

**APPENDIX A**  
**NORTH THURSTON PUBLIC SCHOOLS NO. 3**  
**2010-2011 TEACHER SALARY SCHEDULE**  
**180 DAYS**

Cert 1st/PD Days:

4

180.000

| <b>Years of Service</b> | <b>BA</b>                           | <b>BA+15</b>                        | <b>BA+30</b>                        | <b>BA+45</b>                        | <b>BA+90</b>                        | <b>BA+135</b>                       | <b>MA</b>                           | <b>MA+45</b>                        | <b>MA+90/<br/>Ph.D.</b>             |
|-------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| <b>0</b>                | <b>34,048</b><br>3,975.45<br>010001 | <b>34,968</b><br>4,082.84<br>010002 | <b>35,920</b><br>4,194.06<br>010003 | <b>36,875</b><br>4,305.57<br>010004 | <b>39,939</b><br>4,663.32<br>010005 | <b>41,913</b><br>4,893.75<br>010006 | <b>40,820</b><br>4,766.20<br>010007 | <b>43,885</b><br>5,124.01<br>010008 | <b>45,860</b><br>5,354.65<br>010009 |
| <b>1</b>                | <b>34,506</b><br>4,028.96<br>010101 | <b>35,439</b><br>4,137.82<br>010102 | <b>36,403</b><br>4,250.47<br>010103 | <b>37,400</b><br>4,366.87<br>010104 | <b>40,496</b><br>4,728.36<br>010105 | <b>42,459</b><br>4,957.54<br>010106 | <b>41,274</b><br>4,819.20<br>010107 | <b>44,370</b><br>5,180.68<br>010108 | <b>46,332</b><br>5,409.75<br>010109 |
| <b>2</b>                | <b>34,943</b><br>4,079.93<br>010201 | <b>35,884</b><br>4,189.84<br>010202 | <b>36,859</b><br>4,303.70<br>010203 | <b>37,933</b><br>4,429.09<br>010204 | <b>41,020</b><br>4,789.54<br>010205 | <b>43,004</b><br>5,021.12<br>010206 | <b>41,731</b><br>4,872.55<br>010207 | <b>44,818</b><br>5,232.97<br>010208 | <b>46,802</b><br>5,464.59<br>010209 |
| <b>3</b>                | <b>35,393</b><br>4,132.49<br>010301 | <b>36,343</b><br>4,243.43<br>010302 | <b>37,329</b><br>4,358.53<br>010303 | <b>38,437</b><br>4,487.89<br>010304 | <b>41,518</b><br>4,847.66<br>010305 | <b>43,549</b><br>5,084.80<br>010306 | <b>42,164</b><br>4,923.11<br>010307 | <b>45,243</b><br>5,282.61<br>010308 | <b>47,276</b><br>5,519.92<br>010309 |
| <b>4</b>                | <b>35,834</b><br>4,184.00<br>010401 | <b>36,826</b><br>4,299.84<br>010402 | <b>37,818</b><br>4,415.62<br>010403 | <b>38,964</b><br>4,549.46<br>010404 | <b>42,064</b><br>4,911.36<br>010405 | <b>44,110</b><br>5,150.25<br>010406 | <b>42,618</b><br>4,976.11<br>010407 | <b>45,718</b><br>5,338.01<br>010408 | <b>47,765</b><br>5,577.01<br>010409 |
| <b>5</b>                | <b>36,290</b><br>4,237.24<br>010501 | <b>37,287</b><br>4,353.64<br>010502 | <b>38,288</b><br>4,470.55<br>010503 | <b>39,498</b><br>4,611.83<br>010504 | <b>42,586</b><br>4,972.37<br>010505 | <b>44,673</b><br>5,216.03<br>010506 | <b>43,080</b><br>5,029.99<br>010507 | <b>46,169</b><br>5,390.68<br>010508 | <b>48,256</b><br>5,634.34<br>010509 |
| <b>6</b>                | <b>36,759</b><br>4,291.95<br>010601 | <b>37,734</b><br>4,405.80<br>010602 | <b>38,769</b><br>4,526.69<br>010603 | <b>40,039</b><br>4,675.00<br>010604 | <b>43,113</b><br>5,033.85<br>010605 | <b>45,211</b><br>5,278.81<br>010606 | <b>43,552</b><br>5,085.19<br>010607 | <b>46,626</b><br>5,444.06<br>010608 | <b>48,723</b><br>5,688.88<br>010609 |
| <b>7</b>                | <b>37,582</b><br>4,388.07<br>010701 | <b>38,572</b><br>4,503.64<br>010702 | <b>39,621</b><br>4,626.12<br>010703 | <b>40,960</b><br>4,782.51<br>010704 | <b>44,079</b><br>5,146.66<br>010705 | <b>46,235</b><br>5,398.39<br>010706 | <b>44,438</b><br>5,188.63<br>010707 | <b>47,556</b><br>5,552.64<br>010708 | <b>49,713</b><br>5,804.48<br>010709 |
