

**Washington State**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
0								
01	55,537.527	4,676,566,394	84,206	444,472,332	8,003	682,685,530	12,292	23.28
02	1,364.321	108,308,219	79,386	7,666,665	5,619	14,581,973	10,688	21.82
03	60.325	5,141,717	85,234	445,931	7,392	732,472	12,142	22.58
11				3,000				
12	138.342	10,082,731	72,883	2,871,373	20,756	1,690,104	12,217	24.21
13				194,576				
14				300,778				
21	10,195.175	812,960,324	79,740	81,178,098	7,962	125,262,603	12,286	23.36
22	10.310	874,969	84,866	32,835	3,185	145,596	14,122	18.14
24	982.040	80,733,809	82,210	7,664,863	7,805	11,945,827	12,164	23.31
26	9.583	797,711	83,242	91,402	9,538	115,308	12,033	24.17
29	18.115	1,714,898	94,667	14,960	826	252,589	13,944	14.47
31	2,978.818	243,537,871	81,757	26,729,928	8,973	37,215,250	12,493	22.84
34	566.780	47,429,078	83,682	4,365,211	7,702	6,924,738	12,218	22.92
38	4.381	358,772	81,893	59,880	13,668	52,932	12,082	20.83
45	231.075	18,392,895	79,597	2,103,032	9,101	2,801,683	12,125	23.55
46	0.400	36,151	90,378	4,468	11,170	4,800	12,000	23.27
51	1,081.037	92,322,429	85,402	7,904,002	7,311	13,530,653	12,516	22.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
52	164.158	14,966,618	91,172	2,338,686	14,247	2,013,696	12,267	22.44
53	30.936	2,578,846	83,361	132,576	4,285	400,958	12,961	22.70
55	1,992.525	170,133,801	85,386	13,592,288	6,822	25,136,747	12,616	23.15
56	52.146	4,501,485	86,325	507,674	9,736	633,907	12,156	21.85
57	4.709	385,860	81,941	39,141	8,312	56,508	12,000	22.13
58	43.310	4,165,834	96,186	35,208,830	812,949	547,661	12,645	21.97
59	1.000	85,405	85,405	7,078	7,078	12,982	12,982	22.22
61	9.613	828,058	86,139	81,041	8,430	115,486	12,014	24.39
62	0.250	35,906	143,624			3,000	12,000	22.98
64	53.471	4,786,185	89,510	680,914	12,734	678,955	12,698	22.83
65	1,143.504	95,052,859	83,124	9,840,054	8,605	14,250,559	12,462	23.13
68	22.452	1,886,654	84,031	10,538	469	269,276	11,993	17.70
69	11.418	860,808	75,390	150,221	13,157	143,666	12,582	22.17
71	0.894	70,065	78,372	93,007	104,035	16,728	18,711	18.06
73	0.200	20,104	100,520	275,232	1,376,160	2,400	12,000	22.97
74	251.507	21,904,398	87,093	2,156,014	8,572	3,066,738	12,193	23.37
76	8.131	609,270	74,932	73,606	9,053	104,938	12,906	23.88
78	1.400	117,666	84,047	9,341	6,672	15,886	11,347	22.87
79	204.613	16,853,642	82,368	6,239,373	30,494	2,550,048	12,463	24.11
86	1.450	151,772	104,670	18,929	13,054	15,000	10,345	21.78

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
88	61.852	5,001,813	80,867	492,699	7,966	759,861	12,285	22.92
89	14.186	1,433,831	101,074	140,422	9,899	174,448	12,297	23.28
97	429.995	69,429,433	161,466	5,663,178	13,170	5,316,071	12,363	20.06
98	0.950	142,523	150,024	1,973	2,077	10,284	10,825	22.69
99	5.190	703,603	135,569	51,962	10,012	59,333	11,432	20.84
CP	24.349	3,002,489	123,311	224,643	9,226	297,980	12,238	21.51
SB				2,177				
K-12 Program 02 Instructional	1,275.763	96,963,256	76,004	1,591,958	1,248	13,537,148	10,611	21.74
Program 21 Instructional	9,751.664	762,978,990	78,241	79,134,585	8,115	120,953,055	12,403	23.38
Program 21 Administrative	298.445	40,952,291	137,219	1,095,548	3,671	3,632,481	12,171	22.54
K-12 Program 21 Instructional	9,019.684	705,722,796	78,243	5,836,195	647	111,801,582	12,395	23.38
Program 26, 56, and 59 Instructional	56.571	4,494,767	79,454	535,129	9,459	688,301	12,167	22.35
Program 26, 56, and 59 Administrative	6.158	889,834	144,500	15,444	2,508	73,896	12,000	21.14
Program 31 Instructional	2,874.952	229,136,287	79,701	26,030,471	9,054	35,921,874	12,495	22.88
Program 31 Administrative	102.864	14,330,473	139,315	394,721	3,837	1,275,772	12,403	22.13
Program 34 Instructional	542.649	44,267,364	81,576	4,206,635	7,752	6,637,725	12,232	22.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Administrative	22.686	3,136,771	138,269	80,636	3,554	276,910	12,206	22.25
K-3 BEA Instructional	20,634.603	1,621,997,131	78,606	15,343,656	744	254,097,076	12,314	23.60
4-6 BEA Instructional	11,060.375	879,287,119	79,499	6,527,100	590	135,508,005	12,252	23.51
7-8 BEA Instructional	8,882.095	718,006,359	80,838	7,925,281	892	108,979,421	12,270	23.27
9-12 BEA Instructional	15,672.201	1,285,914,372	82,051	17,994,286	1,148	193,899,764	12,372	22.96
K-12 BEA Instructional	56,250.274	4,505,300,022	80,094	48,205,641	857	692,496,265	12,311	23.34
K-12 BEA Administrative	896.275	118,631,554	132,361	1,849,196	2,063	10,932,871	12,198	22.43
BEA	61,168.841	5,168,805,607	84,501	491,446,277	8,034	750,257,717	12,265	23.18
Instructional	72,082.684	5,771,129,470	80,063	626,926,807	8,697	889,313,162	12,337	23.33
Administrative	5,034.505	706,569,308	140,345	21,891,397	4,348	61,493,583	12,214	22.21
Other	214.458	17,089,676	79,688	3,140,435	14,644	2,572,498	11,995	21.96
Active	77,331.647	6,494,788,454	83,986	651,958,639	8,431	953,379,243	12,328	23.21
K-12 Program 21 Contracted	115.360	7,146,791	61,952			371,402	3,220	36.62
K-12 BEA Contracted	187.810	10,001,604	53,254					
On Leave	65.531	6,126,308	93,487	12,134,534	185,172	826,530	12,613	23.49
Certificated Total	77,712.438	6,518,966,896	83,886	664,093,173	8,546	954,595,175	12,284	23.20
Instructional for Funding Purposes	72,341.373	5,784,686,837	79,964	626,391,678	8,659	889,014,262	12,289	23.31

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	72,026.113	5,766,634,703	80,063	626,391,678	8,697	888,624,860	12,338	23.33

**Aberdeen School District (14005)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	127.153	10,909,969	85,802	445,512	3,504	1,544,640	12,148	23.01
02	0.220	18,931	86,050			2,640	12,000	19.29
21	28.700	2,561,296	89,244	67,202	2,342	248,400	8,655	23.17
24	6.030	659,859	109,429	9,509	1,577	36,360	6,030	22.38
31	9.445	820,030	86,822	41,278	4,370	127,680	13,518	22.64
34	1.400	123,939	88,528	3,436	2,454	16,800	12,000	23.35
45	2.005	161,513	80,555	14,429	7,197	26,760	13,347	22.24
51	7.490	640,225	85,477	20,163	2,692	89,880	12,000	22.97
52				67,081				
55	7.950	695,621	87,499	27,137	3,413	95,400	12,000	22.40
56	1.250	126,887	101,510	1,622	1,298	15,000	12,000	20.73
58				240,389				
65	1.960	169,818	86,642	4,915	2,508	23,520	12,000	23.18
74	0.480	51,549	107,394	3,829	7,977	5,760	12,000	20.33
88	5.930	513,902	86,661	7,684	1,296	71,160	12,000	22.89
97	1.000	170,440	170,440	22,023	22,023	12,000	12,000	19.62
K-12 Program 02 Instructional	0.220	18,931	86,050			2,640	12,000	19.29
Program 21 Instructional	19.700	1,632,448	82,865	59,303	3,010	236,400	12,000	23.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	117,802	117,802			12,000	12,000	23.05
K-12 Program 21 Instructional	18.000	1,471,957	81,775	915	51	216,000	12,000	23.14
Program 26, 56, and 59 Instructional	1.000	97,294	97,294	1,622	1,622	12,000	12,000	20.64
Program 26, 56, and 59 Administrative	0.250	29,593	118,372			3,000	12,000	21.01
Program 31 Instructional	8.645	732,415	84,721	36,874	4,265	118,080	13,659	22.67
Program 31 Administrative	0.800	87,615	109,519			9,600	12,000	22.35
Program 34 Instructional	1.200	102,035	85,029	2,388	1,990	14,400	12,000	23.57
Program 34 Administrative	0.200	21,904	109,520			2,400	12,000	22.35
K-3 BEA Instructional	53.320	4,400,369	82,528			639,840	12,000	23.57
4-6 BEA Instructional	16.803	1,358,820	80,868	390	23	209,640	12,476	22.90
7-8 BEA Instructional	23.820	1,992,540	83,650	6,686	281	285,840	12,000	23.34
9-12 BEA Instructional	36.690	3,173,429	86,493	4,441	121	457,320	12,464	22.55
K-12 BEA Instructional	130.633	10,925,158	83,632	16,611	127	1,592,640	12,192	23.13
K-12 BEA Administrative	1.000	106,577	106,577			12,000	12,000	18.19
BEA	141.223	12,204,822	86,422	526,678	3,729	1,730,520	12,254	22.92

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	177.163	14,884,261	84,015	683,838	3,860	2,151,000	12,141	23.05
Administrative	12.250	1,488,024	121,471	930	76	153,000	12,490	21.22
Other				4,215				
Active	189.413	16,372,285	86,437	688,983	3,637	2,304,000	12,164	22.88
K-12 Program 21 Contracted	8.000	811,046	101,381					
On Leave	0.600	58,376	97,293	287,226	478,710	12,000	20,000	27.64
Certificated Total	201.013	17,623,979	87,676	976,209	4,856	2,316,000	11,522	22.89
Instructional for Funding Purposes	187.163	15,980,285	85,382	682,216	3,645	2,139,000	11,429	23.07
Instructional for Compliance Purposes	176.163	14,786,967	83,939	682,216	3,873	2,139,000	12,142	23.07



**Adna School District (21226)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	33.080	2,582,110	78,057	108,937	3,293	406,716	12,295	23.41
21	2.500	152,247	60,899			36,000	14,400	23.95
31	2.270	171,460	75,533	15,160	6,678	27,240	12,000	22.96
34	0.700	54,470	77,814	1,780	2,543	8,400	12,000	23.08
51	0.375	27,467	73,245			9,000	24,000	22.43
52				5,200				
55	0.295	23,107	78,329			5,040	17,085	22.65
58				23,972				
74				7,800				
97	0.600	93,137	155,228			12,000	20,000	8.31
Program 21 Instructional	2.500	152,247	60,899			36,000	14,400	23.95
K-12 Program 21 Instructional	2.500	152,247	60,899			36,000	14,400	23.95
Program 31 Instructional	2.270	171,460	75,533	8,120	3,577	27,240	12,000	22.96
Program 31 Administrative				7,040				
Program 34 Instructional	0.700	54,470	77,814	1,780	2,543	8,400	12,000	23.08
K-3 BEA Instructional	9.498	699,353	73,632	33,300	3,506	113,976	12,000	23.56
4-6 BEA Instructional	5.042	354,033	70,217	4,101	813	64,380	12,769	23.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	2.700	207,796	76,961	6,266	2,321	34,320	12,711	23.99
9-12 BEA Instructional	16.810	1,315,996	78,286	58,190	3,462	205,680	12,236	23.28
K-12 BEA Instructional	34.050	2,577,178	75,688	101,857	2,991	418,356	12,287	23.46
BEA	36.650	2,901,177	79,159	125,877	3,435	454,356	12,397	22.89
Instructional	37.220	2,779,999	74,691	143,919	3,867	468,396	12,585	23.46
Administrative	2.600	323,999	124,615	13,440	5,169	36,000	13,846	18.39
Other				5,490				
Active	39.820	3,103,998	77,951	162,849	4,090	504,396	12,667	22.94
Certificated Total	39.820	3,103,998	77,951	162,849	4,090	504,396	12,667	22.94
Instructional for Funding Purposes	37.220	2,779,999	74,691	143,919	3,867	468,396	12,585	23.46
Instructional for Compliance Purposes	37.220	2,779,999	74,691	143,919	3,867	468,396	12,585	23.46

**Almira School District (22017)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.857	515,857	58,243	2,500	282	94,284	10,645	23.92
21	1.000	43,020	43,020			12,000	12,000	24.14
31				500				
51	0.143	11,441	80,007			1,716	12,000	23.80
97				1,710				
Program 21 Instructional	1.000	43,020	43,020			12,000	12,000	24.14
K-12 Program 21 Instructional	1.000	43,020	43,020			12,000	12,000	24.14
Program 31 Instructional				500				
K-3 BEA Instructional	3.000	140,822	46,941			36,000	12,000	24.08
4-6 BEA Instructional	2.000	127,764	63,882	1,250	625	12,000	6,000	23.89
7-8 BEA Instructional	3.857	247,271	64,110			46,284	12,000	23.84
K-12 BEA Instructional	8.857	515,857	58,243	1,250	141	94,284	10,645	23.92
BEA	8.857	515,857	58,243	4,710	532	94,284	10,645	23.92
Instructional	10.000	570,318	57,032	3,000	300	108,000	10,800	23.93
Administrative				1,710				
Active	10.000	570,318	57,032	4,710	471	108,000	10,800	23.93
Certificated Total	10.000	570,318	57,032	4,710	471	108,000	10,800	23.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	10.000	570,318	57,032	3,000	300	108,000	10,800	23.93
Instructional for Compliance Purposes	10.000	570,318	57,032	3,000	300	108,000	10,800	23.93

**Anacortes School District (29103)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	144.602	13,266,899	91,748	748,993	5,180	1,762,428	12,188	22.47
02	2.000	168,862	84,431			24,000	12,000	23.05
21	20.181	1,890,292	93,667	8,661	429	245,892	12,184	22.93
22	1.700	158,393	93,172			24,000	14,118	26.13
24	0.700	55,794	79,706			8,400	12,000	23.47
31	6.178	508,656	82,333	19,528	3,161	74,136	12,000	22.10
34	0.200	20,847	104,235			2,400	12,000	21.67
51	2.000	153,657	76,829			24,000	12,000	22.90
55	0.750	97,500	130,000			9,000	12,000	22.40
65	0.300	23,912	79,707			3,600	12,000	23.47
74	0.500	42,332	84,664			6,000	12,000	23.59
97	1.000	199,000	199,000	5,000	5,000	12,000	12,000	20.75
K-12 Program 02 Instructional	2.000	168,862	84,431			24,000	12,000	23.05
Program 21 Instructional	18.700	1,677,090	89,684	8,661	463	227,928	12,189	23.04
Program 21 Administrative	1.481	213,202	143,958			17,964	12,130	22.02
K-12 Program 21 Instructional	16.800	1,509,632	89,859			205,193	12,214	23.13
Program 31 Instructional	5.845	473,945	81,086	2,121	363	70,140	12,000	22.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.333	34,711	104,237	17,407	52,273	3,996	12,000	22.15
Program 34 Instructional	0.200	20,847	104,235			2,400	12,000	21.67
K-3 BEA Instructional	51.231	4,510,806	88,048			627,972	12,258	22.73
4-6 BEA Instructional	22.169	1,790,328	80,758			266,028	12,000	22.84
7-8 BEA Instructional	28.003	2,675,030	95,527	5,643	202	342,840	12,243	22.39
9-12 BEA Instructional	42.513	3,746,170	88,118	19,719	464	517,164	12,165	22.02
K-12 BEA Instructional	143.916	12,722,334	88,401	25,362	176	1,754,004	12,188	22.46
K-12 BEA Administrative	1.333	166,846	125,166	17,407	13,059	15,996	12,000	23.17
BEA	153.980	14,164,264	91,988	773,521	5,024	1,874,964	12,177	22.44
Instructional	167.816	14,833,512	88,392	740,883	4,415	2,047,932	12,203	22.57
Administrative	12.295	1,752,632	142,548	41,299	3,359	147,924	12,031	22.23
Active	180.111	16,586,144	92,088	782,182	4,343	2,195,856	12,192	22.54
Certificated Total	180.111	16,586,144	92,088	782,182	4,343	2,195,856	12,192	22.54
Instructional for Funding Purposes	167.816	14,833,512	88,392	740,883	4,415	2,047,932	12,203	22.57
Instructional for Compliance Purposes	167.816	14,833,512	88,392	740,883	4,415	2,047,932	12,203	22.57

**Arlington School District (31016)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	269.736	24,994,954	92,665	2,987,955	11,077	3,254,772	12,067	23.53
02	7.717	618,894	80,199	56,394	7,308	107,580	13,941	23.12
03	2.000	148,793	74,397	18,067	9,034	24,000	12,000	23.53
12	7.000	688,676	98,382	83,624	11,946	84,000	12,000	23.73
21	43.433	3,840,125	88,415	582,801	13,418	537,600	12,378	22.93
24	6.500	613,924	94,450	108,654	16,716	84,000	12,923	23.18
31	17.700	1,582,033	89,380	267,754	15,127	212,400	12,000	23.46
34	2.500	173,829	69,532	26,227	10,491	30,000	12,000	23.75
51	2.000	188,900	94,450	32,538	16,269	24,000	12,000	23.67
55	7.204	646,192	89,699	78,464	10,892	86,448	12,000	23.72
58				9,000				
65	1.200	102,233	85,194	12,414	10,345	14,400	12,000	23.48
74				98,467				
78	0.400	35,881	89,703	9,341	23,353	4,800	12,000	23.76
97	2.500	496,019	198,408	10,500	4,200	30,000	12,000	20.54
98	0.500	78,803	157,606			6,000	12,000	22.42
K-12 Program 02 Instructional	6.717	464,378	69,135	51,493	7,666	95,580	14,230	23.20
Program 21 Instructional	42.433	3,674,623	86,598	582,801	13,735	525,600	12,387	22.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	165,502	165,502			12,000	12,000	22.58
K-12 Program 21 Instructional	40.433	3,509,930	86,809	556,398	13,761	501,600	12,406	22.91
Program 31 Instructional	16.900	1,455,948	86,151	267,754	15,843	202,800	12,000	23.56
Program 31 Administrative	0.800	126,085	157,606			9,600	12,000	22.11
Program 34 Instructional	2.500	173,829	69,532	26,227	10,491	30,000	12,000	23.75
K-3 BEA Instructional	95.034	8,205,719	86,345	1,114,426	11,727	1,157,100	12,176	23.38
4-6 BEA Instructional	38.704	3,247,435	83,904	432,270	11,169	467,328	12,074	24.05
7-8 BEA Instructional	59.112	5,101,820	86,308	625,825	10,587	719,544	12,173	24.10
9-12 BEA Instructional	84.815	7,580,646	89,379	1,095,922	12,921	1,020,780	12,035	23.45
K-12 BEA Instructional	277.665	24,135,620	86,924	3,268,443	11,771	3,364,752	12,118	23.64
K-12 BEA Administrative	10.988	1,683,543	153,217	1,500	137	132,000	12,013	22.46
BEA	302.153	28,014,522	92,716	3,366,897	11,143	3,658,752	12,109	23.46
Instructional	344.402	30,086,049	87,357	4,352,200	12,637	4,188,000	12,160	23.54
Administrative	25.988	4,123,207	158,658	30,000	1,154	312,000	12,006	22.29
Active	370.390	34,209,256	92,360	4,382,200	11,831	4,500,000	12,149	23.41
Certificated Total	370.390	34,209,256	92,360	4,382,200	11,831	4,500,000	12,149	23.41
Instructional for Funding Purposes	344.402	30,086,049	87,357	4,352,200	12,637	4,188,000	12,160	23.54



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	344.402	30,086,049	87,357	4,352,200	12,637	4,188,000	12,160	23.54



**Asotin-Anatone School District (02420)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	35.407	2,518,391	71,127	60,732	1,715	430,883	12,169	22.15
21	4.202	249,676	59,418	6,696	1,594	54,012	12,854	23.12
24	0.340	46,025	135,368			4,080	12,000	23.26
31	3.003	248,838	82,863	30,793	10,254	36,036	12,000	23.14
34	0.170	14,132	83,129	214	1,259	2,040	12,000	21.61
51	0.725	60,856	83,939			8,700	12,000	22.81
52	0.419	17,325	41,348			5,028	11,999	22.60
55	0.625	59,703	95,525	1,220	1,952	7,500	12,000	22.95
97	0.310	41,964	135,368			3,720	12,000	23.26
Program 21 Instructional	4.202	249,676	59,418	6,696	1,594	54,012	12,854	23.12
K-12 Program 21 Instructional	4.202	249,676	59,418	4,662	1,109	54,012	12,854	23.12
Program 31 Instructional	2.800	227,926	81,402	30,793	10,998	33,600	12,000	23.19
Program 31 Administrative	0.203	20,912	103,015			2,436	12,000	22.57
Program 34 Instructional	0.158	12,862	81,405	214	1,354	1,896	12,000	21.52
Program 34 Administrative	0.012	1,270	105,833			144	12,000	22.57
K-3 BEA Instructional	12.720	845,327	66,457	16,527	1,299	153,839	12,094	22.58
4-6 BEA Instructional	7.292	464,145	63,651	7,431	1,019	87,504	12,000	21.86

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	4.888	359,510	73,550	6,230	1,275	58,656	12,000	20.92
9-12 BEA Instructional	11.680	899,659	77,026	20,957	1,794	144,960	12,411	22.66
K-12 BEA Instructional	36.580	2,568,641	70,220	51,145	1,398	444,959	12,164	22.23
K-12 BEA Administrative	2.000	212,720	106,360			24,000	12,000	22.34
BEA	38.890	2,823,325	72,598	91,739	2,359	472,679	12,154	22.26
Instructional	42.201	2,908,822	68,928	99,655	2,361	515,999	12,227	22.32
Administrative	3.000	348,088	116,029			36,000	12,000	22.69
Active	45.201	3,256,910	72,054	99,655	2,205	551,999	12,212	22.36
Certificated Total	45.201	3,256,910	72,054	99,655	2,205	551,999	12,212	22.36
Instructional for Funding Purposes	42.201	2,908,822	68,928	99,655	2,361	515,999	12,227	22.32
Instructional for Compliance Purposes	42.201	2,908,822	68,928	99,655	2,361	515,999	12,227	22.32

**Auburn School District (17408)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	887.502	74,705,114	84,175	11,030,936	12,429	10,923,334	12,308	22.99
02	1.000	92,017	92,017	12,013	12,013	12,000	12,000	22.52
21	152.515	11,914,977	78,123	2,420,048	15,868	1,849,729	12,128	23.50
24	8.800	856,153	97,290	138,856	15,779	107,160	12,177	23.01
31	39.300	3,304,052	84,073	641,871	16,333	493,560	12,559	22.59
34	8.700	736,397	84,643	132,704	15,253	105,000	12,069	22.74
51	13.910	1,305,320	93,840	172,572	12,406	168,564	12,118	22.39
52	1.131	163,000	144,120	11,663	10,312	15,074	13,328	22.57
55	44.316	4,066,136	91,753	604,899	13,650	539,183	12,167	22.28
58	0.060	9,640	160,667	526	8,767	792	13,200	21.28
64	1.584	163,022	102,918	12,405	7,831	11,760	7,424	20.41
65	42.436	3,167,326	74,638	420,963	9,920	540,888	12,746	22.34
68	0.200	19,220	96,100	3,059	15,295	2,400	12,000	23.56
69	1.000	92,017	92,017	43,515	43,515	12,000	12,000	23.05
74	2.000	177,256	88,628	25,891	12,946	24,000	12,000	23.77
79	1.580	151,585	95,940	20,516	12,985	13,896	8,795	22.22
97	6.050	1,134,515	187,523	60,745	10,040	79,860	13,200	19.66
99	1.000	171,318	171,318	9,344	9,344	13,200	13,200	20.04

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	1.000	92,017	92,017			12,000	12,000	22.52
Program 21 Instructional	147.384	11,155,885	75,693	2,378,902	16,141	1,794,000	12,172	23.54
Program 21 Administrative	5.131	759,092	147,942	41,146	8,019	55,729	10,861	22.77
K-12 Program 21 Instructional	133.202	10,126,334	76,022	2,500	19	1,623,720	12,190	23.58
Program 31 Instructional	39.000	3,255,917	83,485	639,245	16,391	489,600	12,554	22.64
Program 31 Administrative	0.300	48,135	160,450	2,626	8,753	3,960	13,200	18.94
Program 34 Instructional	8.200	656,171	80,021	128,328	15,650	98,400	12,000	23.22
Program 34 Administrative	0.500	80,226	160,452	4,376	8,752	6,600	13,200	18.94
K-3 BEA Instructional	318.106	24,845,795	78,105			3,942,344	12,393	23.32
4-6 BEA Instructional	153.971	12,097,907	78,573	8,134	53	1,869,588	12,142	23.36
7-8 BEA Instructional	158.578	12,465,363	78,607	12,070	76	1,927,608	12,156	23.18
9-12 BEA Instructional	244.938	20,582,962	84,033	64,847	265	2,999,200	12,245	22.74
K-12 BEA Instructional	875.593	69,992,027	79,937	85,051	97	10,738,740	12,265	23.13
BEA	942.552	79,972,095	84,846	11,878,269	12,602	11,613,754	12,322	22.93
Instructional	1,132.821	90,227,227	79,648	15,087,809	13,319	13,879,680	12,252	23.10
Administrative	79.463	11,869,180	149,367	674,717	8,491	1,022,160	12,863	21.56

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	0.800	132,658	165,823			10,560	13,200	21.89
Active	1,213.084	102,229,065	84,272	15,762,526	12,994	14,912,400	12,293	22.93
Certificated Total	1,213.084	102,229,065	84,272	15,762,526	12,994	14,912,400	12,293	22.93
Instructional for Funding Purposes	1,132.821	90,227,227	79,648	15,087,809	13,319	13,879,680	12,252	23.10
Instructional for Compliance Purposes	1,132.821	90,227,227	79,648	15,087,809	13,319	13,879,680	12,252	23.10

**Bainbridge Island School District (18303)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	194.830	17,752,857	91,120	1,063,356	5,458	2,399,292	12,315	22.80
02	2.007	171,460	85,431	13,118	6,536	30,816	15,354	18.40
21	33.189	2,990,182	90,096	161,601	4,869	421,236	12,692	23.05
24	6.000	546,774	91,129	29,758	4,960	72,000	12,000	20.78
31	15.665	1,447,178	92,383	92,065	5,877	189,024	12,067	21.78
34	3.590	305,470	85,089	22,155	6,171	43,884	12,224	22.92
51	0.800	82,131	102,664	4,318	5,398	10,200	12,750	22.86
52	0.700	76,942	109,917			8,232	11,760	24.06
55	1.543	146,476	94,929	12,164	7,883	21,276	13,789	23.13
58				9,800				
65	0.950	73,377	77,239	3,944	4,152	12,444	13,099	28.21
74	0.905	76,785	84,845	2,353	2,600	10,596	11,708	24.96
97	2.000	362,911	181,456	1,200	600	31,072	15,536	20.93
K-12 Program 02 Instructional	2.007	171,460	85,431	7,409	3,692	30,816	15,354	18.40
Program 21 Instructional	32.189	2,844,470	88,368	161,601	5,020	409,236	12,714	23.07
Program 21 Administrative	1.000	145,712	145,712			12,000	12,000	22.55
K-12 Program 21 Instructional	29.779	2,621,651	88,037	128,849	4,327	379,848	12,756	23.10



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	14.598	1,291,809	88,492	92,065	6,307	175,824	12,044	21.74
Program 31 Administrative	1.067	155,369	145,613			13,200	12,371	22.21
Program 34 Instructional	3.366	276,236	82,067	22,155	6,582	41,196	12,239	22.96
Program 34 Administrative	0.224	29,234	130,509			2,688	12,000	22.58
K-3 BEA Instructional	64.441	5,533,219	85,865	348,905	5,414	813,996	12,632	23.05
4-6 BEA Instructional	39.656	3,481,350	87,789	134,075	3,381	484,644	12,221	22.72
7-8 BEA Instructional	28.738	2,582,337	89,858	147,701	5,140	356,964	12,421	22.53
9-12 BEA Instructional	69.990	6,182,271	88,331	352,902	5,042	844,212	12,062	22.46
K-12 BEA Instructional	202.825	17,779,177	87,658	983,583	4,849	2,499,816	12,325	22.70
K-12 BEA Administrative	10.500	1,493,257	142,215			126,000	12,000	22.18
BEA Instructional	218.092	20,039,876	91,887	1,191,894	5,465	2,694,088	12,353	22.65
BEA Administrative	16.667	2,457,224	147,430	2,400	144	211,072	12,664	22.27
Active	262.179	24,032,543	91,665	1,415,832	5,400	3,250,072	12,396	22.69
Certificated Total	262.179	24,032,543	91,665	1,415,832	5,400	3,250,072	12,396	22.69
Instructional for Funding Purposes	245.512	21,575,319	87,879	1,413,432	5,757	3,039,000	12,378	22.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	245.512	21,575,319	87,879	1,413,432	5,757	3,039,000	12,378	22.73



