	\$76,524	\$79,585	\$82,769	\$86,078
11		\$76,524	\$79,585	\$82,769	\$86,078	\$89,521
12		\$79,585	\$82,769	\$86,078	\$89,521	\$93,103
13			\$86,078	\$89,521	\$93,103	\$96,826
14			\$89,521	\$93,103	\$96,826	\$100,700
15			\$94,893	\$98,689	\$102,638	\$106,743

## Longevity

Staff with more than 20 and 25 years of experience (measured using the state rules for the SAM in 2017-18) will be paid the following additional amounts:

Years 20-24: \$2,000 per year

Years 25+ \$4,000 per year