

FINAL Appendix E Certificated Stipend Salary 2025-26

STIPEND TITLE	Job Code	SAP Title	Commitment Item	PSFT Earn Code	2025-2026 Annual Amount	2025-2026 Monthly Amount	Duty Code
Note: Requested stipend payments must match the amount on the stipend salary schedule (or proportion thereof) and not rounded.							
INTRAMURALS ELEM		Intramurals Elem Stipend	20220420	1320	\$2,573.04	\$257.30	311
INTRAMURALS SEC		Intramurals Secondary Sti	20220421	1321	\$2,706.82	\$270.68	321
CURRICULAR (DISCRETIONARY) (CERTIFICATED) (SUBJECT TO TWO STIPEND MAXIMUM)							
BUILDING LEADERSHIP TEAM		Building Leadership Team	20220543	1442	\$4,060.03	\$406.00	**321(Sec.) 311(Elem.)
BUILDING SAFETY COMMITTEE		SftyCmte	20220649	1573	\$2,000.00	\$200.00	
DEPT HEAD I: 30 or more classes or 7 or more FTE's		Dept Head I Stipend	20220500	1400	\$3,897.59	\$389.76	401
DEPT HEAD II: 16-29 classes or 4-6 FTE's		Dept Head II Stipend	20220501	1401	\$3,261.26	\$326.13	401
DEPT HEAD III: 6-15 classes or 2-3 FTE's		Dept Head III Stipend	20220502	1402	\$2,798.44	\$279.84	401
DEPT HEAD IV: 1-5 classes or 0.2-1 FTE		Dept Head IV Stipend	20220503	1403	\$1,818.64	\$181.86	401
Note: The Ell Dept. Head stipend amount is based on the # of adults (Classified & Certificated) working in the ELL Program at the School, not FTE.							
ELEM CURRICULUM		Elem Curriculum Stipend	20220504	1404	\$2,054.90	\$205.49	401
ELEM INSTRUCTION		Elem Instruction Stipend	20220505	1405	\$2,054.90	\$205.49	311
ELEM MUSIC (CHORAL)		Elem Choral Music Stipend	20220506	1406	\$1,197.96	\$119.80	311
INSTRUCTIONAL LIAISON		Instructional Liaison Stip	20220508	1407	\$2,054.90	\$205.49	311
SUBJECT MATTER SPECIALIST I (6.1 or more FTEs)		Subj Matt Spec I Stipend	20220511	1410	\$2,321.20	\$232.12	401
SUBJECT MATTER SPECIALIST II (4.1-6.0 FTEs)		Subj Matt Spec II Stipend	20220512	1411	\$1,866.84	\$186.68	401
SUBJECT MATTER SPECIALIST III (2.0-4.0 FTEs)		Subj Matt Spec III Stip	20220513	1412	\$1,581.20	\$158.12	401
SUBJECT MATTER SPECIALIST IV (.2-2.0 FTEs)		Subj Matt Spec IV Stip	20220514	1413	\$1,464.31	\$146.43	401
TEAM LEADER I: 7 or more FTE's		Team Leader I Stipend	20220515	1414	\$3,897.59	\$389.76	401
TEAM LEADER II: 4-6 FTE's		Team Leader II Stipend	20220516	1415	\$3,261.26	\$326.13	401
TEAM LEADER III: 2-3 FTE's		Team Leader III Stipend	20220517	1416	\$2,798.44	\$279.84	401
TEAM LEADER IV: 0.2-1 FTE		Team Leader IV Stipend	20220518	1417	\$1,818.64	\$181.86	401
EDUCATIONAL TECH LEADER I (Elem Level)		Education Tech Leader I	20220547	1446	\$2,054.90	\$205.49	401
EDUCATIONAL TECH LEADER I (Sec Level)		Education Tech Leader II	20220548	1447	\$2,321.20	\$232.12	401
CHEMICAL HYGIENE OFFICER I		Chemical Hygiene Off I	20220555	1454	\$1,567.96	\$156.80	401
CHEMICAL HYGIENE OFFICER II		Chemical Hygiene Off II	20220556	1455	\$1,306.43	\$130.64	401
CHEMICAL HYGIENE OFFICER III		Chemical Hygiene Off III	20220557	1456	\$979.83	\$97.98	401
TEACHER ADVISORY COUNCIL		TeacherAdvisCouncil	20220564	1525	\$1,154.40	\$115.44	311
TEEN TRUANCY BOARD ADVISOR		Teen TruancyBdAdvsr	20220566	1530	\$2,308.79	\$230.88	311
ETHNIC STUDIES CURRICULUM WRITER		Subj Matt Spec III Stip	20220513	1412	\$1,581.20	\$158.12	401
HEAD COUNSELOR		Head Counselor Stipend	20220520	1419	\$3,467.36	\$346.74	421
SVCS CONSULT I	Headstart & Interagency are currently using this stipend		20220521	1420	\$1,818.64	\$181.86	401
SVCS CONSULT II			20220522	1421	\$3,897.59	\$389.76	401
SVCS CONSULT III			20220523	1422	\$5,856.03	\$585.60	401