**Battle Ground School District (06119)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	539.576	44,563,389	82,590	3,008,874	5,576	6,492,264	12,032	25.16
02	96.348	8,068,054	83,739	484,417	5,028	1,181,880	12,267	24.96
03	0.590	53,178	90,132	2,527	4,283	7,080	12,000	25.42
12	0.400	34,901	87,253	330,426	826,065	4,800	12,000	25.10
21	140.335	10,597,869	75,518	1,055,600	7,522	1,719,000	12,249	25.14
24				46,285				
31	43.956	3,419,745	77,799	622,701	14,166	550,160	12,516	24.84
34	2.520	201,041	79,778	16,526	6,558	30,240	12,000	24.85
51	7.349	664,215	90,382	66,459	9,043	88,188	12,000	24.59
52	1.000	84,365	84,365	48,687	48,687	12,000	12,000	20.62
55	13.899	1,230,006	88,496	118,854	8,551	166,788	12,000	24.82
58				287,164				
64	0.967	76,454	79,063	2,818	2,914	11,604	12,000	26.41
65	5.833	471,459	80,826	39,168	6,715	69,996	12,000	24.98
74	7.000	623,604	89,086	52,758	7,537	84,000	12,000	25.09
79				688				
97	4.500	761,759	169,280	47,818	10,626	54,000	12,000	21.76
99	0.500	69,364	138,728	1,655	3,310	6,000	12,000	23.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	89.418	7,316,794	81,827	118,756	1,328	1,098,720	12,287	24.99
Program 21 Instructional	137.335	10,183,951	74,154	1,043,530	7,598	1,683,000	12,255	25.16
Program 21 Administrative	3.000	413,918	137,973	12,070	4,023	36,000	12,000	24.51
K-12 Program 21 Instructional	131.875	9,759,285	74,004	52,781	400	1,614,600	12,243	25.14
Program 31 Instructional	42.874	3,285,850	76,640	613,372	14,306	534,800	12,474	24.93
Program 31 Administrative	0.880	122,080	138,727	9,329	10,601	10,560	12,000	23.80
Program 34 Instructional	2.400	184,394	76,831	16,526	6,886	28,800	12,000	24.94
Program 34 Administrative	0.120	16,647	138,725			1,440	12,000	23.80
K-3 BEA Instructional	208.227	16,101,121	77,325	206,190	990	2,503,352	12,022	25.32
4-6 BEA Instructional	133.801	10,570,481	79,002	143,265	1,071	1,611,020	12,040	25.11
7-8 BEA Instructional	99.625	7,671,654	77,005	144,185	1,447	1,204,656	12,092	25.24
9-12 BEA Instructional	188.619	15,409,321	81,695	392,509	2,081	2,304,596	12,218	24.88
K-12 BEA Instructional	630.272	49,752,577	78,938	886,149	1,406	7,623,624	12,096	25.12
K-12 BEA Administrative	6.000	803,137	133,856	6,960	1,160	72,000	12,000	24.81
BEA Instructional	687.490	57,067,166	83,008	4,182,863	6,084	8,315,624	12,096	25.06
BEA Instructional	803.805	63,082,971	78,480	5,979,253	7,439	9,741,000	12,119	25.11

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	57.462	7,649,033	133,115	254,172	4,423	689,000	11,991	24.63
Other	3.506	187,399	53,451			48,000	13,691	22.42
Active	864.773	70,919,403	82,009	6,233,425	7,208	10,478,000	12,116	25.06
Certificated Total	864.773	70,919,403	82,009	6,233,425	7,208	10,478,000	12,116	25.06
Instructional for Funding Purposes	803.805	63,082,971	78,480	5,979,253	7,439	9,741,000	12,119	25.11
Instructional for Compliance Purposes	803.805	63,082,971	78,480	5,979,253	7,439	9,741,000	12,119	25.11

**Bellevue School District (17405)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,179.155	105,405,012	89,390	13,474,470	11,427	14,534,316	12,326	23.71
21	198.221	15,948,632	80,459	2,716,191	13,703	2,538,348	12,806	23.80
24	21.538	1,862,620	86,481	305,373	14,178	265,200	12,313	23.65
31	33.204	2,901,104	87,372	458,806	13,818	399,720	12,038	23.24
34	10.688	901,395	84,337	142,279	13,312	123,456	11,551	22.24
51	8.299	703,229	84,737	88,709	10,689	102,708	12,376	24.87
52	2.000	177,425	88,713	43,497	21,749	24,000	12,000	27.90
55	10.667	1,010,609	94,742	138,903	13,022	156,012	14,626	23.77
58	1.199	126,428	105,445	18,149	15,137	20,388	17,004	18.17
64	2.900	259,119	89,351	42,525	14,664	36,000	12,414	32.88
65	34.270	3,028,037	88,358	330,069	9,631	423,240	12,350	23.91
73	0.200	20,104	100,520	6,083	30,415	2,400	12,000	22.97
74	3.400	354,574	104,286	73,089	21,497	26,400	7,765	21.72
79	4.400	398,189	90,498	89,870	20,425	52,800	12,000	22.95
88	1.000	147,350	147,350			12,000	12,000	23.21
97	5.801	907,143	156,377	97,019	16,725	69,612	12,000	19.61
CP	0.200	41,000	205,000	5,400	27,000	2,400	12,000	18.49
Program 21 Instructional	194.221	15,321,282	78,886	2,709,391	13,950	2,490,348	12,822	23.84

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	4.000	627,350	156,838	6,800	1,700	48,000	12,000	22.54
K-12 Program 21 Instructional	194.221	15,321,282	78,886			2,490,348	12,822	23.84
Program 31 Instructional	32.254	2,767,734	85,811	457,406	14,181	388,320	12,039	23.20
Program 31 Administrative	0.950	133,370	140,389	1,400	1,474	11,400	12,000	24.35
Program 34 Instructional	10.388	861,765	82,958	141,679	13,639	119,856	11,538	22.14
Program 34 Administrative	0.300	39,630	132,100	600	2,000	3,600	12,000	24.73
K-3 BEA Instructional	388.553	32,294,463	83,115			4,769,447	12,275	24.06
4-6 BEA Instructional	236.320	19,935,976	84,360			2,918,441	12,350	23.90
7-8 BEA Instructional	173.504	14,856,359	85,625			2,122,704	12,234	23.54
9-12 BEA Instructional	337.871	29,615,836	87,654			4,204,512	12,444	23.31
K-12 BEA Instructional	1,136.248	96,702,634	85,107			14,015,104	12,335	23.71
BEA	1,228.848	110,114,654	89,608	14,172,574	11,533	15,127,104	12,310	23.65
Instructional	1,415.342	119,399,700	84,361	17,656,433	12,475	17,566,600	12,412	23.74
Administrative	96.600	14,352,480	148,576	373,999	3,872	1,160,000	12,008	23.14
Other	3.000	247,062	82,354			36,000	12,000	24.70
Active	1,514.942	133,999,242	88,452	18,030,432	11,902	18,762,600	12,385	23.69
On Leave	2.200	192,728	87,604			26,400	12,000	19.77



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	1,517.142	134,191,970	88,451	18,030,432	11,884	18,789,000	12,384	23.68
Instructional for Funding Purposes	1,415.342	119,399,700	84,361	17,656,433	12,475	17,566,600	12,412	23.74
Instructional for Compliance Purposes	1,415.342	119,399,700	84,361	17,656,433	12,475	17,566,600	12,412	23.74

**Bellingham School District (37501)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	625.238	57,648,982	92,203	3,555,103	5,686	7,827,368	12,519	23.41
02	8.572	833,036	97,181	28,547	3,330	134,040	15,637	20.15
21	116.119	10,073,005	86,747	650,676	5,604	1,481,424	12,758	23.61
24	14.698	1,270,502	86,440	82,588	5,619	179,376	12,204	24.20
31	33.770	2,819,830	83,501	192,473	5,700	470,436	13,931	22.81
34	4.533	301,072	66,418	17,374	3,833	42,600	9,398	23.78
51	10.642	971,338	91,274	43,519	4,089	151,404	14,227	22.47
52	2.000	211,486	105,743	11,158	5,579	24,000	12,000	23.23
55	22.171	2,067,307	93,244	84,695	3,820	280,104	12,634	22.67
58	0.134	13,657	101,918	1,014,253	7,569,052	1,608	12,000	22.91
64	0.870	68,351	78,564	2,958	3,400	16,800	19,310	24.75
65	11.780	1,169,236	99,256	45,013	3,821	145,860	12,382	23.93
71	0.167	17,850	106,886	1,690	10,120	2,004	12,000	19.19
74	3.300	314,849	95,409	11,842	3,588	40,584	12,298	22.08
79	2.866	272,166	94,964	14,052	4,903	34,392	12,000	23.57
97	3.000	609,952	203,317	53,100	17,700	36,000	12,000	18.18
K-12 Program 02 Instructional	7.572	687,198	90,755			122,040	16,117	19.80
Program 21 Instructional	113.319	9,657,017	85,220	650,676	5,742	1,445,424	12,755	23.70

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	2.800	415,988	148,567			36,000	12,857	21.57
K-12 Program 21 Instructional	105.536	9,044,894	85,704	2,207	21	1,347,624	12,769	23.78
Program 31 Instructional	32.700	2,661,447	81,390	182,346	5,576	457,596	13,994	22.84
Program 31 Administrative	1.070	158,383	148,021	10,127	9,464	12,840	12,000	22.14
Program 34 Instructional	3.149	254,061	80,680	17,374	5,517	38,496	12,225	24.10
Program 34 Administrative	0.300	45,259	150,863			3,600	12,000	21.95
K-3 BEA Instructional	233.533	20,025,432	85,750	14,429	62	2,931,848	12,554	23.53
4-6 BEA Instructional	118.619	10,518,017	88,671			1,486,740	12,534	23.59
7-8 BEA Instructional	96.947	8,393,037	86,573	2,886	30	1,211,964	12,501	23.94
9-12 BEA Instructional	174.400	15,832,577	90,783			2,260,188	12,960	23.05
K-12 BEA Instructional	623.499	54,769,063	87,841	17,315	28	7,890,740	12,656	23.46
K-12 BEA Administrative	15.000	2,162,302	144,153	3,000	200	180,000	12,000	22.62
BEA	675.113	62,212,872	92,152	3,846,597	5,698	8,510,444	12,606	23.28
Instructional	803.046	70,481,055	87,767	5,570,082	6,936	10,183,496	12,681	23.47
Administrative	51.730	7,761,694	150,042	222,095	4,293	636,000	12,295	21.89
Other	4.084	312,853	76,605	16,864	4,129	36,504	8,938	23.65
Active	858.860	78,555,602	91,465	5,809,041	6,764	10,856,000	12,640	23.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	1.000	107,017	107,017			12,000	12,000	23.69
Certificated Total	859.860	78,662,619	91,483	5,809,041	6,756	10,868,000	12,639	23.32
Instructional for Funding Purposes	803.046	70,481,055	87,767	5,570,082	6,936	10,183,496	12,681	23.47
Instructional for Compliance Purposes	803.046	70,481,055	87,767	5,570,082	6,936	10,183,496	12,681	23.47

**Benge School District (01122)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.000	116,016	58,008			24,000	12,000	23.63
97				25,080				
K-3 BEA Instructional	0.980	56,849	58,009			11,760	12,000	23.63
4-6 BEA Instructional	1.020	59,167	58,007			12,240	12,000	23.63
K-12 BEA Instructional	2.000	116,016	58,008			24,000	12,000	23.63
BEA	2.000	116,016	58,008	25,080	12,540	24,000	12,000	23.63
Instructional	2.000	116,016	58,008			24,000	12,000	23.63
Administrative				25,080				
Active	2.000	116,016	58,008	25,080	12,540	24,000	12,000	23.63
Certificated Total	2.000	116,016	58,008	25,080	12,540	24,000	12,000	23.63
Instructional for Funding Purposes	2.000	116,016	58,008			24,000	12,000	23.63
Instructional for Compliance Purposes	2.000	116,016	58,008			24,000	12,000	23.63

**Bethel School District (27403)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,060.048	73,314,091	69,161	19,570,009	18,461	12,784,476	12,060	23.85
02	16.170	1,275,705	78,893	313,195	19,369	194,040	12,000	23.02
12				721,072				
21	187.523	11,771,185	62,772	3,110,086	16,585	1,924,200	10,261	23.84
24	10.600	726,790	68,565	203,237	19,173	127,200	12,000	24.35
31	59.804	3,967,692	66,345	1,176,893	19,679	718,488	12,014	23.51
34	13.830	965,250	69,794	264,103	19,096	168,360	12,174	23.54
38				31,680				
45	16.085	1,010,840	62,844	463,559	28,819	144,000	8,952	24.03
51	14.227	1,091,684	76,733	307,078	21,584	170,724	12,000	23.55
52	4.000	262,497	65,624	89,887	22,472	48,000	12,000	23.76
55	32.723	2,377,069	72,642	677,692	20,710	404,052	12,348	23.79
58	1.405	96,035	68,352	775,501	551,958	16,860	12,000	24.93
64	0.700	39,446	56,351	13,488	19,269	8,400	12,000	23.87
65	11.300	804,132	71,162	212,439	18,800	135,600	12,000	24.20
69				4,795				
74	7.000	549,367	78,481	157,983	22,569	84,000	12,000	22.77
79	0.800	39,576	49,470	10,713	13,391	9,600	12,000	23.78
88	7.100	403,270	56,799	111,243	15,668	85,200	12,000	23.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
89				2,000				
97	1.400	297,996	212,854	37,566	26,833	16,800	12,000	18.07
K-12 Program 02 Instructional	14.070	1,010,414	71,813			168,840	12,000	23.05
Program 21 Instructional	151.873	9,442,694	62,175	3,053,948	20,109	1,844,400	12,144	23.87
Program 21 Administrative	6.650	813,108	122,272	56,138	8,442	79,800	12,000	23.29
K-12 Program 21 Instructional	140.502	8,724,691	62,097			1,707,948	12,156	23.82
Program 31 Instructional	58.604	3,784,953	64,585	1,163,525	19,854	704,088	12,014	23.57
Program 31 Administrative	1.200	182,739	152,283	13,368	11,140	14,400	12,000	21.84
Program 34 Instructional	12.630	824,188	65,256	253,110	20,040	153,960	12,190	23.60
Program 34 Administrative	1.200	141,062	117,552	10,993	9,161	14,400	12,000	23.09
K-3 BEA Instructional	426.334	26,857,690	62,997	25,177	59	5,140,764	12,058	23.94
4-6 BEA Instructional	223.271	13,961,054	62,530	54,164	243	2,692,692	12,060	23.87
7-8 BEA Instructional	149.590	9,762,887	65,264	125,223	837	1,813,416	12,123	23.88
9-12 BEA Instructional	274.657	17,744,066	64,604	322,979	1,176	3,258,492	11,864	23.82
K-12 BEA Instructional	1,073.852	68,325,697	63,627	527,543	491	12,905,364	12,018	23.88
K-12 BEA Administrative	21.000	2,781,155	132,436	62,148	2,959	252,000	12,000	24.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	1,167.337	80,831,574	69,244	21,825,325	18,697	14,026,164	12,016	23.80
Instructional	1,313.630	83,916,608	63,881	27,252,068	20,746	15,816,000	12,040	23.88
Administrative	100.085	13,344,453	133,331	991,946	9,911	1,200,000	11,990	23.29
Other	1.000	136,252	136,252	10,205	10,205	12,000	12,000	22.63
Active	1,414.715	97,397,313	68,846	28,254,219	19,972	17,028,000	12,036	23.81
K-12 Program 21 Contracted	24.800	1,287,918	51,932					
On Leave	1.000	79,929	79,929			12,000	12,000	20.19
Certificated Total	1,444.715	98,992,625	68,521	28,254,219	19,557	17,040,000	11,795	23.80
Instructional for Funding Purposes	1,342.630	85,431,991	63,630	27,252,068	20,298	15,816,000	11,780	23.88
Instructional for Compliance Purposes	1,313.630	83,916,608	63,881	27,252,068	20,746	15,816,000	12,040	23.88



**Bickleton School District (20203)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.590	969,244	76,985	10,980	872	151,080	12,000	22.58
97	0.830	101,302	122,051			9,960	12,000	22.01
99	0.580	73,302	126,383			6,960	12,000	22.07
K-3 BEA Instructional	3.905	266,259	68,184	1,200	307	46,860	12,000	22.85
4-6 BEA Instructional	1.815	148,070	81,581			21,780	12,000	22.80
7-8 BEA Instructional	1.360	115,380	84,838			16,320	12,000	22.58
9-12 BEA Instructional	4.920	364,860	74,159	3,780	768	59,040	12,000	22.41
K-12 BEA Instructional	12.000	894,569	74,547	4,980	415	144,000	12,000	22.62
BEA	13.420	1,070,546	79,772	10,980	818	161,040	12,000	22.53
Instructional	12.000	894,569	74,547	10,980	915	144,000	12,000	22.62
Administrative	2.000	249,279	124,640			24,000	12,000	22.05
Active	14.000	1,143,848	81,703	10,980	784	168,000	12,000	22.50
Certificated Total	14.000	1,143,848	81,703	10,980	784	168,000	12,000	22.50
Instructional for Funding Purposes	12.000	894,569	74,547	10,980	915	144,000	12,000	22.62
Instructional for Compliance Purposes	12.000	894,569	74,547	10,980	915	144,000	12,000	22.62

**Blaine School District (37503)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	113.721	9,767,352	85,889	599,773	5,274	1,552,008	13,648	23.08
02	3.300	289,558	87,745	19,615	5,944	55,559	16,836	17.31
21	22.823	1,697,254	74,366	92,180	4,039	324,969	14,239	22.63
24	2.850	214,333	75,205	12,659	4,442	38,444	13,489	24.30
31	5.100	419,447	82,245	35,203	6,903	68,768	13,484	22.93
34	0.100	13,223	132,230			1,323	13,225	22.77
51	1.750	142,040	81,166	9,132	5,218	23,606	13,489	23.85
52	0.100	7,819	78,190	493	4,930	2,253	22,527	20.46
55	4.350	344,503	79,196	18,848	4,333	61,309	14,094	21.94
65	1.962	101,258	51,610	5,234	2,668	29,226	14,896	23.89
74	0.200	22,516	112,580	10,026	50,130	2,645	13,225	22.03
79	0.250	19,556	78,224	1,230	4,920	5,625	22,500	20.46
88	1.120	74,701	66,697	4,457	3,979	16,187	14,453	23.30
89				600				
97	1.000	190,000	190,000			13,225	13,225	19.66
K-12 Program 02 Instructional	3.200	274,285	85,714			54,236	16,949	17.08
Program 21 Instructional	21.823	1,547,528	70,913	92,180	4,224	311,744	14,285	22.60
Program 21 Administrative	1.000	149,726	149,726			13,225	13,225	23.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	20.460	1,455,252	71,127			291,681	14,256	22.58
Program 31 Instructional	5.000	406,224	81,245	35,203	7,041	67,445	13,489	22.94
Program 31 Administrative	0.100	13,223	132,230			1,323	13,225	22.77
Program 34 Administrative	0.100	13,223	132,230			1,323	13,225	22.77
K-3 BEA Instructional	39.265	3,025,503	77,053			547,478	13,943	23.03
4-6 BEA Instructional	24.098	2,003,647	83,146			327,811	13,603	23.07
7-8 BEA Instructional	16.052	1,327,666	82,710	373	23	222,204	13,843	23.04
9-12 BEA Instructional	33.256	2,888,611	86,860	373	11	453,864	13,648	22.77
K-12 BEA Instructional	112.671	9,245,427	82,057	746	7	1,551,357	13,769	22.96
BEA Instructional	123.221	10,679,580	86,670	654,591	5,312	1,690,881	13,722	22.85
BEA Administrative	146.626	11,670,315	79,592	799,037	5,449	2,036,444	13,889	22.92
BEA Other	12.000	1,633,245	136,104			158,700	13,225	22.16
BEA Other				10,413				
Active	158.626	13,303,560	83,867	809,450	5,103	2,195,144	13,838	22.83
Certificated Total	158.626	13,303,560	83,867	809,450	5,103	2,195,144	13,838	22.83
Instructional for Funding Purposes	146.626	11,670,315	79,592	799,037	5,449	2,036,444	13,889	22.92

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	146.626	11,670,315	79,592	799,037	5,449	2,036,444	13,889	22.92

**Boistfort School District (21234)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.850	373,977	54,595	7,349	1,073	88,060	12,856	24.18
21	1.000	58,944	58,944			12,307	12,307	24.24
51	0.250	14,264	57,056			3,277	13,107	23.50
55	0.400	22,823	57,058			5,243	13,107	23.50
97	0.500	53,340	106,680			6,220	12,440	23.80
Program 21 Instructional	1.000	58,944	58,944			12,307	12,307	24.24
K-12 Program 21 Instructional	1.000	58,944	58,944			12,307	12,307	24.24
K-3 BEA Instructional	2.740	137,537	50,196			36,443	13,300	22.98
4-6 BEA Instructional	3.030	146,815	48,454			37,679	12,435	25.52
7-8 BEA Instructional	0.580	36,285	62,560			7,718	13,307	23.79
K-12 BEA Instructional	6.350	320,637	50,494			81,840	12,888	24.23
BEA	7.350	427,317	58,138	7,349	1,000	94,280	12,827	24.13
Instructional	8.000	416,668	52,084	6,349	794	102,667	12,833	24.17
Administrative	1.000	106,680	106,680			12,440	12,440	23.80
Other				1,000				
Active	9.000	523,348	58,150	7,349	817	115,107	12,790	24.10
Certificated Total	9.000	523,348	58,150	7,349	817	115,107	12,790	24.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	8.000	416,668	52,084	6,349	794	102,667	12,833	24.17
Instructional for Compliance Purposes	8.000	416,668	52,084	6,349	794	102,667	12,833	24.17

**Bremerton School District (18100)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	218.765	19,592,195	89,558	442,458	2,023	2,629,824	12,021	23.29
02	10.400	967,449	93,024	14,028	1,349	120,000	11,538	23.12
03	2.500	248,230	99,292	1,910	764	30,000	12,000	23.65
21	46.751	4,108,451	87,879	80,587	1,724	565,812	12,103	23.42
24	9.304	764,626	82,183	8,356	898	111,648	12,000	23.38
31	18.100	1,684,034	93,041	66,449	3,671	219,000	12,099	22.92
34	5.400	426,034	78,895	12,929	2,394	64,800	12,000	23.19
45	13.000	1,132,011	87,078	108,856	8,374	156,000	12,000	23.71
51	7.193	745,324	103,618	8,426	1,171	94,512	13,139	21.22
52	0.999	107,121	107,228	1,170	1,171	11,988	12,000	20.61
55	21.511	1,989,251	92,476	21,739	1,011	264,948	12,317	22.92
58	0.300	40,583	135,277	456,846	1,522,820	3,600	12,000	23.98
65	2.501	187,035	74,784	2,044	817	30,012	12,000	21.99
73				7,500				
74	0.989	93,852	94,896	4,026	4,071	11,868	12,000	23.66
79	9.299	874,540	94,047	43,124	4,637	111,588	12,000	23.04
89	0.200	21,424	107,120	234	1,170	2,400	12,000	23.41
97	1.000	189,366	189,366	62,312	62,312	12,000	12,000	19.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	9.900	894,044	90,307			114,000	11,515	23.08
Program 21 Instructional	45.551	3,920,901	86,077	75,187	1,651	551,412	12,105	23.52
Program 21 Administrative	1.200	187,550	156,292	5,400	4,500	14,400	12,000	21.25
K-12 Program 21 Instructional	40.849	3,505,107	85,806			494,988	12,118	23.56
Program 31 Instructional	16.500	1,449,921	87,874	66,449	4,027	199,800	12,109	23.00
Program 31 Administrative	1.600	234,113	146,321			19,200	12,000	22.44
Program 34 Instructional	5.200	396,100	76,173	12,929	2,486	62,400	12,000	23.29
Program 34 Administrative	0.200	29,934	149,670			2,400	12,000	21.88
K-3 BEA Instructional	94.291	7,826,288	83,001			1,131,492	12,000	23.39
4-6 BEA Instructional	44.416	3,591,290	80,856			534,636	12,037	23.43
7-8 BEA Instructional	33.450	2,957,235	88,408			401,400	12,000	23.25
9-12 BEA Instructional	76.908	6,868,983	89,314	70,971	923	922,896	12,000	23.19
K-12 BEA Instructional	249.065	21,243,796	85,294	70,971	285	2,990,424	12,007	23.31
K-12 BEA Administrative	9.700	1,389,347	143,232			116,400	12,000	23.99
BEA Instructional	269.165	24,239,319	90,054	708,942	2,634	3,231,624	12,006	23.24
BEA Instructional	345.212	29,743,430	86,160	1,259,016	3,647	4,164,000	12,062	23.24



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	23.000	3,428,096	149,048	83,978	3,651	276,000	12,000	22.61
Active	368.212	33,171,526	90,088	1,342,994	3,647	4,440,000	12,058	23.18
Certificated Total	368.212	33,171,526	90,088	1,342,994	3,647	4,440,000	12,058	23.18
Instructional for Funding Purposes	345.212	29,743,430	86,160	1,259,016	3,647	4,164,000	12,062	23.24
Instructional for Compliance Purposes	345.212	29,743,430	86,160	1,259,016	3,647	4,164,000	12,062	23.24

**Brewster School District (24111)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	46.730	3,272,481	70,030	112,181	2,401	560,760	12,000	24.44
02	0.617	52,095	84,433	1,706	2,765	12,000	19,449	8.99
21	5.400	388,142	71,878	11,426	2,116	64,800	12,000	24.41
31	3.488	281,205	80,621	8,164	2,341	46,440	13,314	24.35
51	0.150	7,278	48,520	242	1,613	1,800	12,000	24.77
53	0.440	23,760	54,000	792	1,800	5,280	12,000	24.71
55	2.362	193,856	82,073	3,910	1,655	30,600	12,955	24.33
58				3,000				
64	0.110	5,940	54,000	198	1,800	1,320	12,000	24.71
65	2.750	189,635	68,958	5,188	1,887	33,000	12,000	24.47
97	2.000	223,203	111,602	31,911	15,956	24,000	12,000	23.39
K-12 Program 02 Instructional	0.617	52,095	84,433	1,706	2,765	12,000	19,449	8.99
Program 21 Instructional	5.000	342,790	68,558	11,426	2,285	60,000	12,000	24.44
Program 21 Administrative	0.400	45,352	113,380			4,800	12,000	24.17
K-12 Program 21 Instructional	4.000	266,842	66,711	5,030	1,258	48,000	12,000	24.48
Program 31 Instructional	3.288	258,529	78,628	8,164	2,483	44,040	13,394	24.36
Program 31 Administrative	0.200	22,676	113,380			2,400	12,000	24.17

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	19.214	1,280,979	66,669	43,931	2,286	230,568	12,000	24.48
4-6 BEA Instructional	8.586	582,859	67,885	18,204	2,120	103,032	12,000	24.46
7-8 BEA Instructional	6.850	484,999	70,803	19,714	2,878	82,200	12,000	24.43
9-12 BEA Instructional	13.185	940,420	71,325	36,822	2,793	167,400	12,696	23.58
K-12 BEA Instructional	47.835	3,289,257	68,763	118,671	2,481	583,200	12,192	24.21
K-12 BEA Administrative	2.750	289,071	105,117	1,350	491	33,000	12,000	24.22
BEA	52.835	3,828,984	72,471	153,962	2,914	643,200	12,174	24.15
Instructional	57.157	3,936,428	68,870	146,807	2,568	697,320	12,200	24.24
Administrative	6.640	673,714	101,463	31,911	4,806	79,680	12,000	23.94
Other	0.250	27,453	109,812			3,000	12,000	24.19
Active	64.047	4,637,595	72,409	178,718	2,790	780,000	12,179	24.20
Certificated Total	64.047	4,637,595	72,409	178,718	2,790	780,000	12,179	24.20
Instructional for Funding Purposes	57.157	3,936,428	68,870	146,807	2,568	697,320	12,200	24.24
Instructional for Compliance Purposes	57.157	3,936,428	68,870	146,807	2,568	697,320	12,200	24.24

**Bridgeport School District (09075)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	42.315	2,926,644	69,163	83,016	1,962	507,780	12,000	23.55
21	3.000	190,069	63,356	5,400	1,800	36,000	12,000	25.40
31	2.110	163,037	77,269	10,217	4,842	25,500	12,085	24.85
51	1.972	147,074	74,581			23,664	12,000	25.29
52				1,500				
53	1.000	84,968	84,968	9,460	9,460	12,000	12,000	7.65
55	3.909	263,332	67,366	6,316	1,616	47,172	12,068	24.92
58				41,479				
64				3,040				
65	2.032	129,101	63,534	3,647	1,795	24,684	12,148	25.65
74				4,500				
88	0.100	8,497	84,970			1,200	12,000	23.61
97	1.000	129,769	129,769	1,300	1,300	12,000	12,000	22.26
Program 21 Instructional	3.000	190,069	63,356	5,400	1,800	36,000	12,000	25.40
K-12 Program 21 Instructional	3.000	190,069	63,356	5,400	1,800	36,000	12,000	25.40
Program 31 Instructional	2.000	151,329	75,665	8,563	4,282	24,000	12,000	24.51
Program 31 Administrative	0.110	11,708	106,436	1,654	15,036	1,500	13,636	30.44