| <b>8</b>                | <b>38,787</b><br>4,528.79<br>010801 | <b>39,831</b><br>4,650.65<br>010802 | <b>40,905</b><br>4,776.04<br>010803 | <b>42,355</b><br>4,945.38<br>010804 | <b>45,516</b><br>5,314.43<br>010805 | <b>47,751</b><br>5,575.42<br>010806 | <b>45,832</b><br>5,351.36<br>010807 | <b>48,994</b><br>5,720.52<br>010808 | <b>51,228</b><br>5,981.39<br>010809 |
| <b>9</b>                |                                     | <b>41,135</b><br>4,802.91<br>010902 | <b>42,262</b><br>4,934.53<br>010903 | <b>43,765</b><br>5,109.98<br>010904 | <b>46,999</b><br>5,487.63<br>010905 | <b>49,310</b><br>5,757.48<br>010906 | <b>47,241</b><br>5,515.83<br>010907 | <b>50,477</b><br>5,893.72<br>010908 | <b>52,788</b><br>6,163.57<br>010909 |
| <b>10</b>               |                                     |                                     | <b>43,635</b><br>5,094.86<br>011003 | <b>45,247</b><br>5,283.03<br>011004 | <b>48,524</b><br>5,665.69<br>011005 | <b>50,913</b><br>5,944.58<br>011006 | <b>48,724</b><br>5,689.03<br>011007 | <b>52,003</b><br>6,071.84<br>011008 | <b>54,390</b><br>6,350.56<br>011009 |
| <b>11</b>               |                                     |                                     |                                     | <b>46,772</b><br>5,461.12<br>011104 | <b>50,121</b><br>5,852.14<br>011105 | <b>52,557</b><br>6,136.59<br>011106 | <b>50,249</b><br>5,867.12<br>011107 | <b>53,599</b><br>6,258.27<br>011108 | <b>56,034</b><br>6,542.56<br>011109 |
| <b>12</b>               |                                     |                                     |                                     | <b>48,249</b><br>5,633.54<br>011204 | <b>51,761</b><br>6,043.61<br>011205 | <b>54,269</b><br>6,336.50<br>011206 | <b>51,835</b><br>6,052.24<br>011207 | <b>55,238</b><br>6,449.61<br>011208 | <b>57,748</b><br>6,742.65<br>011209 |
| <b>13</b>               |                                     |                                     |                                     |                                     | <b>53,440</b><br>6,239.70<br>011305 | <b>56,024</b><br>6,541.37<br>011306 | <b>53,476</b><br>6,243.85<br>011307 | <b>56,918</b><br>6,645.73<br>011308 | <b>59,501</b><br>6,947.34<br>011309 |
| <b>14</b>               |                                     |                                     |                                     |                                     | <b>55,128</b><br>6,436.77<br>011405 | <b>57,844</b><br>6,753.89<br>011406 | <b>55,165</b><br>6,441.10<br>011407 | <b>58,716</b><br>6,855.71<br>011408 | <b>61,322</b><br>7,159.99<br>011409 |
| <b>15</b>               |                                     |                                     |                                     |                                     | <b>56,563</b><br>6,604.27<br>011505 | <b>59,349</b><br>6,929.61<br>011506 | <b>56,599</b><br>6,608.51<br>011507 | <b>60,242</b><br>7,033.92<br>011508 | <b>62,917</b><br>7,346.17<br>011509 |
| <b>16-24</b>            |                                     |                                     |                                     |                                     | <b>57,693</b><br>6,736.28<br>011605 | <b>60,535</b><br>7,068.11<br>011606 | <b>57,731</b><br>6,740.66<br>011607 | <b>61,447</b><br>7,174.58<br>011608 | <b>64,174</b><br>7,493.01<br>011609 |
| <b>25+</b>              |                                     |                                     |                                     | <b>48,249</b><br>6,170.17<br>011204 | <b>57,693</b><br>7,377.95<br>011605 | <b>60,535</b><br>7,741.39<br>011606 | <b>57,731</b><br>7,382.75<br>011607 | <b>61,447</b><br>7,858.00<br>011608 | <b>64,174</b><br>8,206.76<br>011609 |

*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*

*\*Must have attained BA+135 prior to January 1, 1992, and reported previously on S275*