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<u>CURRICULAR (associated with a job code) SUBJECT TO TWO STIPEND MAXIMUM</u>							
Counselor							
Counselor Special Assignment	15022830	Counselor SpecAssign	20210618	1520	\$3,467.36	\$346.74	421
Head Teacher/House Administrator/Dean of Students							
Dean of Students	15001438	Dean of Students	20210537	1436	\$3,897.59	\$389.76	401
Head Teacher I	15001689	Head Teacher I Stipend	20210525	1424	\$3,897.59	\$389.76	401
House Administrator	15001700	House Administrator Stip	20210526	1425	\$3,897.59	\$389.76	401
Teacher-Science/Resource	15001201	Science/Resource Stip	20210542	1441	\$3,897.59	\$389.76	401
District Assessment Coordinator-Student Data Platforms	15023957	Assessmnt Tstg Supp Spec	20210535	1434	\$3,897.59	\$389.76	401
District Assessment Coordinator	15001038	Assessmnt Tstg Supp Spec	20210535	1434	\$3,897.59	\$389.76	401
<u>CAREER LADDER POSITIONS (ARTICLE IV, Cert CBA)</u>							
Building-based Career Ladder Positions							
Content Demonstration Teacher	15020926	Content Demo CLT	20210615	1559	\$3,470.76	\$347.08	401
Teacher Leadership Cadre (formerly CLT)	Varies	Tchr/ESA LdrshpCadre	20210615	1558	\$3,470.76	\$347.08	401
Educator Leadership Cadre (ESAs)	Varies	Tchr/ESA LdrshpCadre	20210615	1558	\$3,470.76	\$347.08	401
Seattle Teaching 201 Facilitator	Varies	ST201FAC	20220573	1619	\$3,470.76	\$347.08	401
<i>* no more than two employees can share a CL stipend per building</i>							
<i>** includes SpEd positions of OT/PT, Psychologist, Speech Language Pathologist, and ESAs as eligible for CL stipends</i>							
<i>*** no new Master CLT position will be hired after the 2018-2019 school year</i>							
Academic Coaches							
Prof Development School Coach	15001760		20210551	1445	\$2,054.90	\$205.49	401
Reading First Coach	15001785	Sch-Based Prof Dev Coach	20210550	1449	\$2,054.90	\$205.49	401
School-Based Prof Dev School Coach	15001765	Sch-Based Prof Dev Coach	20210551	1450	\$2,054.90	\$205.49	401
Professional Learning Communities Coach	15023855	Sch-Based Prof Dev Coach	20210551	1450	\$2,054.90	\$205.49	401
Consulting Teachers							
Advanced Learning Consulting Teacher	15001037	Advanced Lrng Cnslt Tchr	20210553	1452	\$7,055.18	\$705.52	401
Student Support Svc-Consulting Teacher	15001826	Student Spprt Svc Conslt	20210536	1435	\$7,055.18	\$705.52	401
Student Support Svc-Consulting Teacher-SED	15023810	Student Spprt Svc Conslt	20210536	1435	\$7,055.18	\$705.52	401
School Improvement Consulting Teacher	15001266	Student Spprt Svc Conslt	20210536	1435	\$7,055.18	\$705.52	401
International Educ Consulting Teacher	15020151	Student Spprt Svc Conslt	20210536	1435	\$7,055.18	\$705.52	401
Digital Learning Instructional Support	15001702		20210527	1426	\$7,055.18	\$705.52	401
Instructional Support Resources Teacher-Spec Ed	15024131	Inst Supt/Res Teacher Sti	20210527	1426	\$7,055.18	\$705.52	401
Curriculum Specialists							
Curriculum Specialist	15001430	Curriculum Spec	20210524	1423	\$7,055.18	\$705.52	401
Early Childhood Literacy Specialist	15001276	Early Childhood Spec	20210552	1451	\$7,055.18	\$705.52	401
Equity & Race Relations Specialist	15001762	Equity/Race Relatns Spec	20210554	1453	\$7,055.18	\$705.52	401
School to Work Specialist	15001802	School to Work Spec Stip	20210529	1428	\$7,055.18	\$705.52	401
SPED Program Specialists							
SPED Early Childhood Specialist	15023112	Early Childhood Spec	20210627	1533	\$7,060.48	\$706.05	401