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	14.400	932,390	64,749	600	42	172,800	12,000	23.15
4-6 BEA Instructional	6.000	369,790	61,632			72,000	12,000	23.72
7-8 BEA Instructional	6.157	453,798	73,704	4,807	781	73,884	12,000	24.04
9-12 BEA Instructional	14.758	1,017,731	68,961	56,208	3,809	177,096	12,000	23.86
K-12 BEA Instructional	41.315	2,773,709	67,136	61,615	1,491	495,780	12,000	23.64
K-12 BEA Administrative	2.110	216,002	102,371	5,400	2,559	25,500	12,085	23.61
BEA	45.425	3,219,450	70,874	94,533	2,081	545,280	12,004	23.56
Instructional	53.000	3,561,626	67,200	114,894	2,168	636,000	12,000	23.49
Administrative	4.438	480,865	108,352	35,017	7,890	54,000	12,168	23.61
Other				19,964				
Active	57.438	4,042,491	70,380	169,875	2,958	690,000	12,013	23.51
Certificated Total	57.438	4,042,491	70,380	169,875	2,958	690,000	12,013	23.51
Instructional for Funding Purposes	53.000	3,561,626	67,200	114,894	2,168	636,000	12,000	23.49
Instructional for Compliance Purposes	53.000	3,561,626	67,200	114,894	2,168	636,000	12,000	23.49

**Brinnon School District (16046)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.000	312,589	62,518	5,400	1,080	60,000	12,000	27.27
21	0.300	33,201	110,670	4,122	13,740	1,200	4,000	7.97
58				10,915				
88	0.311	21,653	69,624	483	1,553			7.59
97	0.900	102,353	113,726			10,800	12,000	22.49
Program 21 Instructional				4,122				
Program 21 Administrative	0.100	11,373	113,730			1,200	12,000	22.49
K-12 Program 21 Instructional				4,122				
K-3 BEA Instructional	2.470	174,151	70,506	400	162	29,640	12,000	28.49
4-6 BEA Instructional	1.919	102,225	53,270			23,028	12,000	26.68
7-8 BEA Instructional	0.611	36,213	59,268			7,332	12,000	22.85
K-12 BEA Instructional	5.000	312,589	62,518	5,400	1,080	60,000	12,000	27.27
BEA	5.900	414,942	70,329	5,400	915	70,800	12,000	26.12
Instructional	5.311	334,242	62,934	20,920	3,939	60,000	11,297	26.03
Administrative	1.000	113,726	113,726			12,000	12,000	22.49
Active	6.311	447,968	70,982	20,920	3,315	72,000	11,409	25.15
K-12 Program 21 Contracted	0.200	21,828	109,140					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	6.511	469,796	72,154	20,920	3,213	72,000	11,058	24.06
Instructional for Funding Purposes	5.511	356,070	64,611	20,920	3,796	60,000	10,887	24.55
Instructional for Compliance Purposes	5.311	334,242	62,934	20,920	3,939	60,000	11,297	26.03

**Burlington-Edison School District (29100)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	182.943	16,844,273	92,074	577,711	3,158	2,346,909	12,829	23.20
21	35.417	3,136,427	88,557	57,642	1,628	447,375	12,632	22.68
24	6.000	512,260	85,377	8,398	1,400	75,708	12,618	23.41
31	14.150	1,316,420	93,033	119,431	8,440	190,203	13,442	23.02
34	2.700	235,520	87,230	6,470	2,396	34,069	12,618	23.64
51	4.300	427,296	99,371	10,601	2,465	54,257	12,618	22.57
52	0.650	71,292	109,680	8,670	13,338	8,202	12,618	23.13
53	0.100	10,968	109,680	1,379	13,790	1,262	12,618	23.44
55	8.706	898,838	103,244	18,818	2,161	109,744	12,606	22.26
58	0.200	21,936	109,680	289,988	1,449,940	2,524	12,618	22.73
64	0.400	43,872	109,680	5,514	13,785	5,047	12,618	23.44
65	7.300	586,378	80,326	15,605	2,138	92,111	12,618	25.33
74	0.900	92,564	102,849	6,316	7,018	8,971	9,967	21.78
97	1.000	194,308	194,308	28,420	28,420	12,018	12,018	17.12
99	0.600	85,327	142,212	2,820	4,700	7,211	12,018	21.83
Program 21 Instructional	34.797	3,031,059	87,107	54,232	1,559	439,924	12,643	22.74
Program 21 Administrative	0.620	105,368	169,948	3,410	5,500	7,451	12,018	20.83
K-12 Program 21 Instructional	30.527	2,636,887	86,379	360	12	386,045	12,646	22.75



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	13.550	1,226,281	90,500	117,511	8,672	182,992	13,505	23.10
Program 31 Administrative	0.600	90,139	150,232	1,920	3,200	7,211	12,018	21.88
Program 34 Instructional	2.700	235,520	87,230	6,470	2,396	34,069	12,618	23.64
K-3 BEA Instructional	61.145	5,245,064	85,781			779,862	12,754	23.43
4-6 BEA Instructional	37.403	3,244,644	86,748	4,096	110	471,951	12,618	23.41
7-8 BEA Instructional	30.974	2,654,240	85,693			395,378	12,765	23.43
9-12 BEA Instructional	57.671	5,322,189	92,285	30,558	530	771,963	13,386	23.24
K-12 BEA Instructional	187.193	16,466,137	87,963	34,654	185	2,419,153	12,923	23.36
BEA	200.793	18,590,521	92,586	732,032	3,646	2,583,198	12,865	23.12
Instructional	250.366	22,132,009	88,399	1,053,282	4,207	3,214,740	12,840	23.26
Administrative	14.000	2,235,989	159,714	80,425	5,745	168,252	12,018	21.10
Other	1.000	109,681	109,681	24,076	24,076	12,618	12,618	23.57
Active	265.366	24,477,679	92,241	1,157,783	4,363	3,395,610	12,796	23.06
Certificated Total	265.366	24,477,679	92,241	1,157,783	4,363	3,395,610	12,796	23.06
Instructional for Funding Purposes	250.366	22,132,009	88,399	1,053,282	4,207	3,214,740	12,840	23.26
Instructional for Compliance Purposes	250.366	22,132,009	88,399	1,053,282	4,207	3,214,740	12,840	23.26

**Camas School District (06117)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	395.942	33,823,182	85,425	4,582,510	11,574	4,843,308	12,232	24.74
21	54.250	4,407,110	81,237	408,180	7,524	663,000	12,221	24.31
24	7.776	669,991	86,161	63,645	8,185	93,312	12,000	12.17
31	18.650	1,434,018	76,891	135,137	7,246	225,000	12,064	24.53
34	2.300	193,456	84,111	9,678	4,208	27,600	12,000	24.79
51	2.800	232,620	83,079	10,532	3,761	36,000	12,857	17.14
52	0.680	63,532	93,429	12,987	19,099	8,160	12,000	23.90
55	3.669	312,764	85,245	16,560	4,513	58,200	15,863	23.24
58	0.131	12,185	93,015	408,179	3,115,870	1,572	12,000	23.90
74	1.394	124,551	89,348	14,353	10,296	17,544	12,585	21.45
79				3,003				
89	0.250	32,670	130,680	150	600	3,000	12,000	24.72
97	3.500	430,537	123,011	40,229	11,494	54,768	15,648	21.28
Program 21 Instructional	52.000	4,080,858	78,478	406,830	7,824	636,000	12,231	24.40
Program 21 Administrative	2.250	326,252	145,001	1,350	600	27,000	12,000	23.09
K-12 Program 21 Instructional	48.500	3,817,394	78,709			588,000	12,124	24.43
Program 31 Instructional	17.850	1,309,397	73,356	134,537	7,537	215,400	12,067	24.63

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.800	124,621	155,776	600	750	9,600	12,000	23.25
Program 34 Instructional	2.100	162,301	77,286	9,678	4,609	25,200	12,000	25.03
Program 34 Administrative	0.200	31,155	155,775			2,400	12,000	23.25
K-3 BEA Instructional	120.835	9,740,999	80,614	105,058	869	1,480,260	12,250	24.94
4-6 BEA Instructional	79.315	6,538,842	82,441	137,638	1,735	975,636	12,301	24.93
7-8 BEA Instructional	67.517	5,622,955	83,282	23,420	347	823,524	12,197	24.87
9-12 BEA Instructional	120.025	9,774,958	81,441	84,665	705	1,477,140	12,307	24.72
K-12 BEA Instructional	387.692	31,677,754	81,709	350,781	905	4,756,560	12,269	24.86
K-12 BEA Administrative	22.200	3,045,084	137,166			269,088	12,121	23.72
BEA	420.392	35,881,193	85,352	4,767,554	11,341	5,150,676	12,252	24.69
Instructional	455.842	37,135,763	81,466	5,296,190	11,618	5,605,548	12,297	24.51
Administrative	34.000	4,550,866	133,849	76,004	2,235	412,800	12,141	23.32
Other	1.000	3,300	3,300			7,116	7,116	22.83
Active	490.842	41,689,929	84,936	5,372,194	10,945	6,025,464	12,276	24.38
On Leave	0.500	46,687	93,374	332,949	665,898	6,000	12,000	25.14
Certificated Total	491.342	41,736,616	84,944	5,705,143	11,611	6,031,464	12,275	24.38
Instructional for Funding Purposes	455.842	37,135,763	81,466	5,296,190	11,618	5,605,548	12,297	24.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	455.842	37,135,763	81,466	5,296,190	11,618	5,605,548	12,297	24.51

**Cape Flattery School District (05401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	35.156	2,691,207	76,550	149,386	4,249	421,800	11,998	24.67
02				2,460				
21	5.000	391,772	78,354	4,070	814	60,000	12,000	23.23
31	1.000	84,342	84,342	1,406	1,406	12,000	12,000	24.42
52	0.750	70,878	94,504			9,000	12,000	22.24
55	1.100	82,113	74,648	1,186	1,078	13,200	12,000	32.02
58				31,515				
68	0.533	50,402	94,563			12,000	22,514	25.08
97	1.000	132,132	132,132			12,000	12,000	24.78
K-12 Program 02 Instructional				1,030				
Program 21 Instructional	5.000	391,772	78,354	4,070	814	60,000	12,000	23.23
K-12 Program 21 Instructional	5.000	391,772	78,354			60,000	12,000	23.23
Program 31 Instructional	1.000	84,342	84,342	1,406	1,406	12,000	12,000	24.42
K-3 BEA Instructional	10.500	711,282	67,741	8,733	832	126,000	12,000	24.44
4-6 BEA Instructional	5.506	427,750	77,688	4,396	798	66,000	11,987	25.26
7-8 BEA Instructional	4.000	280,484	70,121	4,642	1,161	48,000	12,000	26.09
9-12 BEA Instructional	13.250	1,011,406	76,333	24,153	1,823	159,000	12,000	24.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	33.256	2,430,922	73,097	41,924	1,261	399,000	11,998	24.75
BEA	37.156	2,907,681	78,256	153,252	4,125	445,800	11,998	24.67
Instructional	40.539	3,015,114	74,376	181,148	4,468	492,000	12,136	24.64
Administrative	4.000	487,732	121,933	8,875	2,219	48,000	12,000	24.28
Active	44.539	3,502,846	78,647	190,023	4,266	540,000	12,124	24.59
Certificated Total	44.539	3,502,846	78,647	190,023	4,266	540,000	12,124	24.59
Instructional for Funding Purposes	40.539	3,015,114	74,376	181,148	4,468	492,000	12,136	24.64
Instructional for Compliance Purposes	40.539	3,015,114	74,376	181,148	4,468	492,000	12,136	24.64



**Carbonado School District (27019)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.500	726,226	69,164			149,190	14,209	24.69
21	0.700	60,913	87,019			9,403	13,433	22.13
51	0.400	33,258	83,145			4,920	12,300	23.22
97	0.900	99,216	110,240			11,858	13,176	21.83
Program 21 Instructional	0.700	60,913	87,019			9,403	13,433	22.13
K-12 Program 21 Instructional	0.700	60,913	87,019			9,403	13,433	22.13
K-3 BEA Instructional	4.650	322,787	69,417			65,968	14,187	23.72
4-6 BEA Instructional	3.620	251,178	69,386			52,885	14,609	25.13
7-8 BEA Instructional	2.230	152,261	68,278			30,337	13,604	25.88
K-12 BEA Instructional	10.500	726,226	69,164			149,190	14,209	24.69
BEA	11.400	825,442	72,407			161,049	14,127	24.36
Instructional	11.600	820,397	70,724			163,514	14,096	24.44
Administrative	0.900	99,216	110,240			11,858	13,176	21.83
Active	12.500	919,613	73,569			175,372	14,030	24.17
Certificated Total	12.500	919,613	73,569			175,372	14,030	24.17
Instructional for Funding Purposes	11.600	820,397	70,724			163,514	14,096	24.44



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	11.600	820,397	70,724			163,514	14,096	24.44

**Cascade School District (04228)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	63.333	4,938,526	77,977	264,072	4,170	759,996	12,000	23.20
02	2.000	101,161	50,581	5,934	2,967	24,000	12,000	22.97
21	12.300	883,020	71,790	16,842	1,369	150,000	12,195	23.91
31	6.867	464,459	67,636	77,239	11,248	82,404	12,000	23.22
34	2.000	138,955	69,478	13,124	6,562	24,000	12,000	23.48
51	2.500	199,705	79,882	6,017	2,407	30,000	12,000	23.63
52	0.800	50,400	63,000			9,600	12,000	23.63
53	0.333	21,923	65,835			3,996	12,000	22.44
55	1.711	119,735	69,980	18,285	10,687	26,400	15,430	23.12
58				123,046				
65	2.467	161,944	65,644	1,463	593	29,604	12,000	22.58
74				4,000				
97	1.000	140,000	140,000	3,600	3,600	12,000	12,000	22.03
K-12 Program 02 Instructional	2.000	101,161	50,581	5,934	2,967	24,000	12,000	22.97
Program 21 Instructional	11.300	793,147	70,190	16,842	1,490	138,000	12,212	24.24
Program 21 Administrative	1.000	89,873	89,873			12,000	12,000	21.25
K-12 Program 21 Instructional	10.500	723,778	68,931	13,019	1,240	126,000	12,000	24.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	6.867	464,459	67,636	77,239	11,248	82,404	12,000	23.22
Program 34 Instructional	2.000	138,955	69,478	13,124	6,562	24,000	12,000	23.48
K-3 BEA Instructional	21.800	1,515,385	69,513	74,460	3,416	261,600	12,000	23.29
4-6 BEA Instructional	8.400	678,446	80,767	28,292	3,368	100,800	12,000	23.16
7-8 BEA Instructional	13.500	1,019,062	75,486	102,832	7,617	162,000	12,000	23.51
9-12 BEA Instructional	24.500	1,762,965	71,958	127,161	5,190	294,000	12,000	23.37
K-12 BEA Instructional	68.200	4,975,858	72,960	345,408	5,065	818,400	12,000	23.35
K-12 BEA Administrative	4.000	460,041	115,010	6,496	1,624	48,000	12,000	22.17
BEA	75.200	5,783,101	76,903	363,969	4,840	902,400	12,000	23.18
Instructional	87.311	6,322,712	72,416	518,526	5,939	1,056,000	12,095	23.44
Administrative	7.000	802,529	114,647	15,096	2,157	84,000	12,000	22.11
Other	1.000	94,587	94,587			12,000	12,000	21.29
Active	95.311	7,219,828	75,750	533,622	5,599	1,152,000	12,087	23.26
Certificated Total	95.311	7,219,828	75,750	533,622	5,599	1,152,000	12,087	23.26
Instructional for Funding Purposes	87.311	6,322,712	72,416	518,526	5,939	1,056,000	12,095	23.44
Instructional for Compliance Purposes	87.311	6,322,712	72,416	518,526	5,939	1,056,000	12,095	23.44

**CASHMERE SCHOOL DISTRICT (04222)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	81.114	6,163,013	75,980	296,199	3,652	987,780	12,178	22.39
21	12.839	866,983	67,527	22,910	1,784	165,720	12,908	22.76
24	1.440	100,931	70,091	1,247	866	17,280	12,000	23.17
31	6.167	475,561	77,114	90,927	14,744	72,000	11,675	22.81
34	2.650	200,482	75,654	19,690	7,430	31,800	12,000	25.23
51	2.600	202,016	77,698	4,273	1,643	32,160	12,369	22.77
52	0.630	39,355	62,468	656	1,041	7,560	12,000	21.70
53	0.478	37,893	79,274	1,165	2,437	8,760	18,326	18.83
55	1.752	137,013	78,204	2,460	1,404	22,800	13,014	22.18
65	1.620	128,848	79,536	2,666	1,646	25,440	15,704	23.18
74	0.100	7,578	75,780	126	1,260	1,200	12,000	23.44
79	0.125	10,537	84,296	176	1,408	1,500	12,000	23.23
88	0.500	40,358	80,716	673	1,346	6,000	12,000	23.24
97	1.000	159,252	159,252	10,056	10,056	12,000	12,000	20.91
Program 21 Instructional	12.339	814,652	66,023	22,910	1,857	159,720	12,944	22.74
Program 21 Administrative	0.500	52,331	104,662			6,000	12,000	23.04
K-12 Program 21 Instructional	11.779	775,634	65,849			153,000	12,989	22.72
Program 31 Instructional	5.917	454,487	76,810	82,066	13,870	69,000	11,661	22.79

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.250	21,074	84,296	8,861	35,444	3,000	12,000	23.19
Program 34 Instructional	2.650	200,482	75,654	17,190	6,487	31,800	12,000	25.23
Program 34 Administrative				2,500				
K-3 BEA Instructional	29.728	2,041,112	68,660			352,800	11,868	23.24
4-6 BEA Instructional	15.631	1,185,047	75,814			198,036	12,669	22.06
7-8 BEA Instructional	13.595	986,904	72,593			167,604	12,328	22.44
9-12 BEA Instructional	24.127	1,882,214	78,013			290,940	12,059	21.98
K-12 BEA Instructional	83.081	6,095,277	73,365			1,009,380	12,149	22.46
K-12 BEA Administrative	0.250	21,074	84,296			3,000	12,000	23.19
BEA	90.931	6,998,308	76,963	416,872	4,584	1,103,580	12,136	22.46
Instructional	104.165	7,562,128	72,598	339,465	3,259	1,285,800	12,344	22.49
Administrative	8.250	960,796	116,460	112,977	13,694	99,000	12,000	22.45
Other	0.600	46,896	78,160	782	1,303	7,200	12,000	23.32
Active	113.015	8,569,820	75,829	453,224	4,010	1,392,000	12,317	22.49
Certificated Total	113.015	8,569,820	75,829	453,224	4,010	1,392,000	12,317	22.49
Instructional for Funding Purposes	104.165	7,562,128	72,598	339,465	3,259	1,285,800	12,344	22.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	104.165	7,562,128	72,598	339,465	3,259	1,285,800	12,344	22.49

**Castle Rock School District (08401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	71.335	5,130,573	71,922	361,291	5,065	825,032	11,566	23.79
12				42,430				
21	11.819	821,107	69,473	102,037	8,633	139,944	11,841	24.45
22	0.050	4,150	83,000			600	12,000	25.40
24	1.988	171,367	86,201			23,856	12,000	22.08
31	4.330	289,604	66,883	41,642	9,617	51,960	12,000	25.95
34	0.111	8,223	74,081			1,332	12,000	23.99
51	1.497	45,334	30,283			10,488	7,006	18.20
52				6,037				
55	2.700	239,450	88,685	3,417	1,266	32,400	12,000	24.47
58				16,779				
65	0.099	5,687	57,444	1,208	12,202	1,188	12,000	25.15
74	0.100	8,300	83,000	842	8,420	1,200	12,000	25.40
97	1.250	187,894	150,315	15,000	12,000	15,000	12,000	23.81
Program 21 Instructional	11.169	767,157	68,686	89,434	8,007	132,144	11,831	24.39
Program 21 Administrative	0.650	53,950	83,000			7,800	12,000	25.40
K-12 Program 21 Instructional	10.987	751,647	68,412	19,914	1,813	129,960	11,829	24.47
Program 31 Instructional	4.330	289,604	66,883	41,642	9,617	51,960	12,000	25.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.111	8,223	74,081			1,332	12,000	23.99
K-3 BEA Instructional	23.865	1,565,158	65,584	62,375	2,614	269,924	11,310	24.13
4-6 BEA Instructional	14.145	987,714	69,828	37,837	2,675	164,472	11,628	23.95
7-8 BEA Instructional	11.672	881,125	75,490	78,836	6,754	134,928	11,560	22.88
9-12 BEA Instructional	20.844	1,417,349	67,998	133,560	6,408	246,000	11,802	23.92
K-12 BEA Instructional	70.526	4,851,346	68,788	312,608	4,433	815,324	11,561	23.80
K-12 BEA Administrative	4.750	526,522	110,847	8,172	1,720	57,000	12,000	24.93
BEA	77.026	5,616,294	72,914	417,933	5,426	893,324	11,598	23.91
Instructional	87.279	6,013,209	68,896	522,745	5,989	1,007,000	11,538	23.79
Administrative	8.000	898,480	112,310	55,335	6,917	96,000	12,000	24.77
Other				12,603				
Active	95.279	6,911,689	72,542	590,683	6,200	1,103,000	11,577	23.92
Certificated Total	95.279	6,911,689	72,542	590,683	6,200	1,103,000	11,577	23.92
Instructional for Funding Purposes	87.279	6,013,209	68,896	522,745	5,989	1,007,000	11,538	23.79
Instructional for Compliance Purposes	87.279	6,013,209	68,896	522,745	5,989	1,007,000	11,538	23.79



**Catalyst Public Schools (18901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.804	737,927	68,301			130,296	12,060	25.99
21	0.122	9,999	81,959			1,464	12,000	24.32
74	0.040	5,356	133,900			480	12,000	28.70
97	0.980	131,222	133,900			11,760	12,000	28.70
Program 21 Instructional	0.122	9,999	81,959			1,464	12,000	24.32
K-12 Program 21 Instructional	0.122	9,999	81,959			1,464	12,000	24.32
K-3 BEA Instructional	6.946	420,204	60,496			84,000	12,093	24.48
4-6 BEA Instructional	2.878	186,501	64,802			34,536	12,000	28.08
K-12 BEA Instructional	9.824	606,705	61,757			118,536	12,066	25.48
K-12 BEA Administrative	1.960	262,444	133,900			23,520	12,000	28.70
BEA	11.784	869,149	73,757			142,056	12,055	26.36
Instructional	9.986	622,060	62,293			120,480	12,065	25.49
Administrative	1.960	262,444	133,900			23,520	12,000	28.70
Active	11.946	884,504	74,042			144,000	12,054	26.35
Certificated Total	11.946	884,504	74,042			144,000	12,054	26.35
Instructional for Funding Purposes	9.986	622,060	62,293			120,480	12,065	25.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	9.986	622,060	62,293			120,480	12,065	25.49

**Centerville School District (20215)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.000	369,036	73,807	8,665	1,733	60,000	12,000	24.28
52				2,404				
97	0.092	18,409	200,098	600	6,522			9.14
K-3 BEA Instructional	3.200	224,523	70,163	1,680	525	38,400	12,000	24.74
4-6 BEA Instructional	0.500	36,339	72,678			6,000	12,000	24.41
7-8 BEA Instructional	1.000	80,789	80,789			12,000	12,000	22.93
K-12 BEA Instructional	4.700	341,651	72,692	1,680	357	56,400	12,000	24.24
BEA	5.092	387,445	76,089	9,265	1,820	60,000	11,783	23.58
Instructional	4.700	341,651	72,692	10,349	2,202	56,400	12,000	24.24
Administrative	0.392	45,794	116,821	1,320	3,367	3,600	9,184	18.50
Active	5.092	387,445	76,089	11,669	2,292	60,000	11,783	23.58
Certificated Total	5.092	387,445	76,089	11,669	2,292	60,000	11,783	23.58
Instructional for Funding Purposes	4.700	341,651	72,692	10,349	2,202	56,400	12,000	24.24
Instructional for Compliance Purposes	4.700	341,651	72,692	10,349	2,202	56,400	12,000	24.24

**Central Kitsap School District (18401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	542.277	52,201,353	96,263	467,863	863	6,556,968	12,092	23.24
02	23.800	2,499,343	105,014	103,889	4,365	288,000	12,101	22.57
12				21,127				
21	113.106	10,447,096	92,366	408,159	3,609	1,387,236	12,265	23.48
29	4.000	396,959	99,240	8,000	2,000	48,000	12,000	23.03
31	22.473	2,294,122	102,083	42,149	1,876	274,476	12,214	22.42
34	5.613	541,155	96,411	8,826	1,572	67,356	12,000	23.01
38	0.611	40,569	66,398			7,332	12,000	23.08
51	6.199	640,427	103,311	10,462	1,688	74,388	12,000	23.36
52	1.999	186,768	93,431	8,627	4,316	23,988	12,000	22.63
55	10.451	986,581	94,401	28,904	2,766	127,812	12,230	23.13
58				483,761				
65	0.683	73,493	107,603			8,196	12,000	23.20
69	0.648	102,772	158,599			7,776	12,000	22.17
73				45,759				
74	0.899	100,109	111,356	63,206	70,307	10,788	12,000	23.06
79	1.807	202,638	112,141	12,744	7,053	21,684	12,000	22.98
86	0.200	22,412	112,060	6,374	31,870			19.16
89	1.000	112,060	112,060			12,000	12,000	23.42

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	2.000	392,362	196,181	9,434	4,717	59,312	29,656	20.48
K-12 Program 02 Instructional	22.600	2,309,461	102,189			273,600	12,106	22.58
Program 21 Instructional	106.906	9,575,569	89,570	403,059	3,770	1,312,836	12,280	23.50
Program 21 Administrative	6.200	871,527	140,569	5,100	823	74,400	12,000	23.15
K-12 Program 21 Instructional	98.718	8,773,428	88,874	3,082	31	1,212,168	12,279	23.55
Program 31 Instructional	20.486	2,005,673	97,905	42,149	2,057	250,632	12,234	22.33
Program 31 Administrative	1.987	288,449	145,168			23,844	12,000	23.05
Program 34 Instructional	4.800	421,981	87,913	8,826	1,839	57,600	12,000	23.07
Program 34 Administrative	0.813	119,174	146,585			9,756	12,000	22.79
K-3 BEA Instructional	218.671	19,799,936	90,547	1,944	9	2,637,888	12,063	23.64
4-6 BEA Instructional	105.858	9,829,365	92,854			1,271,304	12,010	23.21
7-8 BEA Instructional	80.332	7,493,277	93,279	11,097	138	968,784	12,060	23.03
9-12 BEA Instructional	151.300	14,794,980	97,786			1,848,000	12,214	22.67
K-12 BEA Instructional	556.161	51,917,558	93,350	13,041	23	6,725,976	12,094	23.19
K-12 BEA Administrative	5.080	721,947	142,116			60,960	12,000	24.72
BEA	596.163	57,928,335	97,169	632,161	1,060	7,246,112	12,155	23.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	689.666	64,120,180	92,973	1,689,614	2,450	8,358,000	12,119	23.23
Administrative	46.500	6,907,846	148,556	37,166	799	593,312	12,759	23.00
Other	0.600	100,133	166,888	2,504	4,173	12,000	20,000	18.82
Active	736.766	71,128,159	96,541	1,729,284	2,347	8,963,312	12,166	23.20
On Leave	1.000	112,060	112,060			12,000	12,000	23.42
Certificated Total	737.766	71,240,219	96,562	1,729,284	2,344	8,975,312	12,166	23.20
Instructional for Funding Purposes	689.666	64,120,180	92,973	1,689,614	2,450	8,358,000	12,119	23.23
Instructional for Compliance Purposes	689.666	64,120,180	92,973	1,689,614	2,450	8,358,000	12,119	23.23

**Central Valley School District (32356)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	758.400	64,420,021	84,942	2,138,057	2,819	9,214,734	12,150	25.15
02	3.850	251,108	65,223	55,727	14,475	63,000	16,364	24.32
21	147.839	11,141,037	75,359	302,282	2,045	1,822,300	12,326	25.72
24	18.500	1,620,924	87,618	38,699	2,092	222,000	12,000	25.32
31	30.400	2,514,123	82,701	94,441	3,107	362,400	11,921	24.90
34	1.500	136,803	91,202	3,003	2,002	18,000	12,000	24.96
45	2.700	254,745	94,350	4,352	1,612	32,400	12,000	26.38
51	21.180	1,932,066	91,221	51,232	2,419	258,480	12,204	25.32
52	2.600	199,375	76,683	12,610	4,850	31,800	12,231	22.46
55	19.910	1,747,597	87,775	41,941	2,107	249,720	12,542	25.22
65	5.600	482,018	86,075	10,930	1,952	67,200	12,000	25.15
74	2.600	229,549	88,288	5,455	2,098	33,000	12,692	25.26
76	0.750	101,615	135,487			9,000	12,000	22.86
97	5.600	894,341	159,704	1,050	188	67,200	12,000	20.45
K-12 Program 02 Instructional	3.850	251,108	65,223			63,000	16,364	24.32
Program 21 Instructional	145.839	10,894,070	74,699	302,282	2,073	1,798,300	12,331	25.84
Program 21 Administrative	2.000	246,967	123,484			24,000	12,000	21.04
K-12 Program 21 Instructional	132.469	9,852,306	74,374			1,633,060	12,328	25.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	29.700	2,425,550	81,668	94,441	3,180	354,000	11,919	25.01
Program 31 Administrative	0.700	88,573	126,533			8,400	12,000	21.80
Program 34 Instructional	1.400	124,150	88,679	3,003	2,145	16,800	12,000	25.27
Program 34 Administrative	0.100	12,653	126,530			1,200	12,000	21.80
K-3 BEA Instructional	271.990	21,599,698	79,414			3,321,414	12,212	25.53
4-6 BEA Instructional	161.255	12,905,888	80,034			1,947,372	12,076	25.64
7-8 BEA Instructional	113.305	9,104,489	80,354			1,407,348	12,421	25.06
9-12 BEA Instructional	191.820	16,134,381	84,112			2,311,200	12,049	25.06
K-12 BEA Instructional	738.370	59,744,456	80,914			8,987,334	12,172	25.35
BEA Instructional	802.450	68,471,141	85,328	2,296,630	2,862	9,757,734	12,160	25.08
BEA Administrative	953.799	76,738,281	80,455	2,658,037	2,787	11,638,234	12,202	25.41
BEA Active	65.630	8,996,957	137,086	96,968	1,477	789,000	12,022	23.09
BEA On Leave	1,019.429	85,735,238	84,101	2,755,005	2,702	12,427,234	12,190	25.16
BEA Total	2.000	190,084	95,042	2,662	1,331	24,000	12,000	26.54
Certificated Total	1,021.429	85,925,322	84,123	2,757,667	2,700	12,451,234	12,190	25.17
Instructional for Funding Purposes	953.799	76,738,281	80,455	2,658,037	2,787	11,638,234	12,202	25.41



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	953.799	76,738,281	80,455	2,658,037	2,787	11,638,234	12,202	25.41



**Centralia School District (21401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	143.008	11,831,065	82,730	622,220	4,351	1,701,420	11,897	23.23
21	32.888	2,579,889	78,445	209,585	6,373	400,800	12,187	24.34
31	9.020	745,668	82,668	68,812	7,629	103,800	11,508	22.72
34	2.414	214,816	88,988	6,895	2,856	29,004	12,015	23.63
51	10.691	782,059	73,151	15,887	1,486	128,976	12,064	23.44
52	0.744	57,593	77,410	6,469	8,695	8,940	12,016	23.19
53	0.160	9,468	59,175	1,434	8,963	1,920	12,000	23.17
55	11.925	943,975	79,159	40,106	3,363	143,184	12,007	23.54
58	0.267	21,576	80,809	170,957	640,288	3,204	12,000	22.84
64	0.170	10,060	59,176	1,523	8,959	2,040	12,000	23.17
65	4.108	281,163	68,443	17,725	4,315	38,640	9,406	22.55
74	0.500	47,505	95,010	595	1,190	6,000	12,000	57.23
97	0.988	192,750	195,091			12,000	12,146	20.96
Program 21 Instructional	31.900	2,451,143	76,838	203,073	6,366	388,800	12,188	24.46
Program 21 Administrative	0.988	128,746	130,310	6,512	6,591	12,000	12,146	22.29
K-12 Program 21 Instructional	29.400	2,238,230	76,130	132,556	4,509	352,800	12,000	24.12
Program 31 Instructional	8.773	716,322	81,651	67,327	7,674	100,800	11,490	22.74

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.247	29,346	118,810	1,485	6,012	3,000	12,146	22.24
Program 34 Instructional	2.167	185,470	85,588	5,410	2,497	26,004	12,000	23.86
Program 34 Administrative	0.247	29,346	118,810	1,485	6,012	3,000	12,146	22.24
K-3 BEA Instructional	59.813	4,854,010	81,153	227,170	3,798	719,088	12,022	23.77
4-6 BEA Instructional	25.425	1,791,264	70,453	77,221	3,037	307,080	12,078	23.45
7-8 BEA Instructional	19.011	1,485,552	78,142	69,295	3,645	231,348	12,169	23.73
9-12 BEA Instructional	36.997	3,139,782	84,866	243,760	6,589	438,084	11,841	22.84
K-12 BEA Instructional	141.246	11,270,608	79,794	617,446	4,371	1,695,600	12,005	23.44
K-12 BEA Administrative	10.480	1,317,071	125,675	66,621	6,357	127,248	12,142	22.45
BEA	155.430	12,984,299	83,538	697,927	4,490	1,846,224	11,878	23.18
Instructional	200.772	15,826,240	78,827	1,082,563	5,392	2,416,680	12,037	23.66
Administrative	13.444	1,767,313	131,457	79,645	5,924	163,248	12,143	22.28
Other	2.667	124,034	46,507					7.81
Active	216.883	17,717,587	81,692	1,162,208	5,359	2,579,928	11,895	23.40
Certificated Total	216.883	17,717,587	81,692	1,162,208	5,359	2,579,928	11,895	23.40
Instructional for Funding Purposes	200.772	15,826,240	78,827	1,082,563	5,392	2,416,680	12,037	23.66

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	200.772	15,826,240	78,827	1,082,563	5,392	2,416,680	12,037	23.66

**Chehalis School District (21302)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	146.891	12,490,633	85,033	743,698	5,063	1,788,960	12,179	22.99
02	2.000	171,437	85,719	9,501	4,751	36,000	18,000	16.52
21	28.633	2,377,459	83,032	117,186	4,093	348,000	12,154	22.72
24	0.500	26,548	53,096			6,000	12,000	23.64
31	10.100	797,017	78,913	54,199	5,366	126,000	12,475	24.15
51	1.358	118,947	87,590	3,010	2,216	15,000	11,046	23.25
52	0.250	21,385	85,540			3,000	12,000	24.11
55	4.120	353,808	85,876			49,440	12,000	23.56
56	13.337	1,174,276	88,046	103,820	7,784	170,040	12,749	20.64
57	0.830	56,365	67,910			9,960	12,000	19.44
58				78,572				
65	0.600	46,230	77,050	2,711	4,518	12,000	20,000	24.06
74	0.300	28,601	95,337			3,600	12,000	23.65
97	1.000	198,000	198,000	31,076	31,076	12,000	12,000	18.81
K-12 Program 02 Instructional	2.000	171,437	85,719			36,000	18,000	16.52
Program 21 Instructional	27.633	2,255,314	81,617	86,618	3,135	336,000	12,159	22.73
Program 21 Administrative	1.000	122,145	122,145			12,000	12,000	22.59
K-12 Program 21 Instructional	24.600	2,005,853	81,539			295,200	12,000	22.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 26, 56, and 59 Instructional	12.337	1,037,173	84,070	44,525	3,609	158,040	12,810	20.53
Program 26, 56, and 59 Administrative	1.000	137,103	137,103	4,335	4,335	12,000	12,000	21.63
Program 31 Instructional	9.800	756,608	77,205	49,622	5,063	122,400	12,490	24.28
Program 31 Administrative	0.300	40,409	134,697			3,600	12,000	21.70
K-3 BEA Instructional	48.492	3,827,219	78,925			595,440	12,279	23.55
4-6 BEA Instructional	29.429	2,318,915	78,797			356,880	12,127	23.24
7-8 BEA Instructional	20.610	1,738,834	84,368			256,320	12,437	22.66
9-12 BEA Instructional	48.460	3,999,627	82,535			598,320	12,347	22.66
K-12 BEA Instructional	146.991	11,884,595	80,853			1,806,960	12,293	23.05
K-12 BEA Administrative	4.900	647,523	132,148			58,800	12,000	22.18
BEA	159.991	13,657,087	85,362	838,474	5,241	1,962,960	12,269	22.90
Instructional	194.919	15,828,966	81,208	791,470	4,061	2,400,000	12,313	22.83
Administrative	14.000	1,901,853	135,847	11,835	845	168,000	12,000	21.94
Other	1.000	129,887	129,887	3,294	3,294	12,000	12,000	21.24
Active	209.919	17,860,706	85,084	806,599	3,842	2,580,000	12,290	22.72
On Leave				337,174				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	209.919	17,860,706	85,084	1,143,773	5,449	2,580,000	12,290	22.72
Instructional for Funding Purposes	182.582	14,791,793	81,015	746,945	4,091	2,241,960	12,279	23.01
Instructional for Compliance Purposes	182.582	14,791,793	81,015	746,945	4,091	2,241,960	12,279	23.01



**Cheney School District (32360)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	258.579	18,625,532	72,030	1,254,172	4,850	3,145,080	12,163	23.58
02	7.000	511,897	73,128	15,360	2,194	84,000	12,000	23.22
21	61.075	4,360,326	71,393	165,854	2,716	763,560	12,502	23.06
24	8.200	594,818	72,539	22,308	2,720	98,400	12,000	22.96
31	14.660	1,056,816	72,088	101,908	6,951	175,920	12,000	23.03
34	3.200	218,512	68,285	15,348	4,796	38,400	12,000	24.19
51	5.350	431,875	80,724	17,116	3,199	64,200	12,000	22.58
55	13.211	983,043	74,411	36,014	2,726	161,520	12,226	22.65
58	1.550	119,020	76,787	5,231	3,375	18,600	12,000	22.92
65	4.000	249,306	62,327	16,228	4,057	48,000	12,000	22.94
74	0.360	30,845	85,681	3,238	8,994	4,320	12,000	20.89
79	0.500	42,316	84,632	1,439	2,878	6,000	12,000	23.33
97	2.000	300,660	150,330	12,300	6,150	24,000	12,000	20.64
K-12 Program 02 Instructional	6.000	398,175	66,363			72,000	12,000	23.68
Program 21 Instructional	59.075	4,112,484	69,615	161,054	2,726	739,560	12,519	23.08
Program 21 Administrative	2.000	247,842	123,921	4,800	2,400	24,000	12,000	22.59
K-12 Program 21 Instructional	53.825	3,760,011	69,856			676,560	12,570	22.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	14.660	1,056,816	72,088	101,908	6,951	175,920	12,000	23.03
Program 34 Instructional	3.200	218,512	68,285	15,348	4,796	38,400	12,000	24.19
K-3 BEA Instructional	98.811	6,841,736	69,241			1,196,160	12,106	24.76
4-6 BEA Instructional	38.589	2,496,417	64,692			475,200	12,314	23.48
7-8 BEA Instructional	57.010	4,031,349	70,713	1,306	23	697,560	12,236	23.19
9-12 BEA Instructional	68.829	4,724,281	68,638			826,080	12,002	23.17
K-12 BEA Instructional	263.239	18,093,783	68,735	1,306	5	3,195,000	12,137	23.78
K-12 BEA Administrative	5.579	656,500	117,673			66,948	12,000	21.41
BEA	285.439	20,713,417	72,567	1,399,088	4,902	3,467,400	12,148	23.50
Instructional	355.485	24,657,490	69,363	1,571,771	4,421	4,335,600	12,196	23.56
Administrative	24.200	2,867,476	118,491	84,832	3,505	296,400	12,248	21.76
Other				9,913				
Active	379.685	27,524,966	72,494	1,666,516	4,389	4,632,000	12,200	23.36
Certificated Total	379.685	27,524,966	72,494	1,666,516	4,389	4,632,000	12,200	23.36
Instructional for Funding Purposes	355.485	24,657,490	69,363	1,571,771	4,421	4,335,600	12,196	23.56
Instructional for Compliance Purposes	355.485	24,657,490	69,363	1,571,771	4,421	4,335,600	12,196	23.56

**Chewelah School District (33036)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	32.870	2,353,156	71,590	170,650	5,192	394,440	12,000	23.76
02	4.552	349,823	76,850	17,408	3,824	54,624	12,000	24.10
03	0.500	27,478	54,956			6,000	12,000	22.82
21	6.200	465,480	75,077	34,581	5,578	74,400	12,000	24.76
31	2.700	203,941	75,534	32,561	12,060	32,400	12,000	25.06
34	0.800	49,142	61,428	4,204	5,255	9,600	12,000	25.87
51	2.143	156,226	72,901	3,700	1,727	25,716	12,000	24.00
55	2.035	155,062	76,198	4,172	2,050	24,420	12,000	24.17
58				32,020				
74	0.200	16,560	82,800			2,400	12,000	24.03
97	1.000	128,000	128,000			12,000	12,000	25.80
K-12 Program 02 Instructional	4.052	297,113	73,325	600	148	48,624	12,000	24.10
Program 21 Instructional	5.700	427,473	74,995	34,581	6,067	68,400	12,000	24.94
Program 21 Administrative	0.500	38,007	76,014			6,000	12,000	22.99
K-12 Program 21 Instructional	5.410	405,646	74,981	600	111	64,920	12,000	25.03
Program 31 Instructional	2.700	203,941	75,534	32,561	12,060	32,400	12,000	25.06
Program 34 Instructional	0.800	49,142	61,428	4,204	5,255	9,600	12,000	25.87

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	12.000	836,073	69,673	4,200	350	144,000	12,000	23.59
4-6 BEA Instructional	6.194	392,445	63,359	600	97	74,328	12,000	23.99
7-8 BEA Instructional	5.200	358,739	68,988	5,200	1,000	62,400	12,000	24.25
9-12 BEA Instructional	15.028	1,066,213	70,948	23,879	1,589	180,336	12,000	24.02
K-12 BEA Instructional	38.422	2,653,470	69,061	33,879	882	461,064	12,000	23.91
K-12 BEA Administrative	1.500	173,645	115,763			18,000	12,000	23.96
BEA	42.422	3,111,540	73,347	224,823	5,300	509,064	12,000	23.98
Instructional	48.500	3,408,791	70,284	299,296	6,171	582,000	12,000	24.05
Administrative	4.300	480,438	111,730			51,600	12,000	24.34
Other	0.200	15,639	78,195			2,400	12,000	24.33
Active	53.000	3,904,868	73,677	299,296	5,647	636,000	12,000	24.08
Certificated Total	53.000	3,904,868	73,677	299,296	5,647	636,000	12,000	24.08
Instructional for Funding Purposes	48.500	3,408,791	70,284	299,296	6,171	582,000	12,000	24.05
Instructional for Compliance Purposes	48.500	3,408,791	70,284	299,296	6,171	582,000	12,000	24.05

**Chief Leschi Tribal Compact (27901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	43.785	3,611,452	82,481			527,342	12,044	11.04
21	1.000	70,388	70,388			10,992	10,992	7.46
29	2.000	177,488	88,744			23,182	11,591	7.90
31	0.400	41,937	104,843			4,397	10,992	8.26
51	8.000	830,073	103,759			101,981	12,748	11.36
52	2.000	209,686	104,843			22,584	11,292	15.24
68	11.433	887,790	77,652			125,248	10,955	10.52
88	2.000	114,327	57,164			22,584	11,292	10.97
89								
Program 21 Instructional	1.000	70,388	70,388			10,992	10,992	7.46
K-12 Program 21 Instructional	1.000	70,388	70,388			10,992	10,992	7.46
Program 31 Instructional	0.400	41,937	104,843			4,397	10,992	8.26
K-3 BEA Instructional	11.000	800,605	72,782			133,495	12,136	10.62
4-6 BEA Instructional	3.000	230,421	76,807			34,201	11,400	9.10
7-8 BEA Instructional	8.672	660,308	76,143			94,928	10,946	10.89
9-12 BEA Instructional	16.407	1,233,007	75,151			201,965	12,310	10.99
K-12 BEA Instructional	39.079	2,924,341	74,832			464,589	11,888	10.72

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	2.106	309,805	147,106			33,574	15,942	10.38
BEA	44.185	3,653,389	82,684			531,739	12,034	11.01
Instructional	61.879	4,750,124	76,765			738,127	11,929	10.69
Administrative	8.739	1,193,017	136,516			100,183	11,464	12.26
Other								
Active	70.618	5,943,141	84,159			838,310	11,871	10.99
Certificated Total	70.618	5,943,141	84,159			838,310	11,871	10.99
Instructional for Funding Purposes	61.879	4,750,124	76,765			738,127	11,929	10.69
Instructional for Compliance Purposes	61.879	4,750,124	76,765			738,127	11,929	10.69

**Chimacum School District (16049)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	40.739	3,143,292	77,157	230,821	5,666	541,908	13,302	22.47
02	2.601	180,968	69,576	9,510	3,656	38,400	14,764	22.48
21	5.602	455,156	81,249	26,987	4,817	91,092	16,261	20.51
24	1.700	145,553	85,619	4,848	2,852	20,400	12,000	23.66
31	1.220	99,920	81,902	4,271	3,501	15,600	12,787	21.51
51	0.800	71,825	89,781	29,103	36,379	9,600	12,000	22.08
55	1.550	101,533	65,505	4,838	3,121	24,600	15,871	21.37
58				34,558				
65	0.200	17,956	89,780	1,098	5,490	2,400	12,000	22.08
97	1.000	139,071	139,071			12,000	12,000	24.26
K-12 Program 02 Instructional	2.601	180,968	69,576	235	90	38,400	14,764	22.48
Program 21 Instructional	5.060	403,525	79,748	26,987	5,333	84,588	16,717	20.70
Program 21 Administrative	0.542	51,631	95,260			6,504	12,000	19.09
K-12 Program 21 Instructional	4.490	359,064	79,970	2,864	638	71,388	15,899	21.08
Program 31 Instructional	1.120	87,941	78,519	4,271	3,813	14,400	12,857	21.36
Program 31 Administrative	0.100	11,979	119,790			1,200	12,000	22.76
K-3 BEA Instructional	15.982	1,161,580	72,681	22,607	1,415	204,108	12,771	23.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	8.989	658,496	73,256	11,322	1,260	108,132	12,029	22.59
7-8 BEA Instructional	0.495	41,310	83,455			7,440	15,030	22.17
9-12 BEA Instructional	15.135	1,146,273	75,737	8,333	551	228,720	15,112	21.66
K-12 BEA Instructional	40.601	3,007,659	74,078	90,003	2,217	548,400	13,507	22.46
K-12 BEA Administrative	3.850	406,192	105,504	5,280	1,371	46,200	12,000	22.37
BEA	45.560	3,563,251	78,210	244,602	5,369	607,908	13,343	22.50
Instructional	49.761	3,732,205	75,003	328,023	6,592	688,188	13,830	22.25
Administrative	5.651	623,069	110,258	18,011	3,187	67,812	12,000	22.39
Active	55.412	4,355,274	78,598	346,034	6,245	756,000	13,643	22.27
Certificated Total	55.412	4,355,274	78,598	346,034	6,245	756,000	13,643	22.27
Instructional for Funding Purposes	49.761	3,732,205	75,003	328,023	6,592	688,188	13,830	22.25
Instructional for Compliance Purposes	49.761	3,732,205	75,003	328,023	6,592	688,188	13,830	22.25



**Clarkston School District (02250)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	118.882	9,375,828	78,867	412,933	3,473	1,497,382	12,596	21.90
02	5.200	417,012	80,195	13,380	2,573	64,884	12,478	22.07
03	1.200	92,771	77,309	1,803	1,503	15,048	12,540	20.74
21	20.712	1,598,800	77,192	112,386	5,426	259,350	12,522	22.24
24	0.900	77,803	86,448	2,280	2,533	11,286	12,540	22.45
31	8.870	701,789	79,119	80,190	9,041	110,960	12,510	22.02
51	1.400	119,064	85,046	2,314	1,653	15,884	11,346	22.11
52				23,500				
55	4.700	314,281	66,868	19,946	4,244	58,776	12,506	23.74
65	0.500	43,224	86,448	840	1,680	6,270	12,540	19.32
74	1.200	97,854	81,545	1,903	1,586	15,048	12,540	18.93
79	0.370	29,553	79,873			4,440	12,000	23.74
97	1.000	159,317	159,317			12,000	12,000	17.92
K-12 Program 02 Instructional	4.600	351,234	76,355	6,828	1,484	57,684	12,540	21.85
Program 21 Instructional	20.012	1,511,262	75,518	104,355	5,215	250,950	12,540	22.24
Program 21 Administrative	0.700	87,538	125,054	8,031	11,473	8,400	12,000	22.24
K-12 Program 21 Instructional	18.064	1,365,797	75,609	92,027	5,094	226,523	12,540	22.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	8.370	648,516	77,481	74,638	8,917	104,960	12,540	21.92
Program 31 Administrative	0.500	53,273	106,546	5,552	11,104	6,000	12,000	23.46
K-3 BEA Instructional	39.516	2,902,984	73,464	76,003	1,923	495,531	12,540	21.79
4-6 BEA Instructional	21.505	1,678,434	78,049	34,308	1,595	269,673	12,540	21.77
7-8 BEA Instructional	19.147	1,481,239	77,361	61,525	3,213	242,071	12,643	21.90
9-12 BEA Instructional	42.984	3,324,993	77,354	166,292	3,869	548,999	12,772	21.62
K-12 BEA Instructional	123.152	9,387,650	76,228	338,128	2,746	1,556,274	12,637	21.74
K-12 BEA Administrative	11.900	1,346,562	113,156	73,647	6,189	142,800	12,000	22.54
BEA	135.152	10,746,717	79,516	508,306	3,761	1,700,274	12,580	21.84
Instructional	151.934	11,543,175	75,975	581,766	3,829	1,915,328	12,606	21.83
Administrative	13.000	1,484,121	114,163	89,709	6,901	156,000	12,000	22.51
Active	164.934	13,027,296	78,985	671,475	4,071	2,071,328	12,559	21.91
Certificated Total	164.934	13,027,296	78,985	671,475	4,071	2,071,328	12,559	21.91
Instructional for Funding Purposes	151.934	11,543,175	75,975	581,766	3,829	1,915,328	12,606	21.83
Instructional for Compliance Purposes	151.934	11,543,175	75,975	581,766	3,829	1,915,328	12,606	21.83

**Cle Elum-Roslyn School District (19404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	49.010	3,455,710	70,510	216,593	4,419	579,720	11,829	23.50
02	1.000	72,285	72,285	8,919	8,919	12,000	12,000	22.74
21	6.736	425,239	63,129	14,558	2,161	89,800	13,331	22.32
24	1.000	43,675	43,675			12,000	12,000	20.75
31	3.580	235,093	65,668	18,798	5,251	55,920	15,620	23.11
34	0.480	38,686	80,596	355	740	7,200	15,000	22.70
51	0.750	58,312	77,749	2,268	3,024	9,000	12,000	21.94
55	0.500	46,628	93,256	8,756	17,512	6,000	12,000	22.12
58	1.000	44,107	44,107	4,915	4,915	12,000	12,000	22.99
65	0.030	3,263	108,767			360	12,000	23.45
97	1.000	155,000	155,000			12,000	12,000	23.04
K-12 Program 02 Instructional	1.000	72,285	72,285	8,919	8,919	12,000	12,000	22.74
Program 21 Instructional	6.086	354,543	58,256	14,558	2,392	82,000	13,474	22.34
Program 21 Administrative	0.650	70,696	108,763			7,800	12,000	22.26
K-12 Program 21 Instructional	5.886	345,635	58,722	13,485	2,291	79,600	13,524	22.40
Program 31 Instructional	3.160	194,491	61,548	18,798	5,949	47,520	15,038	23.21
Program 31 Administrative	0.420	40,602	96,671			8,400	20,000	22.78

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.300	21,285	70,950	355	1,183	3,600	12,000	22.59
Program 34 Administrative	0.180	17,401	96,672			3,600	20,000	22.78
K-3 BEA Instructional	15.000	1,084,181	72,279	63,423	4,228	180,000	12,000	25.64
4-6 BEA Instructional	9.200	665,683	72,357	26,463	2,876	102,000	11,087	21.27
7-8 BEA Instructional	8.800	567,749	64,517	51,619	5,866	105,600	12,000	22.94
9-12 BEA Instructional	16.400	1,002,967	61,157	94,233	5,746	206,400	12,585	23.18
K-12 BEA Instructional	49.400	3,320,580	67,218	237,205	4,802	594,000	12,024	23.47
K-12 BEA Administrative	4.670	552,055	118,213	4,000	857	60,840	13,028	23.29
BEA	55.070	3,956,774	71,850	244,665	4,443	666,840	12,109	23.43
Instructional	58.486	3,840,654	65,668	267,702	4,577	712,000	12,174	23.28
Administrative	5.600	653,205	116,644	4,000	714	72,000	12,857	23.14
Other	1.000	84,139	84,139	3,460	3,460	12,000	12,000	22.91
Active	65.086	4,577,998	70,338	275,162	4,228	796,000	12,230	23.26
Certificated Total	65.086	4,577,998	70,338	275,162	4,228	796,000	12,230	23.26
Instructional for Funding Purposes	58.486	3,840,654	65,668	267,702	4,577	712,000	12,174	23.28
Instructional for Compliance Purposes	58.486	3,840,654	65,668	267,702	4,577	712,000	12,174	23.28

**Clover Park School District (27400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	627.850	52,236,638	83,199	7,151,384	11,390	7,522,356	11,981	24.00
03	3.200	306,861	95,894	22,719	7,100	38,400	12,000	23.68
21	128.914	10,851,000	84,172	1,456,415	11,298	1,574,168	12,211	23.98
22				15,315				
24	18.229	1,736,283	95,248	243,023	13,332	218,748	12,000	23.76
26	8.352	701,562	83,999	88,023	10,539	100,224	12,000	24.25
29				4,109				
31	29.493	2,575,508	87,326	346,999	11,765	353,916	12,000	23.72
34	5.756	578,225	100,456	43,757	7,602	69,072	12,000	23.03
51	24.746	2,228,550	90,057	298,038	12,044	301,752	12,194	23.91
52	1.800	164,156	91,198	202,411	112,451	21,600	12,000	24.56
55	43.211	3,486,670	80,689	408,682	9,458	505,176	11,691	23.88
56				6,998				
58	1.000	87,671	87,671	1,114,852	1,114,852	12,000	12,000	23.38
61	0.401	29,328	73,137	8,683	21,653	4,812	12,000	23.45
64	1.198	99,954	83,434	17,316	14,454	14,376	12,000	26.01
65	26.000	2,116,285	81,396	236,220	9,085	318,200	12,238	23.52
74	4.000	326,249	81,562	66,972	16,743	48,000	12,000	23.75
79	1.251	121,900	97,442	22,917	18,319	15,012	12,000	23.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
88	0.599	43,992	73,442	801	1,337	7,188	12,000	23.45
97	3.000	652,294	217,431	229,007	76,336	36,000	12,000	19.97
Program 21 Instructional	127.914	10,625,445	83,067	1,450,715	11,341	1,562,168	12,213	24.01
Program 21 Administrative	1.000	225,555	225,555	4,654	4,654	12,000	12,000	22.43
K-12 Program 21 Instructional	118.415	9,916,220	83,741			1,448,180	12,230	24.06
Program 26, 56, and 59 Instructional	7.252	513,864	70,858	84,824	11,697	87,024	12,000	25.01
Program 26, 56, and 59 Administrative	1.100	187,698	170,635	10,197	9,270	13,200	12,000	21.95
Program 31 Instructional	28.493	2,407,536	84,496	344,992	12,108	341,916	12,000	23.78
Program 31 Administrative	1.000	167,972	167,972	2,007	2,007	12,000	12,000	22.67
Program 34 Instructional	4.756	425,180	89,399	20,956	4,406	57,072	12,000	23.62
Program 34 Administrative	1.000	153,045	153,045	22,801	22,801	12,000	12,000	21.27
K-3 BEA Instructional	269.077	20,558,044	76,402			3,225,458	11,987	24.33
4-6 BEA Instructional	121.459	9,507,353	78,276			1,456,508	11,992	23.94
7-8 BEA Instructional	83.833	6,757,904	80,612			1,003,163	11,966	23.69
9-12 BEA Instructional	139.326	11,021,568	79,106			1,667,367	11,967	24.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	613.695	47,844,869	77,962			7,352,496	11,981	24.10
BEA	669.299	56,349,526	84,192	7,793,866	11,645	8,019,744	11,982	23.93
Instructional	864.496	68,399,585	79,121	11,385,615	13,170	10,374,952	12,001	24.05
Administrative	62.504	9,752,645	156,032	544,218	8,707	762,048	12,192	22.93
Other	2.000	190,896	95,448	54,808	27,404	24,000	12,000	23.73
Active	929.000	78,343,126	84,331	11,984,641	12,901	11,161,000	12,014	23.93
Certificated Total	929.000	78,343,126	84,331	11,984,641	12,901	11,161,000	12,014	23.93
Instructional for Funding Purposes	857.244	67,885,721	79,191	11,300,791	13,183	10,287,928	12,001	24.04
Instructional for Compliance Purposes	857.244	67,885,721	79,191	11,300,791	13,183	10,287,928	12,001	24.04





**Colfax School District (38300)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	30.496	2,204,892	72,301	109,679	3,597	364,584	11,955	22.80
21	3.300	241,111	73,064	9,930	3,009	39,600	12,000	23.02
31	3.317	200,129	60,334	31,145	9,390	39,804	12,000	22.94
34	0.384	24,413	63,576	354	922	4,608	12,000	23.08
51	1.000	59,603	59,603	1,095	1,095	15,000	15,000	23.22
55	0.667	43,371	65,024	1,066	1,598	15,000	22,489	22.87
74	0.167	9,161	54,856			2,004	12,000	23.36
97	0.950	135,173	142,287			11,400	12,000	21.33
Program 21 Instructional	3.000	209,776	69,925	8,158	2,719	36,000	12,000	22.72
Program 21 Administrative	0.300	31,335	104,450	1,772	5,907	3,600	12,000	25.21
K-12 Program 21 Instructional	3.000	209,776	69,925			36,000	12,000	22.72
Program 31 Instructional	3.217	190,440	59,198	30,436	9,461	38,604	12,000	22.93
Program 31 Administrative	0.100	9,689	96,890	709	7,090	1,200	12,000	23.10
Program 34 Instructional	0.334	19,569	58,590			4,008	12,000	23.07
Program 34 Administrative	0.050	4,844	96,880	354	7,080	600	12,000	23.10
K-3 BEA Instructional	9.760	726,570	74,444			117,120	12,000	22.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	6.482	476,476	73,508			82,848	12,781	23.91
7-8 BEA Instructional	4.667	292,869	62,753			54,000	11,571	22.98
9-12 BEA Instructional	10.668	714,005	66,930			128,016	12,000	22.48
K-12 BEA Instructional	31.577	2,209,920	69,985			381,984	12,097	22.84
BEA	35.147	2,564,607	72,968	141,178	4,017	420,396	11,961	22.74
Instructional	36.244	2,522,670	69,602	126,449	3,489	447,984	12,360	22.84
Administrative	3.334	358,860	107,636	14,177	4,252	40,008	12,000	23.44
Other	0.703	36,323	51,669	12,643	17,984	4,008	5,701	13.97
Active	40.281	2,917,853	72,437	153,269	3,805	492,000	12,214	22.77
Certificated Total	40.281	2,917,853	72,437	153,269	3,805	492,000	12,214	22.77
Instructional for Funding Purposes	36.244	2,522,670	69,602	126,449	3,489	447,984	12,360	22.84
Instructional for Compliance Purposes	36.244	2,522,670	69,602	126,449	3,489	447,984	12,360	22.84