SPED Private Schools Program Specialist	15023115	Priv Schl Prgm Spec	20210629	1535	\$7,060.48	\$706.05	401
SPED Program Specialist	15023111	Program Specialist	20210628	1534	\$7,060.48	\$706.05	401
Advanced Learning Program Specialist	15023931	Program Specialist	20210628	1534	\$7,060.48	\$706.05	401

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Career Ladder/Professional Development							
Evaluation Support Consulting Teacher	15020885	HR Consulting Teachr	20210532	1531	\$7,953.08	\$795.31	401
Star Consultant Teacher	15001834	PGES Consulting Teacher	20210531	1430	\$7,953.08	\$795.31	401
Career Ladder Program Coordinator	15020958	CLT Program Coord	20210614	1458	\$7,953.08	\$795.31	401
TPEP-Teacher Prof Development Specialist	15023529	TPEP Specialist	20210635	1557	\$7,953.08	\$795.31	400
Instructional Services Academic Coaches							
Instructional Services School Coach (ELL, C&I, Bilingual)	15001817	Inst'l Svc School Coach	20210549	1448	\$7,055.18	\$705.52	401
Instructional Services Music Coach	15001824	Inst'l Svc School Coach	20210549	1448	\$7,055.18	\$705.52	401
Early Learning Professional Dev School Coach	15020803	Inst'l Svc School Coach	20210549	1448	\$7,055.18	\$705.52	401
*Note: Different Job Codes							
Inst. Svc. School Coach (C&I)	15001818	Inst'l Svc School Coach	20210549	1448	\$7,055.18	\$705.52	401
Instr Serv Bilingual School Coach	15001819	Inst'l Svc School Coach	20210549	1448	\$7,055.18	\$705.52	401
Instruction Services PE Coach	15023279	Inst'l Svc School Coach	20210549	1448	\$7,055.18	\$705.52	401
Other Curriculum/Program Coordinators							
Native American Education Intervention Coordinator	15020828	NAE Intv Coord	20210630	1536	\$7,055.18	\$705.52	401
Prevention Intervention Support Consultant	15023004	CareerLadderPDS	20210626	1532	\$7,055.18	\$705.52	401
Activity Coordinator	15001036	Activity Coordinator Stip	20210600	1500	\$7,055.18	\$705.52	511
Coordinator, College & Career Readiness	15020758	High School Specialist	20210549	1457	\$7,055.18	\$705.52	401
Assessment Development Specialist	15023005	Assessmt Dev Spec	20210622	1528	\$7,953.12	\$795.31	401
School Nurse Coordinator	15023032	SchoolNurseCoord	20210623	1529	\$7,953.08	\$795.31	401
PAR/PGES Coordinator	15024002	PAR/PGES Coordinator	20210623	1562	\$7,953.08	\$795.31	401
Race and Equity Stipends							
Equity Team	job codes vary	(split amongst team members)	20220632	1554	\$4,060.03	\$406.00	401
Partner of Race & Equity	(SEA paid)	Partner of Race & Equity	20220636	1561	\$2,690.51	\$269.05	401
Program Stipends - one time annual payment		(contingent upon completion of scope of work)					
Ethnic Studies Curriculum Stipend	job codes vary	equitable to Subj Matt Spec III Stip	20220513	1412	\$1,581.20	\$158.12	401
PAR Panel Member	job codes vary	PAR Panel	20220641	1566	\$3,766.72	\$376.67	401
PAR Panel Co-Chair	job codes vary	ParChair	20220650	1571	\$4,794.98	\$479.50	401
Science Materials Coordinator	job codes vary	SciMtrls	20220648	1572	\$745.89	\$74.59	401
IEP Compliance				1563			401
504 Compliance			20220617	1576			401
ELL/DLL New Endorsements (1/3 of stipend each year for three years)			20220616	1575	\$2,000.00		401
NEW - ELL/DLL Current Endorsements			20220616	1575	\$1,000.00	\$100.00	NEW
PROFESSIONAL CERTIFICATION							
Professional Certificates (ESA)		ESA Professional Certification		1517	\$1,500.00	\$150.00	
National Standards Certificate Bonus	first year 60%	Nat'l Standrds Cert Bonus		1443	\$6,019.00	\$601.90	**321(Sec.) 311(Elem.)