**College Place School District (36250)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	75.193	5,570,602	74,084	133,435	1,775	902,316	12,000	23.56
21	10.523	829,510	78,828	25,641	2,437	121,476	11,544	23.91
31	7.550	520,452	68,934	5,517	731	90,600	12,000	23.56
51	1.200	109,070	90,892			14,400	12,000	24.25
52	0.200	22,887	114,435	9,000	45,000	2,400	12,000	22.91
55	3.520	286,297	81,334	2,525	717	42,240	12,000	23.29
64	0.007	650	92,857			84	12,000	25.49
65	2.193	163,601	74,601	1,582	721	26,316	12,000	23.19
74	0.337	28,947	85,896	285	846	4,044	12,000	23.40
76	4.000	232,257	58,064			48,000	12,000	24.01
88	0.477	33,828	70,918			5,724	12,000	24.00
97	1.200	172,237	143,531	15,924	13,270	14,400	12,000	21.60
Program 21 Instructional	9.923	771,339	77,732	25,641	2,584	114,276	11,516	23.80
Program 21 Administrative	0.600	58,171	96,952			7,200	12,000	25.49
K-12 Program 21 Instructional	9.400	734,249	78,112	10,861	1,155	108,000	11,489	23.78
Program 31 Instructional	7.200	477,617	66,336	5,517	766	86,400	12,000	23.63
Program 31 Administrative	0.350	42,835	122,386			4,200	12,000	22.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	30.020	2,052,341	68,366	530	18	360,240	12,000	24.11
4-6 BEA Instructional	13.290	1,101,612	82,890			159,480	12,000	23.70
7-8 BEA Instructional	11.233	928,186	82,630			134,796	12,000	23.05
9-12 BEA Instructional	22.000	1,384,507	62,932			264,000	12,000	23.70
K-12 BEA Instructional	76.543	5,466,646	71,419	530	7	918,516	12,000	23.73
K-12 BEA Administrative	5.400	603,435	111,747	18,999	3,518	64,800	12,000	22.97
BEA	83.943	6,263,291	74,614	154,876	1,845	1,007,316	12,000	23.50
Instructional	97.400	7,008,081	71,952	138,676	1,424	1,164,000	11,951	23.72
Administrative	8.000	918,397	114,800	55,233	6,904	96,000	12,000	22.94
Other	1.000	43,860	43,860			12,000	12,000	8.64
Active	106.400	7,970,338	74,909	193,909	1,822	1,272,000	11,955	23.55
Certificated Total	106.400	7,970,338	74,909	193,909	1,822	1,272,000	11,955	23.55
Instructional for Funding Purposes	97.400	7,008,081	71,952	138,676	1,424	1,164,000	11,951	23.72
Instructional for Compliance Purposes	97.400	7,008,081	71,952	138,676	1,424	1,164,000	11,951	23.72

**Colton School District (38306)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	14.298	960,433	67,173	91,966	6,432	167,400	11,708	23.17
21	0.850	66,164	77,840	9,223	10,851	10,200	12,000	23.57
31	1.000	77,840	77,840	21,401	21,401	12,000	12,000	23.68
51	0.500	32,392	64,784	129	258	6,000	12,000	23.68
55	0.050	3,892	77,840	65	1,300	600	12,000	23.57
58				22,372				
79	0.100	7,784	77,840			1,200	12,000	23.65
97	0.500	57,033	114,066	4,173	8,346	6,000	12,000	23.70
99	0.050	5,703	114,060			600	12,000	23.70
Program 21 Instructional	0.850	66,164	77,840			10,200	12,000	23.57
Program 21 Administrative				8,126				
K-12 Program 21 Instructional	0.850	66,164	77,840			10,200	12,000	23.57
Program 31 Instructional	1.000	77,840	77,840	19,353	19,353	12,000	12,000	23.68
Program 31 Administrative				1,500				
K-3 BEA Instructional	4.426	252,477	57,044	858	194	51,816	11,707	23.09
4-6 BEA Instructional	2.299	162,870	70,844			25,704	11,181	21.62
7-8 BEA Instructional	1.773	113,009	63,739	3,261	1,839	19,680	11,100	23.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	5.900	412,539	69,922	52,857	8,959	64,800	10,983	23.96
K-12 BEA Instructional	14.398	940,895	65,349	56,976	3,957	162,000	11,252	23.25
BEA	15.798	1,095,306	69,332	117,540	7,440	185,400	11,736	23.24
Instructional	15.898	1,051,127	66,117	111,653	7,023	180,000	11,322	23.29
Administrative	1.450	160,114	110,423	15,584	10,748	24,000	16,552	23.13
Active	17.348	1,211,241	69,820	127,237	7,334	204,000	11,759	23.27
On Leave				22,092				
Certificated Total	17.348	1,211,241	69,820	149,329	8,608	204,000	11,759	23.27
Instructional for Funding Purposes	15.898	1,051,127	66,117	111,653	7,023	180,000	11,322	23.29
Instructional for Compliance Purposes	15.898	1,051,127	66,117	111,653	7,023	180,000	11,322	23.29

**Columbia (Stevens) School District (33206)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.000	761,603	69,237	910	83	148,680	13,516	22.46
21	1.000	71,591	71,591	1,565	1,565	12,000	12,000	24.06
31	1.160	74,857	64,532	3,976	3,428	13,920	12,000	23.32
52				3,000				
55	0.450	30,324	67,387			5,400	12,000	19.48
58				18,686				
68				3,000				
97	0.400	42,000	105,000	3,000	7,500			23.41
Program 21 Instructional	1.000	71,591	71,591	1,565	1,565	12,000	12,000	24.06
K-12 Program 21 Instructional	1.000	71,591	71,591	1,565	1,565	12,000	12,000	24.06
Program 31 Instructional	1.160	74,857	64,532	3,976	3,428	13,920	12,000	23.32
K-3 BEA Instructional	2.101	141,833	67,507			30,000	14,279	23.72
4-6 BEA Instructional	1.500	84,811	56,541			18,000	12,000	23.49
7-8 BEA Instructional	1.713	119,853	69,967			24,504	14,305	22.41
9-12 BEA Instructional	5.338	366,734	68,703	1,910	358	66,096	12,382	21.78
K-12 BEA Instructional	10.652	713,231	66,957	1,910	179	138,600	13,012	22.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	1.000	97,200	97,200	3,000	3,000	12,000	12,000	23.85
BEA	12.560	878,460	69,941	7,886	628	162,600	12,946	22.57
Instructional	12.102	815,146	67,356	31,137	2,573	156,000	12,890	22.44
Administrative	1.400	139,200	99,429	3,000	2,143	12,000	8,571	23.71
Other	0.508	26,029	51,238			12,000	23,622	20.96
Active	14.010	980,375	69,977	34,137	2,437	180,000	12,848	22.56
Certificated Total	14.010	980,375	69,977	34,137	2,437	180,000	12,848	22.56
Instructional for Funding Purposes	12.102	815,146	67,356	31,137	2,573	156,000	12,890	22.44
Instructional for Compliance Purposes	12.102	815,146	67,356	31,137	2,573	156,000	12,890	22.44



**Columbia (Walla Walla) School District (36400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	41.322	3,327,204	80,519	223,478	5,408	533,924	12,921	23.30
21	8.750	615,673	70,363	22,115	2,527	78,427	8,963	24.29
31	3.000	257,336	85,779	70,065	23,355	39,315	13,105	23.76
51	1.480	109,242	73,812	2,524	1,705	13,103	8,853	18.72
55	1.895	145,265	76,657	3,390	1,789	21,501	11,346	17.75
65	0.140	12,041	86,007	335	2,393	1,834	13,100	23.39
74	0.146	9,702	66,452	2,000	13,699	2,144	14,686	19.28
97	1.000	154,556	154,556	40,982	40,982	13,546	13,546	20.26
Program 21 Instructional	5.950	437,465	73,524	22,115	3,717	78,427	13,181	24.29
K-12 Program 21 Instructional	5.050	356,458	70,586	14,997	2,970	65,377	12,946	24.40
Program 31 Instructional	3.000	257,336	85,779	70,065	23,355	39,315	13,105	23.76
K-3 BEA Instructional	12.670	953,815	75,281	37,666	2,973	165,322	13,048	23.76
4-6 BEA Instructional	9.327	695,166	74,533	24,793	2,658	120,754	12,947	23.87
7-8 BEA Instructional	5.623	441,186	78,461	17,813	3,168	73,793	13,123	23.44
9-12 BEA Instructional	12.702	1,023,364	80,567	122,471	9,642	159,521	12,559	22.87
K-12 BEA Instructional	40.322	3,113,531	77,217	202,743	5,028	519,389	12,881	23.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	0.700	75,613	108,019	27,550	39,357	9,324	13,320	23.12
BEA	45.322	3,739,096	82,501	334,525	7,381	586,785	12,947	23.20
Instructional	49.933	3,827,246	76,648	233,107	4,668	636,399	12,745	23.18
Administrative	4.700	593,159	126,204	127,492	27,126	63,400	13,489	22.07
Other	0.300	32,406	108,020	4,290	14,300	3,996	13,320	23.12
Active	54.933	4,452,811	81,059	364,889	6,642	703,795	12,812	23.02
K-12 Program 21 Contracted	2.576	163,951	63,646					
Certificated Total	57.733	4,631,019	80,214	364,889	6,320	703,795	12,191	23.02
Instructional for Funding Purposes	52.733	4,005,454	75,957	233,107	4,421	636,399	12,068	23.18
Instructional for Compliance Purposes	49.933	3,827,246	76,648	233,107	4,668	636,399	12,745	23.18

**Colville School District (33115)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	82.103	6,079,399	74,046	205,552	2,504	991,032	12,071	23.77
02	1.600	115,375	72,109	3,207	2,004	19,200	12,000	24.02
21	13.020	865,979	66,511	43,679	3,355	165,840	12,737	23.52
24	4.540	277,528	61,130	17,148	3,777	56,880	12,529	24.10
31	4.990	353,999	70,942	29,619	5,936	59,880	12,000	23.95
34	1.000	86,024	86,024	2,390	2,390	12,000	12,000	23.40
45	1.540	122,644	79,639	3,402	2,209	18,480	12,000	23.48
51	3.214	274,873	85,524	7,722	2,403	38,568	12,000	21.96
52	1.080	92,905	86,023	2,583	2,392	12,960	12,000	19.01
55	5.700	485,080	85,102	11,376	1,996	69,480	12,189	22.98
58				50,337				
65	0.240	27,952	116,467			2,880	12,000	23.56
74	0.400	32,291	80,728	897	2,243	4,800	12,000	23.85
97	1.000	164,783	164,783			12,000	12,000	17.85
K-12 Program 02 Instructional	1.600	115,375	72,109	3,207	2,004	19,200	12,000	24.02
Program 21 Instructional	12.460	800,757	64,266	43,679	3,506	159,120	12,770	23.52
Program 21 Administrative	0.560	65,222	116,468			6,720	12,000	23.56
K-12 Program 21 Instructional	12.072	769,523	63,744	42,046	3,483	154,296	12,781	23.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	4.660	312,367	67,032	29,619	6,356	55,920	12,000	24.18
Program 31 Administrative	0.330	41,632	126,158			3,960	12,000	22.18
Program 34 Instructional	1.000	86,024	86,024	2,390	2,390	12,000	12,000	23.40
K-3 BEA Instructional	28.777	1,904,962	66,197	57,618	2,002	351,120	12,201	23.71
4-6 BEA Instructional	16.502	1,152,989	69,870	34,407	2,085	198,024	12,000	24.45
7-8 BEA Instructional	14.188	1,081,964	76,259	33,795	2,382	170,256	12,000	23.63
9-12 BEA Instructional	24.756	1,840,281	74,337	113,350	4,579	297,072	12,000	23.85
K-12 BEA Instructional	84.223	5,980,196	71,004	239,170	2,840	1,016,472	12,069	23.88
K-12 BEA Administrative	5.600	644,723	115,129			67,200	12,000	22.86
BEA	92.233	6,922,224	75,051	244,170	2,647	1,112,592	12,063	23.61
Instructional	109.517	7,727,134	70,556	372,912	3,405	1,332,000	12,162	23.67
Administrative	9.910	1,161,426	117,197			120,000	12,109	22.11
Other	1.000	90,272	90,272	5,000	5,000	12,000	12,000	23.65
Active	120.427	8,978,832	74,558	377,912	3,138	1,464,000	12,157	23.47
Certificated Total	120.427	8,978,832	74,558	377,912	3,138	1,464,000	12,157	23.47
Instructional for Funding Purposes	109.517	7,727,134	70,556	372,912	3,405	1,332,000	12,162	23.67

Salary and Benefits by Program for 2020-2021

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	109.517	7,727,134	70,556	372,912	3,405	1,332,000	12,162	23.67



**Concrete School District (29011)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	28.460	2,409,851	84,675	105,585	3,710	341,520	12,000	23.36
02	0.534	56,666	106,116	1,694	3,172	2,400	4,494	13.94
21	3.500	280,608	80,174			42,000	12,000	24.12
31	2.718	210,096	77,298	5,828	2,144	32,616	12,000	22.85
34	0.058	8,879	153,086			696	12,000	21.54
51	0.500	33,041	66,082			6,000	12,000	23.77
52				18,314				
55	1.583	140,835	88,967	2,326	1,469	18,600	11,750	24.59
58				31,779				
74	0.130	9,932	76,400			1,560	12,000	21.96
97	0.884	136,655	154,587	12,000	13,575	10,608	12,000	21.54
K-12 Program 02 Instructional	0.334	33,908	101,521					7.17
Program 21 Instructional	3.000	219,895	73,298			36,000	12,000	23.19
Program 21 Administrative	0.500	60,713	121,426			6,000	12,000	28.43
K-12 Program 21 Instructional	3.000	219,895	73,298			36,000	12,000	23.19
Program 31 Instructional	2.660	201,217	75,645	5,828	2,191	31,920	12,000	22.91
Program 31 Administrative	0.058	8,879	153,086			696	12,000	21.54

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Administrative	0.058	8,879	153,086			696	12,000	21.54
K-3 BEA Instructional	10.630	877,095	82,511			127,560	12,000	22.98
4-6 BEA Instructional	6.480	516,616	79,725			77,760	12,000	22.88
7-8 BEA Instructional	4.067	321,308	79,004			48,360	11,891	23.52
9-12 BEA Instructional	8.477	723,276	85,322			98,160	11,580	22.67
K-12 BEA Instructional	29.654	2,438,295	82,225			351,840	11,865	22.93
K-12 BEA Administrative	0.980	113,093	115,401			11,760	12,000	23.87
BEA	32.654	2,822,147	86,426	125,107	3,831	387,840	11,877	23.04
Instructional	34.367	2,781,286	80,929	165,526	4,816	408,000	11,872	22.94
Administrative	4.000	505,277	126,319	12,000	3,000	48,000	12,000	24.71
Active	38.367	3,286,563	85,661	177,526	4,627	456,000	11,885	23.19
Certificated Total	38.367	3,286,563	85,661	177,526	4,627	456,000	11,885	23.19
Instructional for Funding Purposes	34.367	2,781,286	80,929	165,526	4,816	408,000	11,872	22.94
Instructional for Compliance Purposes	34.367	2,781,286	80,929	165,526	4,816	408,000	11,872	22.94



**Conway School District (29317)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	23.911	2,154,773	90,116	175,218	7,328	289,956	12,126	23.69
21	2.000	201,848	100,924	28,804	14,402	24,264	12,132	24.05
51	0.400	36,989	92,473	4,014	10,035	4,853	12,132	20.29
52				4,800				
55	0.369	37,340	101,192	4,368	11,837	4,477	12,132	19.63
58				22,372				
69	0.320	32,294	100,919	1,614	5,044	3,882	12,132	21.30
74				3,600				
97	1.000	137,214	137,214			12,000	12,000	23.34
Program 21 Instructional	2.000	201,848	100,924	28,804	14,402	24,264	12,132	24.05
K-12 Program 21 Instructional	2.000	201,848	100,924			24,264	12,132	24.05
K-3 BEA Instructional	11.751	965,319	82,148	2,803	239	142,563	12,132	23.97
4-6 BEA Instructional	6.660	632,538	94,976			80,799	12,132	23.41
7-8 BEA Instructional	4.500	439,456	97,657			54,594	12,132	23.62
K-12 BEA Instructional	22.911	2,037,313	88,923	2,803	122	277,956	12,132	23.72
BEA	24.911	2,291,987	92,007	175,218	7,034	301,956	12,121	23.67
Instructional	25.820	2,327,619	90,148	244,790	9,481	313,248	12,132	23.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	2.180	272,839	125,156			26,184	12,011	22.93
Active	28.000	2,600,458	92,874	244,790	8,743	339,432	12,123	23.53
Certificated Total	28.000	2,600,458	92,874	244,790	8,743	339,432	12,123	23.53
Instructional for Funding Purposes	25.820	2,327,619	90,148	244,790	9,481	313,248	12,132	23.60
Instructional for Compliance Purposes	25.820	2,327,619	90,148	244,790	9,481	313,248	12,132	23.60

**Cosmopolis School District (14099)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.896	726,724	66,696	75,784	6,955	135,960	12,478	21.15
21	1.000	86,794	86,794			12,000	12,000	20.87
51	0.250	21,698	86,792			3,000	12,000	17.14
52	0.170	10,014	58,906			2,040	12,000	20.54
55	0.210	18,227	86,795			2,520	12,000	17.14
88	0.540	46,869	86,794	6,533	12,098	6,480	12,000	17.14
97	0.500	67,500	135,000			6,000	12,000	27.03
Program 21 Instructional	1.000	86,794	86,794			12,000	12,000	20.87
K-12 Program 21 Instructional	1.000	86,794	86,794			12,000	12,000	20.87
K-3 BEA Instructional	6.863	458,037	66,740	43,118	6,283	85,332	12,434	20.69
4-6 BEA Instructional	3.533	201,187	56,945	32,666	9,246	44,628	12,632	20.74
K-12 BEA Instructional	10.396	659,224	63,411	75,784	7,290	129,960	12,501	20.70
K-12 BEA Administrative	1.000	135,000	135,000			12,000	12,000	27.03
BEA	11.396	794,224	69,693	75,784	6,650	141,960	12,457	21.54
Instructional	12.566	842,826	67,072	82,317	6,551	156,000	12,414	20.29
Administrative	1.000	135,000	135,000			12,000	12,000	27.03
Active	13.566	977,826	72,079	82,317	6,068	168,000	12,384	21.00

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	13.566	977,826	72,079	82,317	6,068	168,000	12,384	21.00
Instructional for Funding Purposes	12.566	842,826	67,072	82,317	6,551	156,000	12,414	20.29
Instructional for Compliance Purposes	12.566	842,826	67,072	82,317	6,551	156,000	12,414	20.29

**Coulee-Hartline School District (13151)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.373	847,789	63,396	24,880	1,860	165,180	12,352	23.77
21	0.940	56,603	60,216			11,280	12,000	24.03
31	1.430	80,975	56,626	5,643	3,946	21,420	14,979	23.59
51	0.430	32,280	75,070			5,160	12,000	23.76
52	0.280	14,708	52,529			3,360	12,000	24.08
55	0.050	4,576	91,520			600	12,000	24.01
74				947				
97	1.000	64,597	64,597			12,000	12,000	23.68
Program 21 Instructional	0.840	46,350	55,179			10,080	12,000	24.01
Program 21 Administrative	0.100	10,253	102,530			1,200	12,000	24.13
K-12 Program 21 Instructional	0.840	46,350	55,179			10,080	12,000	24.01
Program 31 Instructional	1.430	80,975	56,626	2,485	1,738	21,420	14,979	23.59
Program 31 Administrative				3,158				
K-3 BEA Instructional	4.636	257,549	55,554	7,342	1,584	57,840	12,476	23.78
4-6 BEA Instructional	2.434	167,751	68,920	3,802	1,562	30,300	12,449	23.53
9-12 BEA Instructional	6.863	414,262	60,362	16,221	2,364	88,020	12,825	23.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	13.933	839,562	60,257	27,365	1,964	176,160	12,643	23.72
K-12 BEA Administrative	0.870	89,202	102,531	3,158	3,630	10,440	12,000	24.13
BEA	15.803	993,361	62,859	30,523	1,931	198,600	12,567	23.75
Instructional	15.393	926,142	60,166	27,365	1,778	193,680	12,582	23.74
Administrative	2.110	175,386	83,121	4,105	1,945	25,320	12,000	23.95
Active	17.503	1,101,528	62,934	31,470	1,798	219,000	12,512	23.77
Certificated Total	17.503	1,101,528	62,934	31,470	1,798	219,000	12,512	23.77
Instructional for Funding Purposes	15.393	926,142	60,166	27,365	1,778	193,680	12,582	23.74
Instructional for Compliance Purposes	15.393	926,142	60,166	27,365	1,778	193,680	12,582	23.74

**Coupeville School District (15204)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	49.239	4,547,922	92,364	240,608	4,887	592,800	12,039	23.82
03				21,908				
21	8.337	747,127	89,616	15,411	1,849	101,028	12,118	23.85
24	1.580	156,509	99,056			23,760	15,038	23.82
31	1.500	148,420	98,947			18,000	12,000	23.82
51	1.001	82,096	82,014			12,012	12,000	23.86
52				4,787				
55	1.600	130,746	81,716			19,200	12,000	23.86
56	1.000	106,777	106,777	23,728	23,728	12,000	12,000	23.03
58				39,151				
74	0.100	9,761	97,610	1,800	18,000	1,200	12,000	23.82
97	1.000	168,636	168,636			12,000	12,000	22.61
Program 21 Instructional	7.337	620,487	84,570	15,411	2,100	89,028	12,134	23.85
Program 21 Administrative	1.000	126,640	126,640			12,000	12,000	23.80
K-12 Program 21 Instructional	6.918	596,373	86,206	9,495	1,373	84,000	12,142	23.85
Program 26, 56, and 59 Instructional	1.000	106,777	106,777	23,728	23,728	12,000	12,000	23.03
Program 31 Instructional	1.500	148,420	98,947			18,000	12,000	23.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	16.759	1,443,161	86,113	72,865	4,348	203,040	12,115	23.85
4-6 BEA Instructional	10.610	1,004,099	94,637	15,381	1,450	127,320	12,000	23.83
7-8 BEA Instructional	6.200	587,500	94,758	45,099	7,274	74,400	12,000	23.82
9-12 BEA Instructional	15.000	1,357,281	90,485	115,610	7,707	180,000	12,000	23.83
K-12 BEA Instructional	48.569	4,392,041	90,429	248,955	5,126	584,760	12,040	23.84
K-12 BEA Administrative	2.000	287,176	143,588			24,000	12,000	23.53
BEA	51.739	4,864,978	94,029	262,516	5,074	622,800	12,037	23.78
Instructional	61.187	5,498,417	89,863	347,393	5,678	741,960	12,126	23.82
Administrative	4.000	582,452	145,613			48,000	12,000	23.32
Other	0.170	17,125	100,735			2,040	12,000	23.80
Active	65.357	6,097,994	93,303	347,393	5,315	792,000	12,118	23.77
Certificated Total	65.357	6,097,994	93,303	347,393	5,315	792,000	12,118	23.77
Instructional for Funding Purposes	60.187	5,391,640	89,581	323,665	5,378	729,960	12,128	23.84
Instructional for Compliance Purposes	60.187	5,391,640	89,581	323,665	5,378	729,960	12,128	23.84



**Crescent School District (05313)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.951	1,287,618	71,730	53,123	2,959	230,620	12,847	22.57
02	3.351	269,195	80,333	24,827	7,409	49,812	14,865	21.94
21	2.200	126,436	57,471			26,400	12,000	23.49
51	0.899	61,025	67,881			11,580	12,881	22.75
55	0.374	25,850	69,118					7.61
58				12,696				
97	0.799	96,000	120,150			9,588	12,000	23.67
K-12 Program 02 Instructional	2.235	159,645	71,430			36,420	16,295	21.45
Program 21 Instructional	2.000	106,434	53,217			24,000	12,000	23.42
Program 21 Administrative	0.200	20,002	100,010			2,400	12,000	23.84
K-12 Program 21 Instructional	2.000	106,434	53,217			24,000	12,000	23.42
K-3 BEA Instructional	5.708	372,289	65,222			76,768	13,449	22.16
4-6 BEA Instructional	3.870	268,334	69,337			51,492	13,305	22.59
7-8 BEA Instructional	2.959	220,964	74,675			38,184	12,904	22.82
9-12 BEA Instructional	6.799	499,670	73,492	5,271	775	90,396	13,295	22.13
K-12 BEA Instructional	19.336	1,361,257	70,400	5,271	273	256,840	13,283	22.35

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	22.101	1,652,813	74,785	77,950	3,527	290,020	13,122	22.51
Instructional	22.609	1,554,566	68,759	77,997	3,450	292,420	12,934	22.17
Administrative	2.965	311,558	105,079	12,649	4,266	35,580	12,000	23.37
Active	25.574	1,866,124	72,970	90,646	3,544	328,000	12,826	22.36
Certificated Total	25.574	1,866,124	72,970	90,646	3,544	328,000	12,826	22.36
Instructional for Funding Purposes	22.609	1,554,566	68,759	77,997	3,450	292,420	12,934	22.17
Instructional for Compliance Purposes	22.609	1,554,566	68,759	77,997	3,450	292,420	12,934	22.17

**Creston School District (22073)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.314	623,537	66,946	13,308	1,429	118,176	12,688	23.19
21	1.000	74,876	74,876	1,664	1,664	12,000	12,000	23.37
52	0.250	10,998	43,992			3,000	12,000	23.88
97	1.000	128,214	128,214			12,000	12,000	23.75
Program 21 Instructional	1.000	74,876	74,876	1,664	1,664	12,000	12,000	23.37
K-12 Program 21 Instructional	1.000	74,876	74,876			12,000	12,000	23.37
K-3 BEA Instructional	2.814	178,538	63,446			39,000	13,859	23.40
4-6 BEA Instructional	1.500	113,793	75,862			18,000	12,000	23.49
7-8 BEA Instructional	3.000	176,784	58,928			36,000	12,000	22.79
9-12 BEA Instructional	1.000	56,286	56,286			12,000	12,000	23.00
K-12 BEA Instructional	8.314	525,401	63,195			105,000	12,629	23.17
K-12 BEA Administrative	1.000	98,136	98,136			13,176	13,176	23.28
BEA	10.314	751,751	72,886	13,308	1,290	130,176	12,621	23.28
Instructional	9.564	611,275	63,914	9,164	958	120,000	12,547	23.21
Administrative	2.000	226,350	113,175			25,176	12,588	23.54
Other				5,808				
Active	11.564	837,625	72,434	14,972	1,295	145,176	12,554	23.29

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	11.564	837,625	72,434	14,972	1,295	145,176	12,554	23.29
Instructional for Funding Purposes	9.564	611,275	63,914	9,164	958	120,000	12,547	23.21
Instructional for Compliance Purposes	9.564	611,275	63,914	9,164	958	120,000	12,547	23.21

**Curlew School District (10050)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.162	996,677	61,668	9,700	600	199,200	12,325	24.04
21	2.000	103,896	51,948			24,000	12,000	22.77
31	1.000	45,257	45,257			12,000	12,000	23.87
51	0.400	24,886	62,215			4,800	12,000	29.61
97	1.000	71,120	71,120			12,000	12,000	24.14
Program 21 Instructional	2.000	103,896	51,948			24,000	12,000	22.77
K-12 Program 21 Instructional	2.000	103,896	51,948			24,000	12,000	22.77
Program 31 Instructional	1.000	45,257	45,257			12,000	12,000	23.87
K-3 BEA Instructional	4.000	222,877	55,719			47,628	11,907	25.78
4-6 BEA Instructional	3.750	234,610	62,563			45,000	12,000	25.14
7-8 BEA Instructional	2.689	148,253	55,133			32,268	12,000	23.54
9-12 BEA Instructional	5.873	355,016	60,449	9,700	1,652	76,104	12,958	22.60
K-12 BEA Instructional	16.312	960,756	58,899	9,700	595	201,000	12,322	24.07
BEA	18.162	1,113,054	61,285	9,700	534	223,200	12,289	24.04
Instructional	18.562	1,075,212	57,925	9,700	523	228,000	12,283	24.08
Administrative	2.000	166,624	83,312			24,000	12,000	23.85
Active	20.562	1,241,836	60,395	9,700	472	252,000	12,256	24.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	20.562	1,241,836	60,395	9,700	472	252,000	12,256	24.05
Instructional for Funding Purposes	18.562	1,075,212	57,925	9,700	523	228,000	12,283	24.08
Instructional for Compliance Purposes	18.562	1,075,212	57,925	9,700	523	228,000	12,283	24.08