Challenging High-Poverty Schools Bonus	first year 60%			1443	\$5,000.00	\$500.00	

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EXTRA CURRICULAR (Discretionary)		<i>Not counted toward two maximum</i>					
ANNUAL		Annual Stipend	20220601	1501	\$2,660.10	\$266.01	321
BUILDING COORDINATOR ATHLETICS		Bldg Coordinatior Athletic	20220613	1513	\$1,955.55	\$195.56	321
DEBATE		Debate Stipend	20220602	1502	\$1,481.18	\$148.12	321
ELEM RECREATIONAL		Elem Recreational Stip	20220603	1503	\$1,981.82	\$198.18	311
ELEM SCH/HOME/COMM COORD			20220604	1504	\$1,981.82	\$198.18	311
NEWSPAPER		Newspaper Stipend	20220605	1505	\$2,660.10	\$266.01	321
SAFETY PATROL		Safety Patrol Stipend	20220606	1506	\$1,408.99	\$140.90	311
SENIOR CLASS ADVISOR		Senior Class Advisor Stip	20220607	1507	\$1,594.35	\$159.44	321
STOCKROOM		Stockroom Stipend	20220608	1508	\$2,520.30	\$252.03	321
BAND		Band Stipend	20220609	1509	\$1,829.21	\$182.92	321
CHORAL	} Secondary Schools with less than 1500-students	Choral Stipend	20220610	1510	\$1,829.21	\$182.92	321
THEATRE		Drama Stipend	20220611	1511	\$1,829.21	\$182.92	321
ORCHESTRA		Orchestra Stipend	20220612	1512	\$1,829.21	\$182.92	321
BAND			20220609	1509	\$2,468.87	\$246.89	321
CHORAL	} Secondary Schools with 1500+ students		20220610	1510	\$2,468.87	\$246.89	321
THEATRE			20220611	1511	\$2,968.87	\$296.89	321
ORCHESTRA			20220612	1512	\$2,468.87	\$246.89	321
THEATRE PRODUCTION ASSISTANT			202220615	1574	\$1,511.23	\$151.12	321
ARTICLE IV: PROVISIONS FOR COMPENSATION AND WORK HOURS							
No employee may have more than two (2) compensated supplemental assignments except as provided in b) below. Assignments shall not have overlapping times, except department heads may have an overlapping compensated supplemental assignment for one (1) sports season during the school year.							
a. Any employee who has more than two (2) compensated supplemental assignments shall submit to the building principal/program manager a list of those compensated supplemental assignments which the employee currently holds, in preference order.							
b. The building principal/program manager shall attempt to reallocate compensated supplemental assignments other than the top two (2) selected by the employee. If no qualified employee in the building who is eligible to hold a supplemental assignment is willing to accept the assignment, the assignment shall be returned to the employee currently holding that assignment.							
Rates effective 2022-2025, the term of the CBA, with 5.5% effective 2022-2023							
Other stipends, individual-based:							
Certificated Supplemental Compensation (>1.0 contract) WT 1418							
Early Resignation Incentive							
Hard to Fill Bonus (Special Education) WT 1539							
Equity Team (per diem rate)							
Seattle Teacher Residency (STR) Mentor							
WIDA Test Coordinator - \$500 per building - see CBA for details WT 1460							