**Cusick School District (26059)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.826	1,265,665	75,221	19,150	1,138	202,374	12,027	23.28
02	1.000	84,512	84,512			12,000	12,000	22.25
21	1.245	103,020	82,747			14,722	11,825	23.51
24	0.499	41,590	83,347			5,926	11,875	23.31
31	1.496	73,727	49,283	2,689	1,797	17,952	12,000	29.64
51	0.702	59,370	84,573			8,424	12,000	23.62
55	0.864	69,518	80,461			10,274	11,891	23.48
71	0.167	14,088	84,359			2,004	12,000	18.69
74	0.040	3,236	80,900			450	11,250	23.74
97	1.000	133,992	133,992			12,000	12,000	22.01
K-12 Program 02 Instructional	1.000	84,512	84,512			12,000	12,000	22.25
Program 21 Instructional	1.182	97,738	82,689			13,966	11,815	23.51
Program 21 Administrative	0.063	5,282	83,841			756	12,000	23.36
K-12 Program 21 Instructional	1.182	97,738	82,689			13,966	11,815	23.51
Program 31 Instructional	1.496	73,727	49,283			17,952	12,000	29.64
Program 31 Administrative				2,689				
K-3 BEA Instructional	5.680	420,850	74,093			67,150	11,822	23.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	5.117	396,437	77,474			63,045	12,321	23.50
7-8 BEA Instructional	3.134	231,941	74,008			37,608	12,000	22.59
9-12 BEA Instructional	4.391	272,248	62,001	6,150	1,401	52,523	11,962	24.35
K-12 BEA Instructional	18.322	1,321,476	72,125	6,150	336	220,326	12,025	23.50
K-12 BEA Administrative				2,689				
BEA	20.322	1,557,896	76,661	21,839	1,075	244,326	12,023	23.35
Instructional	21.172	1,555,886	73,488	11,150	527	254,121	12,003	23.45
Administrative	2.667	292,832	109,798	10,689	4,008	32,004	12,000	22.67
Active	23.839	1,848,718	77,550	21,839	916	286,125	12,002	23.32
Certificated Total	23.839	1,848,718	77,550	21,839	916	286,125	12,002	23.32
Instructional for Funding Purposes	21.172	1,555,886	73,488	11,150	527	254,121	12,003	23.45
Instructional for Compliance Purposes	21.172	1,555,886	73,488	11,150	527	254,121	12,003	23.45



**Damman School District (19007)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.400	163,385	68,077			33,600	14,000	23.28
21	0.100	5,675	56,750			2,400	24,000	23.10
97	1.000	41,920	41,920			12,000	12,000	6.45
Program 21 Instructional	0.100	5,675	56,750			2,400	24,000	23.10
K-12 Program 21 Instructional	0.100	5,675	56,750			2,400	24,000	23.10
K-3 BEA Instructional	1.704	104,051	61,063			25,248	14,817	23.27
4-6 BEA Instructional	0.696	59,334	85,250			8,352	12,000	23.28
K-12 BEA Instructional	2.400	163,385	68,077			33,600	14,000	23.28
BEA	3.400	205,305	60,384			45,600	13,412	19.82
Instructional	2.500	169,060	67,624			36,000	14,400	23.27
Administrative	1.000	41,920	41,920			12,000	12,000	6.45
Active	3.500	210,980	60,280			48,000	13,714	19.91
Certificated Total	3.500	210,980	60,280			48,000	13,714	19.91
Instructional for Funding Purposes	2.500	169,060	67,624			36,000	14,400	23.27
Instructional for Compliance Purposes	2.500	169,060	67,624			36,000	14,400	23.27

**Darrington School District (31330)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	19.970	1,710,609	85,659	51,031	2,555	239,640	12,000	22.80
21	1.300	136,781	105,216	5,283	4,064	15,600	12,000	23.36
24	0.700	51,963	74,233	2,870	4,100	8,400	12,000	23.12
31	1.290	134,282	104,095	14,857	11,517	15,480	12,000	22.12
51	0.650	37,043	56,989	1,223	1,882	7,800	12,000	22.23
52	0.540	34,894	64,619	1,152	2,133	6,480	12,000	23.79
55	0.500	52,332	104,664	1,727	3,454	6,000	12,000	23.13
74	0.050	6,218	124,360			600	12,000	23.67
97	1.000	139,903	139,903			12,000	12,000	24.14
Program 21 Instructional	0.800	74,602	93,253	5,283	6,604	9,600	12,000	23.13
Program 21 Administrative	0.500	62,179	124,358			6,000	12,000	23.67
K-12 Program 21 Instructional	0.800	74,602	93,253			9,600	12,000	23.13
Program 31 Instructional	1.140	115,628	101,428	14,857	13,032	13,680	12,000	21.90
Program 31 Administrative	0.150	18,654	124,360			1,800	12,000	23.67
K-3 BEA Instructional	5.040	353,534	70,146			60,480	12,000	23.46
4-6 BEA Instructional	4.560	429,683	94,229			54,720	12,000	22.76
7-8 BEA Instructional	2.920	258,856	88,649			35,040	12,000	22.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	7.290	619,907	85,035			87,480	12,000	22.30
K-12 BEA Instructional	19.810	1,661,980	83,896			237,720	12,000	22.71
K-12 BEA Administrative	1.300	164,257	126,352			15,600	12,000	23.11
BEA	22.260	1,984,794	89,164	65,888	2,960	267,120	12,000	22.84
Instructional	23.000	1,912,814	83,166	78,143	3,398	276,000	12,000	22.75
Administrative	3.000	391,211	130,404			36,000	12,000	23.59
Active	26.000	2,304,025	88,616	78,143	3,006	312,000	12,000	22.89
Certificated Total	26.000	2,304,025	88,616	78,143	3,006	312,000	12,000	22.89
Instructional for Funding Purposes	23.000	1,912,814	83,166	78,143	3,398	276,000	12,000	22.75
Instructional for Compliance Purposes	23.000	1,912,814	83,166	78,143	3,398	276,000	12,000	22.75

**Davenport School District (22207)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	31.274	2,346,856	75,042	28,248	903	381,240	12,190	23.61
21	2.780	196,154	70,559	6,460	2,324	33,360	12,000	23.62
24	0.800	63,379	79,224			12,000	15,000	23.63
31	2.968	186,118	62,708	28,570	9,626	35,616	12,000	23.62
34	0.942	78,485	83,317	1,615	1,714	11,304	12,000	23.61
52	0.335	24,466	73,033	3,000	8,955	4,080	12,179	23.61
55	0.100	5,894	58,940			1,200	12,000	23.63
58				10,000				
74	0.100	5,894	58,940			1,200	12,000	23.63
79				3,394				
97	1.000	134,604	134,604					23.58
Program 21 Instructional	2.780	196,154	70,559			33,360	12,000	23.62
Program 21 Administrative				6,460				
K-12 Program 21 Instructional	2.780	196,154	70,559			33,360	12,000	23.62
Program 31 Instructional	2.968	186,118	62,708	25,878	8,719	35,616	12,000	23.62
Program 31 Administrative				2,692				
Program 34 Instructional	0.942	78,485	83,317			11,304	12,000	23.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Administrative				1,615				
K-3 BEA Instructional	11.562	787,655	68,124			138,744	12,000	23.62
4-6 BEA Instructional	3.672	286,400	77,996			44,064	12,000	23.61
7-8 BEA Instructional	7.473	580,218	77,642	1,500	201	95,220	12,742	23.61
9-12 BEA Instructional	10.314	732,516	71,022	40,325	3,910	124,176	12,040	23.61
K-12 BEA Instructional	33.021	2,386,789	72,281	41,825	1,267	402,204	12,180	23.61
K-12 BEA Administrative	2.000	210,946	105,473	6,107	3,054	24,000	12,000	23.59
BEA	36.184	2,746,063	75,892	58,433	1,615	428,160	11,833	23.61
Instructional	37.136	2,682,576	72,237	65,720	1,770	454,044	12,227	23.62
Administrative	3.000	345,550	115,183	15,567	5,189	24,000	8,000	23.58
Other	0.163	13,724	84,196			1,956	12,000	23.60
Active	40.299	3,041,850	75,482	81,287	2,017	480,000	11,911	23.61
Certificated Total	40.299	3,041,850	75,482	81,287	2,017	480,000	11,911	23.61
Instructional for Funding Purposes	37.136	2,682,576	72,237	65,720	1,770	454,044	12,227	23.62
Instructional for Compliance Purposes	37.136	2,682,576	72,237	65,720	1,770	454,044	12,227	23.62

**Dayton School District (07002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	25.599	1,806,683	70,576	50,475	1,972	308,188	12,039	23.63
31	2.931	197,816	67,491	12,239	4,176	35,172	12,000	25.80
34	0.640	40,069	62,608			7,680	12,000	26.42
51	0.898	56,810	63,263	272	303	10,776	12,000	24.01
55	0.882	58,501	66,328	528	599	10,584	12,000	23.52
58				37,372				
79	0.500	31,311	62,622	4,448	8,896	6,000	12,000	22.86
97	0.550	70,950	129,000			6,600	12,000	24.02
Program 31 Instructional	2.931	197,816	67,491	12,239	4,176	35,172	12,000	25.80
Program 34 Instructional	0.640	40,069	62,608			7,680	12,000	26.42
K-3 BEA Instructional	8.565	597,568	69,769	7,955	929	102,780	12,000	23.11
4-6 BEA Instructional	4.600	290,678	63,191	2,914	633	67,200	14,609	24.23
7-8 BEA Instructional	5.103	351,489	68,879	3,135	614	59,696	11,698	24.24
9-12 BEA Instructional	9.452	652,599	69,043	45,710	4,836	103,964	10,999	24.28
K-12 BEA Instructional	27.720	1,892,334	68,266	59,714	2,154	333,640	12,036	23.89
K-12 BEA Administrative	1.450	152,234	104,989	3,000	2,069	17,400	12,000	23.96
BEA	29.720	2,115,518	71,182	62,714	2,110	357,640	12,034	23.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	30.000	2,038,956	67,965	102,334	3,411	361,000	12,033	23.87
Administrative	2.000	223,184	111,592	3,000	1,500	24,000	12,000	23.98
Active	32.000	2,262,140	70,692	105,334	3,292	385,000	12,031	23.88
Certificated Total	32.000	2,262,140	70,692	105,334	3,292	385,000	12,031	23.88
Instructional for Funding Purposes	30.000	2,038,956	67,965	102,334	3,411	361,000	12,033	23.87
Instructional for Compliance Purposes	30.000	2,038,956	67,965	102,334	3,411	361,000	12,033	23.87

**Deer Park School District (32414)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	110.493	8,399,057	76,014	453,846	4,107	1,335,204	12,084	22.59
02	10.700	807,350	75,453	49,984	4,671	134,400	12,561	21.50
21	21.750	1,622,743	74,609	76,742	3,528	270,600	12,441	22.55
24	1.000	53,255	53,255	2,131	2,131	12,000	12,000	24.00
31	5.450	453,776	83,262	55,571	10,197	65,400	12,000	22.65
51	3.052	218,685	71,653	6,142	2,012	25,200	8,257	17.90
52				2,000				
55	6.667	537,627	80,640	23,004	3,450	87,996	13,199	23.04
58				100,674				
88	0.100	12,525	125,250			1,200	12,000	22.48
97	1.000	175,000	175,000			12,000	12,000	21.25
K-12 Program 02 Instructional	9.700	690,734	71,210	4,811	496	122,400	12,619	21.15
Program 21 Instructional	20.950	1,522,545	72,675	69,280	3,307	261,000	12,458	22.56
Program 21 Administrative	0.800	100,198	125,248	7,462	9,328	9,600	12,000	22.48
K-12 Program 21 Instructional	18.090	1,299,499	71,835	938	52	226,680	12,531	22.45
Program 31 Instructional	5.200	426,800	82,077	55,571	10,687	62,400	12,000	22.61
Program 31 Administrative	0.250	26,976	107,904			3,000	12,000	23.48



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	42.374	3,097,706	73,104	31,654	747	515,808	12,173	22.73
4-6 BEA Instructional	24.097	1,760,599	73,063	1,942	81	300,492	12,470	22.44
7-8 BEA Instructional	18.806	1,311,822	69,756	14,894	792	231,504	12,310	22.14
9-12 BEA Instructional	33.466	2,595,121	77,545	7,696	230	392,400	11,725	22.02
K-12 BEA Instructional	118.743	8,765,248	73,817	56,186	473	1,440,204	12,129	22.37
K-12 BEA Administrative	7.900	894,935	113,283			94,800	12,000	23.88
BEA	127.643	9,835,183	77,052	559,401	4,383	1,547,004	12,120	22.48
Instructional	150.212	11,074,981	73,729	721,585	4,804	1,824,000	12,143	22.35
Administrative	10.000	1,205,037	120,504	48,509	4,851	120,000	12,000	23.35
Active	160.212	12,280,018	76,649	770,094	4,807	1,944,000	12,134	22.44
Certificated Total	160.212	12,280,018	76,649	770,094	4,807	1,944,000	12,134	22.44
Instructional for Funding Purposes	150.212	11,074,981	73,729	721,585	4,804	1,824,000	12,143	22.35
Instructional for Compliance Purposes	150.212	11,074,981	73,729	721,585	4,804	1,824,000	12,143	22.35



**Dieringer School District (27343)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	80.607	6,809,700	84,480	1,528,923	18,968	991,284	12,298	23.55
21	13.266	1,083,162	81,649	71,536	5,392	168,792	12,724	23.66
24	1.000	92,563	92,563	5,554	5,554	12,000	12,000	21.18
34	1.232	114,019	92,548	26,206	21,271	14,784	12,000	24.52
51	0.970	68,230	70,340	1,500	1,546	11,640	12,000	24.03
55	0.800	71,202	89,003	1,500	1,875	9,600	12,000	23.03
58				123,046				
64				1,500				
65	0.325	27,341	84,126	3,000	9,231	3,900	12,000	23.22
88	1.000	79,185	79,185	24,976	24,976	12,000	12,000	22.98
97	1.000	177,800	177,800	21,924	21,924	12,000	12,000	20.18
Program 21 Instructional	13.266	1,083,162	81,649	71,536	5,392	168,792	12,724	23.66
K-12 Program 21 Instructional	12.266	1,003,977	81,850			156,792	12,783	23.72
Program 34 Instructional	1.232	114,019	92,548	26,206	21,271	14,784	12,000	24.52
K-3 BEA Instructional	40.694	3,311,664	81,380	98,513	2,421	512,328	12,590	23.37
4-6 BEA Instructional	23.764	1,940,927	81,675			285,168	12,000	23.71
7-8 BEA Instructional	13.381	1,127,584	84,268	123,594	9,237	160,572	12,000	25.29

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	77.839	6,380,175	81,966	222,107	2,853	958,068	12,308	23.82
K-12 BEA Administrative	2.000	267,726	133,863			24,000	12,000	20.38
BEA	82.839	7,101,519	85,727	1,577,053	19,038	1,018,068	12,290	23.49
Instructional	95.200	7,801,858	81,952	1,580,546	16,602	1,176,000	12,353	23.74
Administrative	5.000	721,344	144,269	64,212	12,842	60,000	12,000	20.62
Active	100.200	8,523,202	85,062	1,644,758	16,415	1,236,000	12,335	23.48
On Leave				164,907				
Certificated Total	100.200	8,523,202	85,062	1,809,665	18,061	1,236,000	12,335	23.48
Instructional for Funding Purposes	95.200	7,801,858	81,952	1,580,546	16,602	1,176,000	12,353	23.74
Instructional for Compliance Purposes	95.200	7,801,858	81,952	1,580,546	16,602	1,176,000	12,353	23.74

**Dixie School District (36101)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.130	126,804	59,532			21,600	10,141	23.46
51	0.200	14,907	74,535			2,400	12,000	23.44
97	0.670	21,210	31,657					23.70
K-3 BEA Instructional	1.250	75,363	60,290			15,000	12,000	23.44
4-6 BEA Instructional	0.550	40,994	74,535			6,600	12,000	23.44
K-12 BEA Instructional	1.800	116,357	64,643			21,600	12,000	23.44
BEA	2.800	148,014	52,862			21,600	7,714	23.50
Instructional	2.000	131,264	65,632			24,000	12,000	23.44
Administrative	1.000	31,657	31,657					23.70
Active	3.000	162,921	54,307			24,000	8,000	23.49
Certificated Total	3.000	162,921	54,307			24,000	8,000	23.49
Instructional for Funding Purposes	2.000	131,264	65,632			24,000	12,000	23.44
Instructional for Compliance Purposes	2.000	131,264	65,632			24,000	12,000	23.44

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**East Valley School District (Spokane) (32361)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	181.911	15,105,175	83,036	275,576	1,515	2,423,653	13,323	22.43
02	10.889	874,430	80,304	8,369	769	137,075	12,588	21.43
21	50.410	4,088,475	81,104	106,840	2,119	673,152	13,354	22.40
31	9.150	798,555	87,274	19,028	2,080	120,834	13,206	21.28
34	2.900	264,077	91,061			38,334	13,219	22.39
38	0.300	28,332	94,440			3,960	13,200	21.89
51	6.000	548,465	91,411			79,200	13,200	21.79
52	1.800	156,012	86,673			26,160	14,533	21.66
55	10.750	966,831	89,938	6,000	558	142,980	13,300	21.83
58				293,421				
65	1.500	131,718	87,812			19,800	13,200	21.59
74	1.000	94,440	94,440			13,200	13,200	22.65
88	0.200	29,255	146,275			2,748	13,740	20.81
97	2.800	446,975	159,634	26,400	9,429	36,732	13,119	20.29
K-12 Program 02 Instructional	9.889	744,194	75,255	7,169	725	123,335	12,472	21.35
Program 21 Instructional	49.410	3,953,076	80,006	100,840	2,041	659,412	13,346	22.43
Program 21 Administrative	1.000	135,399	135,399	6,000	6,000	13,740	13,740	21.56
K-12 Program 21 Instructional	47.410	3,785,238	79,840	100,840	2,127	633,012	13,352	22.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	9.050	785,531	86,799	19,028	2,103	119,460	13,200	21.26
Program 31 Administrative	0.100	13,024	130,240			1,374	13,740	22.36
Program 34 Instructional	2.800	251,053	89,662			36,960	13,200	22.39
Program 34 Administrative	0.100	13,024	130,240			1,374	13,740	22.36
K-3 BEA Instructional	69.823	5,500,158	78,773	89,917	1,288	925,408	13,254	22.66
4-6 BEA Instructional	42.322	3,243,039	76,628			553,058	13,068	23.07
7-8 BEA Instructional	27.108	2,268,069	83,668	41,522	1,532	357,562	13,190	22.12
9-12 BEA Instructional	50.839	4,181,767	82,255	148,631	2,924	677,420	13,325	21.28
K-12 BEA Instructional	190.092	15,193,033	79,925	280,070	1,473	2,513,448	13,222	22.26
K-12 BEA Administrative	12.758	1,602,359	125,596	2,400	188	178,968	14,028	23.02
BEA	207.650	17,489,212	84,224	329,373	1,586	2,756,628	13,275	22.27
Instructional	259.852	20,936,508	80,571	674,331	2,595	3,444,420	13,255	22.25
Administrative	19.758	2,596,232	131,402	61,303	3,103	273,408	13,838	22.25
Active	279.610	23,532,740	84,163	735,634	2,631	3,717,828	13,296	22.25
Certificated Total	279.610	23,532,740	84,163	735,634	2,631	3,717,828	13,296	22.25
Instructional for Funding Purposes	259.852	20,936,508	80,571	674,331	2,595	3,444,420	13,255	22.25



Salary and Benefits by Program for 2020-2021

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	259.852	20,936,508	80,571	674,331	2,595	3,444,420	13,255	22.25

**East Valley School District (Yakima) (39090)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	166.918	12,799,419	76,681	2,106,136	12,618	2,207,705	13,226	24.12
21	24.402	1,742,635	71,414	285,721	11,709	318,518	13,053	24.20
24	0.298	30,855	103,540	2,148	7,208	3,780	12,686	22.99
31	8.665	666,613	76,932	132,058	15,240	114,910	13,261	23.20
34	1.218	74,113	60,848	12,334	10,126	16,151	13,260	23.86
51	2.300	186,131	80,927	39,519	17,182	30,576	13,294	22.32
55	7.164	520,631	72,673	98,260	13,716	95,238	13,294	24.12
64				21,480				
65	1.167	109,584	93,902	11,659	9,991	15,126	12,961	24.17
74	0.333	28,428	85,369	4,738	14,228	4,427	13,294	21.98
76	1.956	141,600	72,393	23,602	12,066	32,230	16,478	24.62
79				7,500				
97	1.000	225,907	225,907	3,480	3,480	12,000	12,000	17.15
Program 21 Instructional	23.542	1,616,657	68,671	283,657	12,049	308,198	13,091	24.28
Program 21 Administrative	0.860	125,978	146,486	2,064	2,400	10,320	12,000	23.15
K-12 Program 21 Instructional	22.542	1,531,364	67,934			294,904	13,082	24.44
Program 31 Instructional	8.447	636,768	75,384	131,534	15,572	112,294	13,294	23.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.218	29,845	136,904	524	2,404	2,616	12,000	23.76
Program 34 Instructional	1.186	69,764	58,823	12,258	10,336	15,767	13,294	23.87
Program 34 Administrative	0.032	4,349	135,906	76	2,375	384	12,000	23.76
K-3 BEA Instructional	54.136	3,818,431	70,534			728,838	13,463	24.13
4-6 BEA Instructional	39.685	2,846,148	71,718			525,814	13,250	24.48
7-8 BEA Instructional	25.233	1,754,518	69,533			335,448	13,294	24.16
9-12 BEA Instructional	43.047	3,034,304	70,488			572,266	13,294	23.75
K-12 BEA Instructional	162.101	11,453,401	70,656			2,162,366	13,340	24.12
BEA	177.801	13,766,052	77,424	2,254,008	12,677	2,350,766	13,221	23.95
Instructional	196.921	13,918,993	70,683	2,693,047	13,676	2,620,493	13,307	24.10
Administrative	17.500	2,502,779	143,016	55,588	3,176	218,168	12,467	23.02
Other	1.000	104,144	104,144			12,000	12,000	24.54
Active	215.421	16,525,916	76,715	2,748,635	12,759	2,850,661	13,233	23.96
Certificated Total	215.421	16,525,916	76,715	2,748,635	12,759	2,850,661	13,233	23.96
Instructional for Funding Purposes	196.921	13,918,993	70,683	2,693,047	13,676	2,620,493	13,307	24.10
Instructional for Compliance Purposes	196.921	13,918,993	70,683	2,693,047	13,676	2,620,493	13,307	24.10



**Eastmont School District (09206)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	276.751	22,666,357	81,902	2,787,161	10,071	3,383,700	12,227	23.51
02	19.516	1,379,779	70,700	61,326	3,142	234,720	12,027	24.34
21	49.190	3,607,167	73,331	268,056	5,449	614,376	12,490	23.60
31	19.203	1,537,678	80,075	216,896	11,295	230,436	12,000	23.92
34	3.500	278,673	79,621	37,200	10,629	42,000	12,000	24.01
51	9.430	786,697	83,425	34,449	3,653	115,728	12,272	23.33
52	1.200	106,620	88,850	14,050	11,708	14,400	12,000	22.68
53	2.150	134,633	62,620	13,850	6,442	25,800	12,000	21.55
55	20.499	1,636,574	79,837	94,830	4,626	256,788	12,527	22.99
56	1.050	87,023	82,879	4,537	4,321	12,600	12,000	20.57
57	0.150	13,554	90,360	528	3,520	1,800	12,000	20.08
58				447,311				
64	0.200	15,564	77,820	2,709	13,545	2,400	12,000	18.78
65	8.400	647,399	77,071	34,871	4,151	100,800	12,000	22.16
74	1.000	56,082	56,082	5,297	5,297	12,000	12,000	23.87
88	1.371	106,348	77,570	9,634	7,027	16,452	12,000	23.51
97	1.000	205,060	205,060	49,214	49,214	12,000	12,000	19.61
K-12 Program 02 Instructional	18.516	1,248,022	67,402			222,720	12,029	24.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	48.190	3,482,074	72,257	252,017	5,230	602,376	12,500	23.61
Program 21 Administrative	1.000	125,093	125,093	10,083	10,083	12,000	12,000	23.35
K-12 Program 21 Instructional	43.280	3,104,041	71,720			543,456	12,557	23.65
Program 26, 56, and 59 Instructional	1.050	87,023	82,879	4,537	4,321	12,600	12,000	20.57
Program 31 Instructional	18.203	1,394,108	76,587	193,026	10,604	218,436	12,000	24.04
Program 31 Administrative	1.000	143,570	143,570	14,983	14,983	12,000	12,000	22.74
Program 34 Instructional	3.500	278,673	79,621	37,200	10,629	42,000	12,000	24.01
K-3 BEA Instructional	97.164	7,273,362	74,857			1,216,440	12,519	23.61
4-6 BEA Instructional	61.098	4,642,391	75,983			735,576	12,039	23.51
7-8 BEA Instructional	49.065	3,755,146	76,534			593,016	12,086	24.04
9-12 BEA Instructional	87.693	6,872,852	78,374			1,052,424	12,001	23.76
K-12 BEA Instructional	295.020	22,543,751	76,414			3,597,456	12,194	23.71
BEA	319.970	26,067,547	81,469	3,151,797	9,850	3,902,856	12,198	23.55
Instructional	387.610	29,524,971	76,172	3,547,717	9,153	4,746,000	12,244	23.59
Administrative	25.400	3,635,497	143,130	354,084	13,940	310,800	12,236	22.50
Other	1.000	50,525	50,525			12,000	12,000	23.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	414.010	33,210,993	80,218	3,901,801	9,424	5,068,800	12,243	23.47
On Leave	0.600	54,215	90,358	180,118	300,197	7,200	12,000	23.62
Certificated Total	414.610	33,265,208	80,233	4,081,919	9,845	5,076,000	12,243	23.47
Instructional for Funding Purposes	386.560	29,437,948	76,154	3,543,180	9,166	4,733,400	12,245	23.60
Instructional for Compliance Purposes	386.560	29,437,948	76,154	3,543,180	9,166	4,733,400	12,245	23.60

**Easton School District (19028)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.211	740,837	80,430			108,000	11,725	21.55
21	0.751	64,159	85,431			9,012	12,000	23.38
22	0.194	3,361	17,325			12,000	61,856	24.41
24	0.249	21,273	85,434			2,988	12,000	23.38
97	0.605	110,268	182,261	44,107	72,904	12,000	19,835	23.83
Program 21 Instructional	0.751	64,159	85,431			9,012	12,000	23.38
K-12 Program 21 Instructional	0.751	64,159	85,431			9,012	12,000	23.38
K-3 BEA Instructional	3.500	271,153	77,472			42,000	12,000	20.97
4-6 BEA Instructional	1.200	98,410	82,008			14,400	12,000	20.43
7-8 BEA Instructional	0.700	41,624	59,463			8,400	12,000	22.11
9-12 BEA Instructional	2.811	222,444	79,133			31,200	11,099	20.78
K-12 BEA Instructional	8.211	633,631	77,169			96,000	11,692	20.89
K-12 BEA Administrative	1.105	163,871	148,300	44,107	39,916	18,000	16,290	24.54
BEA	9.816	851,105	86,706	44,107	4,493	120,000	12,225	21.87
Instructional	9.405	722,424	76,813			120,000	12,759	21.17
Administrative	1.605	217,474	135,498	44,107	27,481	24,000	14,953	24.95
Active	11.010	939,898	85,368	44,107	4,006	144,000	13,079	22.01



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	11.010	939,898	85,368	44,107	4,006	144,000	13,079	22.01
Instructional for Funding Purposes	9.405	722,424	76,813			120,000	12,759	21.17
Instructional for Compliance Purposes	9.405	722,424	76,813			120,000	12,759	21.17

**Eatonville School District (27404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	91.935	7,338,378	79,821	613,460	6,673	1,113,837	12,115	23.30
02	2.085	163,896	78,607	69,094	33,139	31,259	14,992	16.74
21	14.321	1,121,846	78,336	85,368	5,961	181,293	12,659	22.31
31	6.150	455,640	74,088	53,292	8,665	77,131	12,542	22.90
34	1.260	119,859	95,126	2,604	2,067	15,307	12,149	22.76
51	0.700	55,032	78,617	680	971	8,523	12,175	23.06
55	2.000	141,411	70,706	4,070	2,035	24,317	12,159	23.69
58				26,219				
65	0.030	4,505	150,167			371	12,381	21.83
74	1.000	10,000	10,000					9.72
88	1.249	89,324	71,516			15,164	12,141	24.11
97	1.000	186,736	186,736	20,809	20,809	21,718	21,718	23.94
K-12 Program 02 Instructional	1.930	146,899	76,113	47,305	24,510	29,483	15,276	16.11
Program 21 Instructional	13.751	1,036,260	75,359	73,784	5,366	174,235	12,671	22.35
Program 21 Administrative	0.570	85,586	150,151	4,080	7,158	7,057	12,381	21.83
K-12 Program 21 Instructional	12.501	946,936	75,749	39,763	3,181	159,059	12,724	22.19
Program 31 Instructional	6.000	435,040	72,507	32,292	5,382	75,274	12,546	22.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.150	20,600	137,333	21,000	140,000	1,857	12,381	22.81
Program 34 Instructional	1.220	114,915	94,193	2,418	1,982	14,812	12,141	22.71
Program 34 Administrative	0.040	4,944	123,600	186	4,650	495	12,381	23.88
K-3 BEA Instructional	33.126	2,402,316	72,521	64,918	1,960	405,374	12,237	23.54
4-6 BEA Instructional	15.372	1,201,882	78,186			188,876	12,287	23.96
7-8 BEA Instructional	20.282	1,704,718	84,051	92,564	4,564	246,064	12,132	23.23
9-12 BEA Instructional	24.450	1,855,209	75,878	111,157	4,546	298,674	12,216	22.55
K-12 BEA Instructional	93.230	7,164,125	76,844	268,639	2,881	1,138,988	12,217	23.26
K-12 BEA Administrative	2.273	278,694	122,611	7,158	3,149	27,427	12,067	23.24
BEA	102.430	8,264,509	80,684	759,259	7,412	1,259,252	12,294	23.12
Instructional	111.730	8,466,122	75,773	702,283	6,286	1,358,751	12,161	23.15
Administrative	9.000	1,176,445	130,716	102,842	11,427	118,148	13,128	22.24
Other	1.000	44,060	44,060			12,021	12,021	19.76
Active	121.730	9,686,627	79,575	805,125	6,614	1,488,920	12,231	23.02
On Leave				70,471				
Certificated Total	121.730	9,686,627	79,575	875,596	7,193	1,488,920	12,231	23.02
Instructional for Funding Purposes	111.730	8,466,122	75,773	702,283	6,286	1,358,751	12,161	23.15

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	111.730	8,466,122	75,773	702,283	6,286	1,358,751	12,161	23.15

**Edmonds School District (31015)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,011.186	105,339,517	104,174	783,433	775	13,000,613	12,857	23.42
02	31.950	3,221,805	100,839	35,795	1,120	409,560	12,819	23.47
21	223.943	22,611,400	100,969	187,472	837	2,921,514	13,046	23.59
24	11.400	1,187,757	104,189			144,585	12,683	23.05
31	43.077	4,366,162	101,357	26,093	606	575,316	13,356	22.26
34	4.540	503,141	110,824			57,204	12,600	23.01
51	14.200	1,453,329	102,347			221,143	15,573	23.05
52	3.280	358,906	109,423			41,328	12,600	24.23
55	37.612	3,723,632	99,001	4,741	126	519,597	13,815	23.68
58	1.000	115,533	115,533			12,600	12,600	23.67
65	28.650	2,968,109	103,599	6,019	210	383,516	13,386	23.11
73				16,641				
74	2.800	337,678	120,599	1,427	510	35,670	12,739	22.66
79	2.800	323,493	115,533	2,488,571	888,775	22,680	8,100	22.24
88	1.590	133,812	84,158			20,034	12,600	23.02
97	3.000	594,550	198,183	93,722	31,241	36,000	12,000	20.60
CP	9.150	1,021,246	111,612	6,093	666	114,840	12,551	22.94
K-12 Program 02 Instructional	29.950	2,925,575	97,682			385,560	12,873	23.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	215.193	21,311,327	99,034	130,711	607	2,816,314	13,087	23.55
Program 21 Administrative	8.750	1,300,073	148,580	56,761	6,487	105,200	12,023	24.27
K-12 Program 21 Instructional	205.893	20,505,741	99,594	25,551	124	2,708,370	13,154	23.48
Program 31 Instructional	43.077	4,366,162	101,357	26,093	606	575,316	13,356	22.26
Program 34 Instructional	4.540	503,141	110,824			57,204	12,600	23.01
K-3 BEA Instructional	395.026	38,676,279	97,908	22,495	57	5,080,988	12,862	23.77
4-6 BEA Instructional	221.812	22,687,336	102,282			2,851,826	12,857	23.77
7-8 BEA Instructional	136.515	13,933,499	102,066	6,599	48	1,750,090	12,820	23.40
9-12 BEA Instructional	277.070	28,991,517	104,636	28,618	103	3,613,390	13,041	22.66
K-12 BEA Instructional	1,030.423	104,288,631	101,210	57,712	56	13,296,293	12,904	23.40
K-12 BEA Administrative	3.000	441,722	147,241	232	77	36,000	12,000	24.80
BEA	1,093.753	114,025,175	104,251	939,043	859	14,078,693	12,872	23.36
Instructional	1,353.248	136,583,498	100,930	3,017,693	2,230	17,581,440	12,992	23.42
Administrative	73.930	11,346,621	153,478	632,314	8,553	902,000	12,201	23.06
Other	2.000	214,418	107,209			32,760	16,380	21.70
Active	1,429.178	148,144,537	103,657	3,650,007	2,554	18,516,200	12,956	23.39
On Leave	1.000	115,533	115,533					22.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	1,430.178	148,260,070	103,665	3,650,007	2,552	18,516,200	12,947	23.39
Instructional for Funding Purposes	1,353.248	136,583,498	100,930	3,017,693	2,230	17,581,440	12,992	23.42
Instructional for Compliance Purposes	1,353.248	136,583,498	100,930	3,017,693	2,230	17,581,440	12,992	23.42





**Ellensburg School District (19401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	172.363	14,106,704	81,843	538,059	3,122	2,107,788	12,229	23.35
02	4.000	354,707	88,677	6,759	1,690	49,200	12,300	24.11
21	25.500	1,898,376	74,446	113,715	4,459	313,200	12,282	22.95
24	4.000	248,921	62,230	12,445	3,111	48,000	12,000	23.20
31	9.529	778,156	81,662	187,952	19,724	116,748	12,252	24.99
34	1.471	111,052	75,494	9,359	6,362	22,452	15,263	23.54
51	1.000	81,674	81,674	6,815	6,815	12,000	12,000	21.96
52				3,000				
53				150				
55	3.800	351,366	92,465	14,408	3,792	45,600	12,000	23.86
58				129,117				
65	3.601	310,604	86,255	6,902	1,917	43,212	12,000	24.24
74	0.802	53,614	66,850	1,193	1,488	12,000	14,963	23.21
79				900				
86				1,556				
97	1.500	225,942	150,628			18,600	12,400	22.94
K-12 Program 02 Instructional	3.000	236,597	78,866			36,000	12,000	24.32
Program 21 Instructional	24.500	1,760,860	71,872	113,715	4,641	300,000	12,245	22.92

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	137,516	137,516			13,200	13,200	23.35
K-12 Program 21 Instructional	23.580	1,680,285	71,259	351	15	285,768	12,119	23.08
Program 31 Instructional	8.888	718,487	80,838	187,952	21,147	109,056	12,270	25.18
Program 31 Administrative	0.641	59,669	93,087			7,692	12,000	22.95
Program 34 Instructional	1.400	104,422	74,587	9,359	6,685	21,600	15,429	23.58
Program 34 Administrative	0.071	6,630	93,380			852	12,000	22.95
K-3 BEA Instructional	60.993	4,730,473	77,558	2,312	38	751,596	12,323	23.68
4-6 BEA Instructional	31.478	2,391,249	75,966			378,084	12,011	23.62
7-8 BEA Instructional	27.801	2,098,851	75,496	872	31	341,736	12,292	23.34
9-12 BEA Instructional	48.879	4,080,764	83,487	18,629	381	591,228	12,096	23.19
K-12 BEA Instructional	169.151	13,301,337	78,636	21,813	129	2,062,644	12,194	23.46
BEA	188.863	15,576,561	82,475	742,129	3,929	2,314,788	12,256	23.45
Instructional	206.854	16,108,376	77,873	1,030,774	4,983	2,523,456	12,199	23.41
Administrative	17.912	2,191,236	122,333			230,784	12,884	23.54
Other	1.800	126,463	70,257	1,556	864	22,560	12,533	21.24
Active	226.566	18,426,075	81,328	1,032,330	4,556	2,776,800	12,256	23.41
On Leave	1.000	95,041	95,041			12,000	12,000	23.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	227.566	18,521,116	81,388	1,032,330	4,536	2,788,800	12,255	23.41
Instructional for Funding Purposes	206.854	16,108,376	77,873	1,030,774	4,983	2,523,456	12,199	23.41
Instructional for Compliance Purposes	206.854	16,108,376	77,873	1,030,774	4,983	2,523,456	12,199	23.41

**Elma School District (14068)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	72.026	6,325,709	87,825	373,787	5,190	874,560	12,142	8.39
02	1.450	137,729	94,986			20,400	14,069	8.24
03	1.099	107,732	98,027			14,388	13,092	8.28
12				2,450				
21	16.180	1,434,876	88,682	18,631	1,151	194,160	12,000	8.48
24	0.200	12,547	62,735			2,400	12,000	9.08
31	9.717	790,993	81,403	92,648	9,535	116,604	12,000	8.02
34	3.283	246,725	75,152	14,296	4,355	27,396	8,345	6.50
51	1.000	87,142	87,142			12,600	12,600	8.61
55	3.030	266,827	88,062	4,000	1,320	36,360	12,000	8.70
58				63,850				
65	0.871	89,851	103,158			10,452	12,000	8.39
74	0.315	25,459	80,822			4,200	13,333	8.90
88	0.540	33,876	62,733			6,480	12,000	9.08
97	2.000	278,742	139,371			24,000	12,000	6.58
K-12 Program 02 Instructional	1.231	112,182	91,131			17,772	14,437	8.26
Program 21 Instructional	15.260	1,322,256	86,648	18,631	1,221	183,120	12,000	8.49
Program 21 Administrative	0.920	112,620	122,413			11,040	12,000	8.29

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	12.664	1,113,636	87,937	18,631	1,471	151,968	12,000	8.45
Program 31 Instructional	8.970	701,929	78,253	92,648	10,329	107,640	12,000	8.00
Program 31 Administrative	0.747	89,064	119,229			8,964	12,000	8.25
Program 34 Instructional	3.200	236,829	74,009	14,296	4,468	26,400	8,250	6.43
Program 34 Administrative	0.083	9,896	119,229			996	12,000	8.25
K-3 BEA Instructional	25.379	2,080,838	81,991	101,952	4,017	305,976	12,056	8.53
4-6 BEA Instructional	11.117	890,168	80,073			133,824	12,038	8.43
7-8 BEA Instructional	15.600	1,342,988	86,089	80,289	5,147	182,400	11,692	8.24
9-12 BEA Instructional	26.973	2,233,650	82,811	294,694	10,926	329,076	12,200	8.09
K-12 BEA Instructional	79.069	6,547,644	82,809	476,935	6,032	951,276	12,031	8.30
K-12 BEA Administrative	7.377	929,921	126,057			88,524	12,000	8.14
BEA	89.575	7,887,630	88,056	480,731	5,367	1,077,348	12,027	8.22
Instructional	99.689	8,318,287	83,442	569,662	5,714	1,199,736	12,035	8.35
Administrative	11.022	1,402,979	127,289			132,264	12,000	7.81
Other	1.000	116,942	116,942			12,000	12,000	8.16
Active	111.711	9,838,208	88,068	569,662	5,099	1,344,000	12,031	8.28
Certificated Total	111.711	9,838,208	88,068	569,662	5,099	1,344,000	12,031	8.28

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	99.689	8,318,287	83,442	569,662	5,714	1,199,736	12,035	8.35
Instructional for Compliance Purposes	99.689	8,318,287	83,442	569,662	5,714	1,199,736	12,035	8.35

**Endicott School District (38308)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.173	810,484	66,580	4,385	360	154,392	12,683	21.66
21	1.000	75,979	75,979	2,111	2,111	12,000	12,000	22.93
55	0.130	6,857	52,746			1,560	12,000	22.34
88	0.504	22,109	43,867			6,048	12,000	22.94
97	0.500	59,147	118,294			12,000	24,000	21.51
Program 21 Instructional	1.000	75,979	75,979	2,111	2,111	12,000	12,000	22.93
K-12 Program 21 Instructional	1.000	75,979	75,979			12,000	12,000	22.93
K-3 BEA Instructional	2.635	157,139	59,635	1,026	389	35,172	13,348	22.75
4-6 BEA Instructional	1.753	104,267	59,479			25,800	14,718	20.29
7-8 BEA Instructional	4.585	317,176	69,177	1,026	224	55,020	12,000	21.71
9-12 BEA Instructional	2.200	134,522	61,146			26,400	12,000	20.59
K-12 BEA Instructional	11.173	713,104	63,824	2,052	184	142,392	12,744	21.49
K-12 BEA Administrative	1.000	97,380	97,380			12,000	12,000	23.02
BEA	12.673	869,631	68,621	4,385	346	166,392	13,130	21.65
Instructional	12.807	818,049	63,875	6,496	507	162,000	12,649	21.66
Administrative	1.500	156,527	104,351			24,000	16,000	22.42
Active	14.307	974,576	68,119	6,496	454	186,000	13,001	21.77

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	14.307	974,576	68,119	6,496	454	186,000	13,001	21.77
Instructional for Funding Purposes	12.807	818,049	63,875	6,496	507	162,000	12,649	21.66
Instructional for Compliance Purposes	12.807	818,049	63,875	6,496	507	162,000	12,649	21.66



**Entiat School District (04127)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.433	1,572,634	76,965	68,454	3,350	245,256	12,003	22.76
21	1.000	54,848	54,848	8,842	8,842	12,000	12,000	21.43
51	0.258	20,607	79,872	1,332	5,163	3,096	12,000	22.54
55	1.742	142,807	81,979	5,097	2,926	20,904	12,000	23.35
65	0.667	41,845	62,736	6,000	8,996	8,004	12,000	8.75
97	0.850	102,445	120,524			10,740	12,635	23.59
Program 21 Instructional	1.000	54,848	54,848	3,356	3,356	12,000	12,000	21.43
Program 21 Administrative				5,486				
K-12 Program 21 Instructional	0.896	49,133	54,836			10,752	12,000	21.43
K-3 BEA Instructional	7.128	503,618	70,653	18,370	2,577	85,536	12,000	23.17
4-6 BEA Instructional	4.128	318,007	77,037	7,206	1,746	49,536	12,000	22.48
7-8 BEA Instructional	2.248	172,490	76,730			26,976	12,000	22.37
9-12 BEA Instructional	5.579	444,479	79,670	5,277	946	66,948	12,000	22.39
K-12 BEA Instructional	19.083	1,438,594	75,386	30,853	1,617	228,996	12,000	22.68
BEA	21.283	1,675,079	78,705	68,454	3,216	255,996	12,028	22.81
Instructional	22.750	1,698,701	74,668	71,239	3,131	273,000	12,000	22.33
Administrative	2.100	224,433	106,873	18,486	8,803	25,740	12,257	23.66

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	0.100	12,052	120,520			1,260	12,600	23.59
Active	24.950	1,935,186	77,563	89,725	3,596	300,000	12,024	22.49
Certificated Total	24.950	1,935,186	77,563	89,725	3,596	300,000	12,024	22.49
Instructional for Funding Purposes	22.750	1,698,701	74,668	71,239	3,131	273,000	12,000	22.33
Instructional for Compliance Purposes	22.750	1,698,701	74,668	71,239	3,131	273,000	12,000	22.33

**Enumclaw School District (17216)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	203.707	17,814,825	87,453	894,538	4,391	2,440,836	11,982	22.98
21	40.859	3,418,155	83,657	140,590	3,441	439,600	10,759	23.70
24	6.391	535,930	83,857	26,652	4,170	71,000	11,109	27.72
31	18.450	1,575,137	85,373	120,102	6,510	231,000	12,520	22.09
34	1.000	83,342	83,342	7,704	7,704	7,200	7,200	22.18
51	2.200	195,436	88,835	6,772	3,078	37,800	17,182	23.14
55	4.449	400,167	89,945	19,182	4,312	59,364	13,343	22.61
58				176,159				
64	0.150	14,580	97,200			1,800	12,000	21.86
65	1.950	195,668	100,343	8,639	4,430	23,400	12,000	22.49
74	1.000	75,346	75,346	3,349	3,349	12,000	12,000	24.10
88				143,861				
97	2.000	354,593	177,297	42,502	21,251	24,000	12,000	21.02
Program 21 Instructional	38.959	3,155,741	81,002	127,792	3,280	416,800	10,698	23.90
Program 21 Administrative	1.900	262,414	138,113	12,798	6,736	22,800	12,000	21.62
K-12 Program 21 Instructional	32.160	2,644,726	82,237			325,612	10,125	23.97
Program 31 Instructional	17.360	1,424,352	82,048	110,806	6,383	217,920	12,553	22.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.090	150,785	138,335	9,296	8,528	13,080	12,000	20.53
Program 34 Instructional	1.000	83,342	83,342	7,704	7,704	7,200	7,200	22.18
K-3 BEA Instructional	76.090	6,129,315	80,553			915,804	12,036	23.61
4-6 BEA Instructional	41.653	3,518,852	84,480			499,944	12,003	23.13
7-8 BEA Instructional	33.441	2,830,247	84,634			388,212	11,609	23.30
9-12 BEA Instructional	57.073	4,878,713	85,482	50,250	880	696,276	12,200	22.54
K-12 BEA Instructional	208.257	17,357,127	83,345	50,250	241	2,500,236	12,006	23.15
BEA	225.157	19,827,897	88,063	1,064,846	4,729	2,703,036	12,005	22.87
Instructional	263.106	21,890,949	83,202	1,240,201	4,714	3,108,000	11,813	23.32
Administrative	19.050	2,772,230	145,524	349,849	18,365	240,000	12,598	21.07
Active	282.156	24,663,179	87,410	1,590,050	5,635	3,348,000	11,866	23.05
Certificated Total	282.156	24,663,179	87,410	1,590,050	5,635	3,348,000	11,866	23.05
Instructional for Funding Purposes	263.106	21,890,949	83,202	1,240,201	4,714	3,108,000	11,813	23.32
Instructional for Compliance Purposes	263.106	21,890,949	83,202	1,240,201	4,714	3,108,000	11,813	23.32

**Ephrata School District (13165)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	125.348	10,128,676	80,804	514,431	4,104	1,518,096	12,111	23.11
21	18.507	1,345,632	72,709	58,187	3,144	230,160	12,436	22.77
31	9.423	750,798	79,677	86,311	9,160	113,076	12,000	23.43
34	1.691	137,654	81,404	17,372	10,273	20,292	12,000	24.20
51	3.105	283,039	91,156	10,832	3,489	37,260	12,000	22.29
55	7.902	621,160	78,608	24,093	3,049	99,108	12,542	23.57
58				50,882				
64	0.330	23,420	70,970			4,920	14,909	23.96
65	1.949	139,434	71,541	5,006	2,568	24,828	12,739	23.57
74	0.479	43,673	91,175	1,425	2,975	5,748	12,000	22.72
88	0.926	69,505	75,059	2,813	3,038	11,112	12,000	26.09
97	1.950	303,918	155,855			23,400	12,000	20.84
Program 21 Instructional	17.557	1,216,455	69,286	58,187	3,314	218,760	12,460	22.73
Program 21 Administrative	0.950	129,177	135,976			11,400	12,000	23.17
K-12 Program 21 Instructional	16.057	1,127,747	70,234	17,366	1,082	200,760	12,503	22.58
Program 31 Instructional	9.073	707,245	77,951	86,311	9,513	108,876	12,000	23.46
Program 31 Administrative	0.350	43,553	124,437			4,200	12,000	22.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.541	118,989	77,215	17,372	11,273	18,492	12,000	24.36
Program 34 Administrative	0.150	18,665	124,433			1,800	12,000	22.99
K-3 BEA Instructional	44.554	3,357,075	75,348	49,278	1,106	544,308	12,217	23.11
4-6 BEA Instructional	25.624	1,835,338	71,626	13,214	516	307,488	12,000	23.44
7-8 BEA Instructional	18.498	1,501,119	81,150	34,228	1,850	221,976	12,000	23.29
9-12 BEA Instructional	38.376	3,017,823	78,638	84,193	2,194	464,772	12,111	23.08
K-12 BEA Instructional	127.052	9,711,355	76,436	180,913	1,424	1,538,544	12,110	23.19
K-12 BEA Administrative	5.500	778,705	141,583			66,000	12,000	22.69
BEA	138.412	11,321,046	81,792	618,114	4,466	1,674,864	12,101	23.09
Instructional	158.610	12,012,915	75,739	759,901	4,791	1,932,000	12,181	23.16
Administrative	12.500	1,766,314	141,305			150,000	12,000	22.50
Other	0.500	67,680	135,360	11,451	22,902	6,000	12,000	23.07
Active	171.610	13,846,909	80,688	771,352	4,495	2,088,000	12,167	23.08
Certificated Total	171.610	13,846,909	80,688	771,352	4,495	2,088,000	12,167	23.08
Instructional for Funding Purposes	158.610	12,012,915	75,739	759,901	4,791	1,932,000	12,181	23.16
Instructional for Compliance Purposes	158.610	12,012,915	75,739	759,901	4,791	1,932,000	12,181	23.16



**Evaline School District (21036)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.494	175,904	50,345	9,141	2,616	41,928	12,000	23.32
21	0.505	24,640	48,792			6,060	12,000	22.55
51	1.001	50,267	50,217	1,000	999	12,012	12,000	23.23
52	0.381	10,507	27,577	7,500	19,685			7.68
74				1,000				
Program 21 Instructional	0.505	24,640	48,792			6,060	12,000	22.55
K-12 Program 21 Instructional	0.505	24,640	48,792			6,060	12,000	22.55
K-3 BEA Instructional	2.494	126,491	50,718	1,681	674	29,928	12,000	23.40
4-6 BEA Instructional	1.000	49,413	49,413	1,081	1,081	12,000	12,000	23.11
K-12 BEA Instructional	3.494	175,904	50,345	2,762	790	41,928	12,000	23.32
BEA	3.494	175,904	50,345	9,141	2,616	41,928	12,000	23.32
Instructional	5.000	250,811	50,162	10,141	2,028	60,000	12,000	23.21
Administrative				8,500				
Other	0.381	10,507	27,577					7.68
Active	5.381	261,318	48,563	18,641	3,464	60,000	11,150	22.59
Certificated Total	5.381	261,318	48,563	18,641	3,464	60,000	11,150	22.59
Instructional for Funding Purposes	5.000	250,811	50,162	10,141	2,028	60,000	12,000	23.21



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	5.000	250,811	50,162	10,141	2,028	60,000	12,000	23.21



**Everett School District (31002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	986.390	93,082,268	94,367	17,101,474	17,337	12,064,872	12,231	23.43
02	22.401	2,320,089	103,571	437,052	19,510	265,992	11,874	21.88
03	0.250	38,034	152,136	590	2,360	3,000	12,000	21.67
12	16.055	1,366,510	85,114	257,682	16,050	198,552	12,367	23.98
21	192.553	17,295,213	89,821	3,973,053	20,634	2,368,008	12,298	23.30
24	25.000	2,468,393	98,736	31,221	1,249	304,800	12,192	23.33
31	61.401	5,810,009	94,624	1,219,091	19,855	735,060	11,971	22.73
34	18.285	1,777,076	97,188	346,660	18,959	220,032	12,033	22.69
51	8.189	810,415	98,964	146,107	17,842	108,900	13,298	21.90
52	2.899	302,801	104,450	43,866	15,131	36,000	12,418	20.56
55	19.579	2,041,319	104,261	383,681	19,597	246,624	12,596	23.67
58	1.500	156,738	104,492	117,448	78,299	18,000	12,000	22.99
64	1.767	180,419	102,105	39,082	22,118	21,204	12,000	20.01
65	16.673	1,438,946	86,304	296,311	17,772	200,760	12,041	22.61
69	1.000	77,204	77,204	21,505	21,505	12,000	12,000	23.90
74	1.133	146,558	129,354	16,848	14,870	13,596	12,000	23.43
79	1.000	104,940	104,940	22,613	22,613	12,000	12,000	23.81
88	0.800	110,180	137,725	3,706	4,633	9,600	12,000	23.17
97	3.000	586,786	195,595	17,516	5,839	36,000	12,000	19.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
CP	1.749	265,692	151,911	1,357	776	21,000	12,007	22.04
K-12 Program 02 Instructional	20.401	2,004,700	98,265			241,992	11,862	22.06
Program 21 Instructional	188.595	16,623,067	88,142	3,958,715	20,991	2,320,008	12,302	23.35
Program 21 Administrative	3.958	672,146	169,820	14,338	3,623	48,000	12,127	21.77
K-12 Program 21 Instructional	177.395	15,671,899	88,345			2,174,808	12,260	23.40
Program 31 Instructional	59.962	5,576,699	93,004	1,217,418	20,303	716,976	11,957	22.80
Program 31 Administrative	1.439	233,310	162,133	1,673	1,163	18,084	12,567	20.81
Program 34 Instructional	17.568	1,662,566	94,636	345,861	19,687	210,816	12,000	22.82
Program 34 Administrative	0.717	114,510	159,707	799	1,114	9,216	12,854	20.60
K-3 BEA Instructional	388.653	33,898,480	87,220			4,773,540	12,282	23.73
4-6 BEA Instructional	203.296	18,246,389	89,753			2,472,792	12,164	23.75
7-8 BEA Instructional	163.241	14,915,086	91,369			1,981,692	12,140	23.29
9-12 BEA Instructional	257.318	23,956,622	93,101			3,143,556	12,217	23.24
K-12 BEA Instructional	1,012.508	91,016,577	89,892			12,371,580	12,219	23.53
BEA	1,091.727	103,614,262	94,909	19,122,383	17,516	13,324,956	12,205	23.31
Instructional	1,292.468	116,232,320	89,931	24,154,763	18,689	15,820,824	12,241	23.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	87.558	13,981,355	159,681	282,857	3,231	1,056,000	12,061	21.51
Other	0.598	60,975	101,965	16,630	27,809	7,176	12,000	24.05
Active	1,380.624	130,274,650	94,359	24,454,250	17,712	16,884,000	12,229	23.29
On Leave	1.000	104,940	104,940	22,613	22,613	12,000	12,000	23.81
Certificated Total	1,381.624	130,379,590	94,367	24,476,863	17,716	16,896,000	12,229	23.29
Instructional for Funding Purposes	1,292.468	116,232,320	89,931	24,154,763	18,689	15,820,824	12,241	23.47
Instructional for Compliance Purposes	1,292.468	116,232,320	89,931	24,154,763	18,689	15,820,824	12,241	23.47

**Evergreen School District (Clark) (06114)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,182.635	102,270,670	86,477	8,708,554	7,364	14,489,820	12,252	24.38
02	14.110	1,188,391	84,223	84,974	6,022	177,924	12,610	23.70
03	1.000	73,030	73,030	6,427	6,427	12,000	12,000	24.16
12				55,393				
21	272.787	21,513,762	78,867	1,903,903	6,979	3,356,616	12,305	24.29
31	106.428	8,532,738	80,174	997,355	9,371	1,391,688	13,076	24.12
34	9.766	772,543	79,105	70,306	7,199	117,192	12,000	23.95
45	29.380	2,389,817	81,342	319,718	10,882	372,000	12,662	24.18
51	29.052	2,293,176	78,933	193,697	6,667	348,624	12,000	24.86
52	7.700	712,593	92,545	51,421	6,678	92,400	12,000	23.59
55	66.192	5,635,246	85,135	552,405	8,345	864,936	13,067	23.96
58				1,682,667				
65	20.000	1,730,591	86,530	106,970	5,349	245,400	12,270	23.78
74	51.608	4,304,333	83,404	375,160	7,269	634,200	12,289	24.14
79	0.100	14,253	142,530	3,609	36,090	1,200	12,000	24.76
97	4.000	765,513	191,378	25,152	6,288	48,000	12,000	21.80
K-12 Program 02 Instructional	12.510	965,627	77,188			158,724	12,688	23.50
Program 21 Instructional	265.287	20,502,944	77,286	1,815,071	6,842	3,266,616	12,314	24.26

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	7.500	1,010,818	134,776	88,832	11,844	90,000	12,000	24.84
K-12 Program 21 Instructional	251.937	19,442,900	77,174			3,093,900	12,280	24.30
Program 31 Instructional	102.890	8,032,010	78,064	997,355	9,693	1,343,688	13,059	24.27
Program 31 Administrative	3.538	500,728	141,529			48,000	13,567	21.57
Program 34 Instructional	9.766	772,543	79,105	70,306	7,199	117,192	12,000	23.95
K-3 BEA Instructional	462.363	37,687,165	81,510			5,629,272	12,175	24.46
4-6 BEA Instructional	219.225	17,704,747	80,761			2,667,900	12,170	24.30
7-8 BEA Instructional	170.848	14,194,832	83,085			2,119,260	12,404	24.19
9-12 BEA Instructional	389.845	31,406,053	80,560			4,926,192	12,636	24.29
K-12 BEA Instructional	1,242.281	100,992,797	81,296			15,342,624	12,350	24.34
K-12 BEA Administrative	15.200	1,998,940	131,509			182,400	12,000	24.68
BEA	1,347.319	115,992,702	86,091	10,212,486	7,580	16,608,624	12,327	24.33
Instructional	1,677.220	135,494,339	80,785	14,963,774	8,922	20,736,000	12,363	24.30
Administrative	113.538	16,212,308	142,792	173,937	1,532	1,368,000	12,049	24.30
Other	4.000	490,009	122,502			48,000	12,000	25.62
Active	1,794.758	152,196,656	84,801	15,137,711	8,434	22,152,000	12,343	24.30
Certificated Total	1,794.758	152,196,656	84,801	15,137,711	8,434	22,152,000	12,343	24.30

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	1,677.220	135,494,339	80,785	14,963,774	8,922	20,736,000	12,363	24.30
Instructional for Compliance Purposes	1,677.220	135,494,339	80,785	14,963,774	8,922	20,736,000	12,363	24.30



**Evergreen School District (Stevens) (33205)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.198	151,531	68,940			29,016	13,201	26.89
21	0.133	13,081	98,353			2,016	15,158	22.64
51	0.151	7,779	51,517			1,812	12,000	51.95
97	0.171	21,965	128,450			3,156	18,456	22.82
Program 21 Instructional	0.068	4,713	69,309			816	12,000	22.36
Program 21 Administrative	0.065	8,368	128,738			1,200	18,462	22.82
K-12 Program 21 Instructional	0.068	4,713	69,309			816	12,000	22.36
K-3 BEA Instructional	1.154	66,271	57,427			14,280	12,374	35.61
4-6 BEA Instructional	0.873	63,295	72,503			11,580	13,265	22.49
K-12 BEA Instructional	2.027	129,566	63,920			25,860	12,758	27.61
BEA	2.369	173,496	73,236			32,172	13,580	26.35
Instructional	2.246	142,058	63,249			28,488	12,684	28.10
Administrative	0.407	52,298	128,496			7,512	18,457	22.82
Active	2.653	194,356	73,259			36,000	13,570	26.61
Certificated Total	2.653	194,356	73,259			36,000	13,570	26.61
Instructional for Funding Purposes	2.246	142,058	63,249			28,488	12,684	28.10

Salary and Benefits by Program for 2020-2021

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	2.246	142,058	63,249			28,488	12,684	28.10

**Federal Way School District (17210)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,092.273	82,399,367	75,438	12,097,238	11,075	13,173,560	12,061	22.08
02	20.860	1,757,807	84,267	297,314	14,253	250,278	11,998	21.49
03	5.660	391,587	69,185	42,481	7,505	67,909	11,998	22.17
21	208.916	15,135,787	72,449	2,729,928	13,067	2,526,792	12,095	21.80
24	38.956	2,746,412	70,500	420,450	10,793	467,922	12,012	21.98
31	63.377	5,125,610	80,875	668,493	10,548	755,296	11,918	21.49
34	5.805	458,502	78,984	63,265	10,898	68,650	11,826	22.36
51	42.500	3,430,695	80,722	538,893	12,680	521,913	12,280	21.82
52	2.000	217,526	108,763	17,288	8,644	23,996	11,998	19.81
55	41.491	3,517,453	84,776	429,467	10,351	492,307	11,865	21.12
58	3.000	266,170	88,723	46,220	15,407	35,994	11,998	17.87
65	57.150	4,302,204	75,279	639,942	11,198	711,945	12,457	21.50
71				7,929				
74	0.326	45,341	139,083	4,000	12,270	4,435	13,604	23.16
79	1.000	107,638	107,638	2,189	2,189	11,998	11,998	23.49
97	6.000	1,172,181	195,364	5,600	933	71,988	11,998	17.10
K-12 Program 02 Instructional	20.200	1,662,072	82,281	10,203	505	242,360	11,998	21.44
Program 21 Instructional	204.916	14,584,375	71,172	2,729,928	13,322	2,478,800	12,097	21.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	4.000	551,412	137,853			47,992	11,998	21.87
K-12 Program 21 Instructional	188.916	13,571,567	71,839			2,287,732	12,110	22.00
Program 31 Instructional	58.430	4,439,403	75,978	668,493	11,441	701,237	12,001	21.58
Program 31 Administrative	4.947	686,207	138,712			54,059	10,928	20.79
Program 34 Instructional	5.699	443,554	77,830	63,265	11,101	67,972	11,927	22.61
Program 34 Administrative	0.106	14,948	141,019			679	6,401	13.82
K-3 BEA Instructional	414.922	29,013,193	69,924			5,009,857	12,074	22.30
4-6 BEA Instructional	200.635	14,056,978	70,062			2,404,389	11,984	22.20
7-8 BEA Instructional	204.511	14,577,931	71,282	3,854	19	2,466,641	12,061	22.06
9-12 BEA Instructional	283.655	20,907,622	73,708	7,244	26	3,434,863	12,109	21.61
K-12 BEA Instructional	1,103.723	78,555,724	71,173	11,098	10	13,315,750	12,064	22.05
BEA	1,193.975	91,305,054	76,471	13,174,391	11,034	14,387,681	12,050	21.97
Instructional	1,492.497	107,431,853	71,981	17,909,163	11,999	18,040,207	12,087	21.93
Administrative	90.557	13,123,232	144,917	3,000	33	1,069,669	11,812	21.49
Other	5.260	411,557	78,243	96,345	18,317	63,109	11,998	23.39
Active	1,588.314	120,966,642	76,160	18,008,508	11,338	19,172,985	12,071	21.89
On Leave	1.000	107,638	107,638	2,189	2,189	11,998	11,998	23.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	1,589.314	121,074,280	76,180	18,010,697	11,332	19,184,983	12,071	21.89
Instructional for Funding Purposes	1,492.497	107,431,853	71,981	17,909,163	11,999	18,040,207	12,087	21.93
Instructional for Compliance Purposes	1,492.497	107,431,853	71,981	17,909,163	11,999	18,040,207	12,087	21.93

**Ferndale School District (37502)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	211.076	19,261,872	91,256	105,509	500	2,590,384	12,272	23.18
02	1.000	92,980	92,980			12,000	12,000	23.48
21	48.700	4,289,930	88,089	4,478	92	606,000	12,444	23.42
31	11.166	1,124,248	100,685	72,509	6,494	133,992	12,000	23.81
34	1.000	83,781	83,781			12,000	12,000	23.30
51	3.441	276,328	80,305			45,216	13,140	23.34
52	0.400	64,253	160,633	650	1,625	4,800	12,000	19.78
55	7.000	582,468	83,210	6,970	996	106,800	15,257	22.48
65	1.966	163,408	83,117	5,000	2,543	25,200	12,818	24.47
68	0.892	47,736	53,516			12,000	13,453	44.65
74	0.901	84,375	93,646			12,000	13,319	24.12
97	1.500	284,017	189,345	24,771	16,514	18,000	12,000	18.24
K-12 Program 02 Instructional	1.000	92,980	92,980			12,000	12,000	23.48
Program 21 Instructional	47.700	4,155,657	87,121	2,678	56	594,000	12,453	23.47
Program 21 Administrative	1.000	134,273	134,273	1,800	1,800	12,000	12,000	21.94
K-12 Program 21 Instructional	44.430	3,880,693	87,344	2,678	60	554,400	12,478	23.43
Program 31 Instructional	10.166	989,975	97,381	70,709	6,955	121,992	12,000	23.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.000	134,273	134,273	1,800	1,800	12,000	12,000	25.26
Program 34 Instructional	1.000	83,781	83,781			12,000	12,000	23.30
K-3 BEA Instructional	74.169	6,268,482	84,516			911,188	12,285	23.81
4-6 BEA Instructional	40.119	3,514,016	87,590			483,528	12,052	23.56
7-8 BEA Instructional	41.020	3,544,178	86,401	17,855	435	502,056	12,239	23.28
9-12 BEA Instructional	53.834	5,130,389	95,300	109,354	2,031	670,404	12,453	22.80
K-12 BEA Instructional	209.142	18,457,065	88,251	127,209	608	2,567,176	12,275	23.37
K-12 BEA Administrative	12.000	1,655,878	137,990	12,000	1,000	144,000	12,000	22.43
BEA	225.742	20,846,898	92,348	202,789	898	2,766,376	12,255	23.14
Instructional	271.042	23,767,037	87,688	160,016	590	3,362,392	12,405	23.40
Administrative	17.000	2,475,748	145,632	58,071	3,416	204,000	12,000	21.41
Other	1.000	112,611	112,611	1,800	1,800	12,000	12,000	21.77
Active	289.042	26,355,396	91,182	219,887	761	3,578,392	12,380	23.19
Certificated Total	289.042	26,355,396	91,182	219,887	761	3,578,392	12,380	23.19
Instructional for Funding Purposes	271.042	23,767,037	87,688	160,016	590	3,362,392	12,405	23.40
Instructional for Compliance Purposes	271.042	23,767,037	87,688	160,016	590	3,362,392	12,405	23.40

**Fife School District (27417)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	192.847	17,599,921	91,264	1,229,393	6,375	2,319,240	12,026	23.00
21	31.902	3,010,898	94,380	150,593	4,720	396,960	12,443	22.92
24	2.000	167,062	83,531			24,000	12,000	23.12
31	16.983	1,573,119	92,629	65,906	3,881	208,320	12,266	22.37
34	2.390	193,794	81,085	5,072	2,122	28,680	12,000	22.05
51	3.244	294,116	90,665			30,000	9,248	21.88
55	7.383	686,955	93,046	15,088	2,044	90,000	12,190	25.57
58				134,144				
65	4.000	413,824	103,456	18,274	4,569	48,000	12,000	23.55
74				15,094				
79	1.500	175,180	116,787	25,428	16,952	18,000	12,000	21.96
97	2.400	376,376	156,823	60,305	25,127	28,800	12,000	20.16
Program 21 Instructional	30.202	2,763,005	91,484	139,943	4,634	376,560	12,468	23.08
Program 21 Administrative	1.700	247,893	145,819	10,650	6,265	20,400	12,000	21.19
K-12 Program 21 Instructional	27.202	2,496,879	91,790	9,229	339	340,560	12,520	23.11
Program 31 Instructional	15.883	1,418,430	89,305	59,306	3,734	195,120	12,285	22.56
Program 31 Administrative	1.100	154,689	140,626	6,600	6,000	13,200	12,000	20.77



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	2.390	193,794	81,085	5,072	2,122	28,680	12,000	22.05
K-3 BEA Instructional	66.430	5,746,807	86,509			803,160	12,090	23.59
4-6 BEA Instructional	39.790	3,494,545	87,825	4,030	101	482,280	12,121	23.62
7-8 BEA Instructional	28.090	2,334,277	83,100			337,080	12,000	23.18
9-12 BEA Instructional	58.440	5,112,254	87,479			704,880	12,062	22.64
K-12 BEA Instructional	192.750	16,687,883	86,578	4,030	21	2,327,400	12,075	23.24
BEA	214.620	19,743,210	91,991	1,360,676	6,340	2,585,040	12,045	22.88
Instructional	240.579	21,117,712	87,779	1,499,620	6,233	2,907,960	12,087	23.27
Administrative	23.000	3,286,071	142,873	194,410	8,453	276,000	12,000	21.24
Other	1.070	87,462	81,740	25,267	23,614	8,040	7,514	16.20
Active	264.649	24,491,245	92,542	1,719,297	6,497	3,192,000	12,061	22.95
Certificated Total	264.649	24,491,245	92,542	1,719,297	6,497	3,192,000	12,061	22.95
Instructional for Funding Purposes	240.579	21,117,712	87,779	1,499,620	6,233	2,907,960	12,087	23.27
Instructional for Compliance Purposes	240.579	21,117,712	87,779	1,499,620	6,233	2,907,960	12,087	23.27

**Finley School District (03053)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	45.450	3,538,560	77,856	81,953	1,803	545,400	12,000	22.71
21	7.150	548,486	76,711	84,047	11,755	90,600	12,671	22.41
31	3.900	307,577	78,866	50,116	12,850	46,800	12,000	17.13
34	0.300	19,663	65,543	110	367	3,600	12,000	16.80
51	0.950	89,922	94,655	862	907	11,400	12,000	21.45
55	1.550	142,875	92,177	1,388	895	18,600	12,000	21.48
58				56,321				
64				4,650				
65	0.300	24,375	81,250	62,911	209,703	3,600	12,000	23.39
74				6,000				
76				8,140				
97	2.000	284,754	142,377			24,000	12,000	21.91
Program 21 Instructional	6.600	481,386	72,937	84,047	12,734	84,000	12,727	22.22
Program 21 Administrative	0.550	67,100	122,000			6,600	12,000	23.89
K-12 Program 21 Instructional	6.000	445,714	74,286	83,387	13,898	72,000	12,000	22.17
Program 31 Instructional	3.900	307,577	78,866	50,116	12,850	46,800	12,000	17.13
Program 34 Instructional	0.300	19,663	65,543	110	367	3,600	12,000	16.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	14.840	1,029,314	69,361	26,691	1,799	178,080	12,000	22.64
4-6 BEA Instructional	8.660	620,084	71,603	7,827	904	103,920	12,000	22.61
7-8 BEA Instructional	6.700	497,043	74,186	11,727	1,750	80,400	12,000	22.46
9-12 BEA Instructional	15.400	1,211,259	78,653	82,934	5,385	184,800	12,000	20.96
K-12 BEA Instructional	45.600	3,357,700	73,634	129,179	2,833	547,200	12,000	21.98
K-12 BEA Administrative	2.000	252,750	126,375			24,000	12,000	23.59
BEA	51.650	4,150,554	80,359	132,179	2,559	619,800	12,000	22.15
Instructional	54.600	4,047,458	74,129	353,498	6,474	660,000	12,088	21.96
Administrative	6.500	849,254	130,654			78,000	12,000	23.01
Other	0.500	59,500	119,000	3,000	6,000	6,000	12,000	23.57
Active	61.600	4,956,212	80,458	356,498	5,787	744,000	12,078	22.15
Certificated Total	61.600	4,956,212	80,458	356,498	5,787	744,000	12,078	22.15
Instructional for Funding Purposes	54.600	4,047,458	74,129	353,498	6,474	660,000	12,088	21.96
Instructional for Compliance Purposes	54.600	4,047,458	74,129	353,498	6,474	660,000	12,088	21.96



**Franklin Pierce School District (27402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	412.707	33,891,150	82,119	2,536,352	6,146	4,959,720	12,018	23.47
21	103.923	8,231,503	79,208	810,940	7,803	1,141,200	10,981	23.85
31	23.200	1,858,434	80,105	137,031	5,907	288,000	12,414	22.75
34	3.950	266,811	67,547	9,934	2,515	47,400	12,000	23.78
51	9.450	794,483	84,072	41,384	4,379	115,800	12,254	23.65
52	2.004	186,838	93,233	34,428	17,180	24,048	12,000	21.28
55	28.350	2,413,389	85,128	197,465	6,965	354,600	12,508	23.03
58	0.200	19,581	97,905	911,582	4,557,910	2,400	12,000	21.12
64	0.500	42,110	84,220	1,404	2,808	6,000	12,000	20.71
65	12.000	995,697	82,975	67,226	5,602	144,000	12,000	23.59
74	2.000	189,570	94,785	10,320	5,160	24,000	12,000	22.42
79	1.000	71,423	71,423	12,009	12,009	12,000	12,000	24.20
97	1.000	196,496	196,496	58,427	58,427	12,000	12,000	19.90
Program 21 Instructional	92.701	7,357,649	79,370	762,804	8,229	1,113,600	12,013	23.89
Program 21 Administrative	2.300	310,000	134,783	33,118	14,399	27,600	12,000	22.85
K-12 Program 21 Instructional	80.491	6,307,091	78,358			967,080	12,015	24.05
Program 31 Instructional	22.200	1,723,353	77,629	117,457	5,291	276,000	12,432	22.70

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.000	135,081	135,081	13,412	13,412	12,000	12,000	23.44
Program 34 Instructional	3.950	266,811	67,547	9,934	2,515	47,400	12,000	23.78
K-3 BEA Instructional	144.895	10,881,009	75,096	2,000	14	1,743,595	12,034	24.01
4-6 BEA Instructional	84.107	6,380,107	75,857	8,000	95	1,007,597	11,980	24.10
7-8 BEA Instructional	58.669	4,536,135	77,317			703,488	11,991	23.33
9-12 BEA Instructional	115.170	9,287,408	80,641	1,306	11	1,396,440	12,125	23.17
K-12 BEA Instructional	402.841	31,084,659	77,164	11,306	28	4,851,120	12,042	23.67
BEA	440.857	36,212,891	82,142	2,741,744	6,219	5,307,120	12,038	23.42
Instructional	550.346	43,051,222	78,226	4,037,908	7,337	6,639,168	12,064	23.65
Administrative	40.000	5,442,873	136,072	513,731	12,843	480,000	12,000	21.96
Other	0.500	48,952	97,904	1,632	3,264	5,904	11,808	23.75
Active	590.846	48,543,047	82,159	4,553,271	7,706	7,125,072	12,059	23.46
K-12 Program 21 Contracted	8.922	563,854	63,198					
On Leave	0.516	50,584	98,031	275,231	533,393	6,096	11,814	23.75
Certificated Total	600.284	49,157,485	81,890	4,828,502	8,044	7,131,168	11,880	23.46
Instructional for Funding Purposes	559.268	43,615,076	77,986	4,037,908	7,220	6,639,168	11,871	23.65
Instructional for Compliance Purposes	550.346	43,051,222	78,226	4,037,908	7,337	6,639,168	12,064	23.65

**Freeman School District (32358)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	43.202	3,243,617	75,080	126,937	2,938	694,752	16,081	22.46
02	0.782	30,706	39,266			14,076	18,000	21.77
21	7.250	527,194	72,716			81,000	11,172	23.02
24	0.750	43,767	58,356	2,500	3,333	15,000	20,000	22.05
31	4.916	308,463	62,747	11,473	2,334	88,764	18,056	22.48
34	1.400	115,298	82,356			16,800	12,000	23.03
51	0.600	51,437	85,728			12,000	20,000	23.57
55	0.200	9,425	47,125			2,400	12,000	23.48
74				1,090				
K-12 Program 02 Instructional	0.782	30,706	39,266			14,076	18,000	21.77
Program 21 Instructional	6.250	439,017	70,243			69,000	11,040	22.85
Program 21 Administrative	1.000	88,177	88,177			12,000	12,000	23.73
K-12 Program 21 Instructional	5.750	414,440	72,077			57,000	9,913	22.99
Program 31 Instructional	4.916	308,463	62,747	11,473	2,334	88,764	18,056	22.48
Program 34 Instructional	1.400	115,298	82,356			16,800	12,000	23.03
K-3 BEA Instructional	13.792	969,518	70,296	11,193	812	182,112	13,204	22.43
4-6 BEA Instructional	11.110	837,985	75,426			175,800	15,824	22.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	7.848	608,369	77,519	26,829	3,419	99,840	12,722	22.10
9-12 BEA Instructional	17.550	1,282,212	73,061	62,102	3,539	356,640	20,321	22.41
K-12 BEA Instructional	50.300	3,698,084	73,521	100,124	1,991	814,392	16,191	22.48
BEA	50.300	3,698,084	73,521	138,410	2,752	814,392	16,191	22.48
Instructional	58.100	4,241,730	73,007	115,322	1,985	912,792	15,711	22.52
Administrative	1.000	88,177	88,177			12,000	12,000	23.73
Other				26,678				
Active	59.100	4,329,907	73,264	142,000	2,403	924,792	15,648	22.54
Certificated Total	59.100	4,329,907	73,264	142,000	2,403	924,792	15,648	22.54
Instructional for Funding Purposes	58.100	4,241,730	73,007	115,322	1,985	912,792	15,711	22.52
Instructional for Compliance Purposes	58.100	4,241,730	73,007	115,322	1,985	912,792	15,711	22.52



**Garfield School District (38302)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.425	650,514	62,399			131,100	12,576	20.95
21	1.000	51,942	51,942			12,000	12,000	23.37
31	1.000	73,404	73,404	4,100	4,100	12,000	12,000	20.21
51	0.075	3,929	52,387			900	12,000	22.25
Program 21 Instructional	1.000	51,942	51,942			12,000	12,000	23.37
K-12 Program 21 Instructional	1.000	51,942	51,942			12,000	12,000	23.37
Program 31 Instructional	1.000	73,404	73,404	4,100	4,100	12,000	12,000	20.21
K-3 BEA Instructional	3.505	222,236	63,405			45,060	12,856	20.57
4-6 BEA Instructional	1.170	58,754	50,217			14,040	12,000	20.06
7-8 BEA Instructional	5.750	369,524	64,265			72,000	12,522	21.32
9-12 BEA Instructional	1.000	73,404	73,404	4,100	4,100	12,000	12,000	20.21
K-12 BEA Instructional	11.425	723,918	63,363	4,100	359	143,100	12,525	20.87
BEA	11.425	723,918	63,363	4,100	359	143,100	12,525	20.87
Instructional	12.425	775,860	62,443	4,100	330	155,100	12,483	21.03
Administrative	0.075	3,929	52,387			900	12,000	22.25
Active	12.500	779,789	62,383	4,100	328	156,000	12,480	21.03
Certificated Total	12.500	779,789	62,383	4,100	328	156,000	12,480	21.03

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	12.425	775,860	62,443	4,100	330	155,100	12,483	21.03
Instructional for Compliance Purposes	12.425	775,860	62,443	4,100	330	155,100	12,483	21.03

**Glenwood School District (20401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.456	801,044	76,611	25,646	2,453	125,472	12,000	24.96
68	0.044	2,794	63,500			528	12,000	25.22
97	0.500	55,659	111,318	2,133	4,266	6,000	12,000	30.54
K-3 BEA Instructional	2.150	177,066	82,356	260	121	25,800	12,000	25.06
4-6 BEA Instructional	1.760	136,551	77,586			21,120	12,000	24.62
7-8 BEA Instructional	2.869	202,477	70,574	64	22	34,428	12,000	24.54
9-12 BEA Instructional	3.177	229,292	72,172	76	24	38,124	12,000	24.28
K-12 BEA Instructional	9.956	745,386	74,868	400	40	119,472	12,000	24.60
BEA	10.956	856,703	78,195	27,779	2,536	131,472	12,000	25.28
Instructional	10.000	748,180	74,818	4,709	471	120,000	12,000	24.60
Administrative	1.000	111,317	111,317			12,000	12,000	30.54
Other				7,273				
Active	11.000	859,497	78,136	11,982	1,089	132,000	12,000	25.28
On Leave				15,797				
Certificated Total	11.000	859,497	78,136	27,779	2,525	132,000	12,000	25.28
Instructional for Funding Purposes	10.000	748,180	74,818	4,709	471	120,000	12,000	24.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	10.000	748,180	74,818	4,709	471	120,000	12,000	24.60

**Goldendale School District (20404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	45.160	3,201,929	70,902	42,225	935	537,480	11,902	23.07
02	56.680	2,582,609	45,565					
31	3.800	266,005	70,001	44,480	11,705	45,600	12,000	22.12
34	1.400	108,876	77,769	16,903	12,074	16,800	12,000	22.71
51	1.740	122,081	70,161	789	453	20,880	12,000	23.05
55	2.820	201,027	71,286	5,540	1,965	33,840	12,000	20.07
58				59,151				
74				3,155				
79	0.450	30,609	68,020	1,701	3,780	5,400	12,000	23.03
97	1.000	142,494	142,494			12,000	12,000	21.63
K-12 Program 02 Instructional	56.680	2,582,609	45,565					
Program 31 Instructional	3.800	266,005	70,001	44,480	11,705	45,600	12,000	22.12
Program 34 Instructional	1.400	108,876	77,769	16,903	12,074	16,800	12,000	22.71
K-3 BEA Instructional	15.776	1,098,336	69,621	7,000	444	192,000	12,170	23.07
4-6 BEA Instructional	6.384	465,726	72,952			77,280	12,105	23.02
7-8 BEA Instructional	7.670	548,184	71,471	25,095	3,272	96,240	12,548	22.70
9-12 BEA Instructional	16.680	1,116,564	66,940	53,744	3,222	200,160	12,000	23.13

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	46.510	3,228,810	69,422	85,839	1,846	565,680	12,163	23.02
K-12 BEA Administrative	1.000	124,779	124,779			12,000	12,000	23.40
BEA	108.040	6,301,913	58,329	103,608	959	611,880	5,663	22.93
Instructional	51.370	3,566,251	69,423	173,944	3,386	624,000	12,147	22.83
Administrative	4.000	481,370	120,343			48,000	12,000	23.80
Other	1.000	25,400	25,400					5.55
Active	56.370	4,073,021	72,255	173,944	3,086	672,000	11,921	22.77
K-12 BEA Contracted	56.680	2,582,609	45,565					
Certificated Total	113.050	6,655,630	58,873	173,944	1,539	672,000	5,944	22.77
Instructional for Funding Purposes	108.050	6,148,860	56,908	173,944	1,610	624,000	5,775	22.83
Instructional for Compliance Purposes	51.370	3,566,251	69,423	173,944	3,386	624,000	12,147	22.83

**Grand Coulee Dam School District (13301)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	36.763	2,453,744	66,745	82,352	2,240	442,620	12,040	23.87
02	0.800	73,081	91,351			9,600	12,000	22.49
21	1.730	153,528	88,745	2,283	1,320	20,760	12,000	23.94
24	1.787	107,250	60,017			21,444	12,000	23.07
29	0.130	13,726	105,585			1,560	12,000	24.00
31	2.638	150,382	57,006	14,141	5,361	31,656	12,000	22.62
34	1.072	57,585	53,717			12,864	12,000	22.33
51	0.293	26,556	90,635			3,516	12,000	24.07
52	0.344	25,598	74,413			4,128	12,000	21.85
55	1.220	80,618	66,080	1,716	1,407	14,856	12,177	23.46
58	0.063	5,636	89,460	52,500	833,333	756	12,000	22.76
74	0.020	2,112	105,600			240	12,000	24.00
97	1.000	128,392	128,392			18,420	18,420	23.41
K-12 Program 02 Instructional	0.800	73,081	91,351			9,600	12,000	22.49
Program 21 Instructional	1.213	98,939	81,566	2,283	1,882	14,556	12,000	23.91
Program 21 Administrative	0.517	54,589	105,588			6,204	12,000	24.00
K-12 Program 21 Instructional	1.213	98,939	81,566			14,556	12,000	23.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	2.538	141,247	55,653	14,141	5,572	30,456	12,000	22.63
Program 31 Administrative	0.100	9,135	91,350			1,200	12,000	22.49
Program 34 Instructional	1.022	53,017	51,876			12,264	12,000	22.32
Program 34 Administrative	0.050	4,568	91,360			600	12,000	22.49
K-3 BEA Instructional	10.535	641,325	60,876			126,420	12,000	23.90
4-6 BEA Instructional	6.554	441,400	67,348			78,648	12,000	23.85
7-8 BEA Instructional	4.772	293,399	61,483	491	103	58,728	12,307	23.54
9-12 BEA Instructional	15.366	1,006,606	65,509	20,347	1,324	184,392	12,000	23.58
K-12 BEA Instructional	37.227	2,382,730	64,005	20,838	560	448,188	12,039	23.71
K-12 BEA Administrative	0.100	9,135	91,350			1,200	12,000	22.49
BEA	42.273	2,863,184	67,731	96,493	2,283	515,160	12,187	23.71
Instructional	41.804	2,691,822	64,391	152,992	3,660	503,328	12,040	23.67
Administrative	6.056	586,386	96,827			79,092	13,060	23.76
Active	47.860	3,278,208	68,496	152,992	3,197	582,420	12,169	23.68
Certificated Total	47.860	3,278,208	68,496	152,992	3,197	582,420	12,169	23.68
Instructional for Funding Purposes	41.804	2,691,822	64,391	152,992	3,660	503,328	12,040	23.67



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	41.804	2,691,822	64,391	152,992	3,660	503,328	12,040	23.67

**Grandview School District (39200)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	174.687	13,483,601	77,187	499,760	2,861	2,096,316	12,000	22.66
02	1.350	117,894	87,329	19,364	14,344	16,200	12,000	23.24
21	22.986	1,565,533	68,108	127,576	5,550	289,812	12,608	23.72
24	0.699	53,817	76,991			8,388	12,000	24.21
31	12.417	1,004,851	80,925	112,347	9,048	149,004	12,000	22.24
34	2.190	159,624	72,888	6,303	2,878	26,280	12,000	22.56
51	5.100	361,215	70,826	124,381	24,388	61,200	12,000	26.62
52	0.500	47,194	94,388			6,000	12,000	20.16
53	0.150	20,450	136,333	1,816	12,107	1,800	12,000	22.20
55	10.150	804,667	79,278	215,205	21,202	121,800	12,000	22.10
58	0.250	23,598	94,392	154,658	618,632	3,000	12,000	20.16
64				15,000				
65	7.250	578,401	79,779	37,171	5,127	87,000	12,000	21.36
74	0.060	8,042	134,033	438	7,300	1,200	20,000	23.91
97	1.000	205,781	205,781	45,061	45,061	16,800	16,800	19.86
K-12 Program 02 Instructional	1.350	117,894	87,329	19,364	14,344	16,200	12,000	23.24
Program 21 Instructional	21.901	1,418,662	64,776	119,249	5,445	267,612	12,219	23.68
Program 21 Administrative	1.085	146,871	135,365	8,327	7,675	22,200	20,461	24.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	19.901	1,275,875	64,111	109,094	5,482	243,612	12,241	23.87
Program 31 Instructional	11.917	942,411	79,081	109,448	9,184	143,004	12,000	22.15
Program 31 Administrative	0.500	62,440	124,880	2,899	5,798	6,000	12,000	23.80
Program 34 Instructional	2.140	153,380	71,673	6,303	2,945	25,680	12,000	22.51
Program 34 Administrative	0.050	6,244	124,880			600	12,000	23.80
K-3 BEA Instructional	67.080	4,963,463	73,993	162,801	2,427	804,960	12,000	22.92
4-6 BEA Instructional	36.070	2,635,831	73,075	48,740	1,351	432,840	12,000	22.58
7-8 BEA Instructional	26.850	1,893,569	70,524	89,392	3,329	322,200	12,000	23.14
9-12 BEA Instructional	44.500	3,249,089	73,013	222,897	5,009	534,000	12,000	22.20
K-12 BEA Instructional	174.500	12,741,952	73,020	523,830	3,002	2,094,000	12,000	22.69
K-12 BEA Administrative	13.400	1,628,101	121,500	77,364	5,773	160,800	12,000	22.29
BEA	191.644	14,971,751	78,123	682,835	3,563	2,304,600	12,025	22.59
Instructional	219.600	15,927,258	72,528	1,180,856	5,377	2,640,000	12,022	22.76
Administrative	18.589	2,429,576	130,700	143,274	7,707	237,600	12,782	22.12
Other	0.600	77,834	129,723	3,620	6,033	7,200	12,000	23.30
Active	238.789	18,434,668	77,201	1,327,750	5,560	2,884,800	12,081	22.68
On Leave				31,330				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	238.789	18,434,668	77,201	1,359,080	5,692	2,884,800	12,081	22.68
Instructional for Funding Purposes	219.600	15,927,258	72,528	1,180,856	5,377	2,640,000	12,022	22.76
Instructional for Compliance Purposes	219.600	15,927,258	72,528	1,180,856	5,377	2,640,000	12,022	22.76

**Granger School District (39204)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	72.610	5,699,411	78,493	42,374	584	907,320	12,496	21.55
21	11.950	806,722	67,508	10,000	837	131,400	10,996	20.18
31	8.640	729,275	84,407	29,113	3,370	103,680	12,000	20.86
34	2.000	176,760	88,380	534	267	24,000	12,000	19.60
51	3.300	254,798	77,212			39,600	12,000	21.83
53	0.510	46,613	91,398			6,120	12,000	21.14
55	4.120	372,469	90,405	3,951	959	49,440	12,000	21.71
58				84,128				
65	0.130	8,059	61,992			1,560	12,000	19.95
74	0.490	44,764	91,355			5,880	12,000	21.18
88	1.000	82,666	82,666	4,592	4,592	12,000	12,000	20.01
97	1.250	192,960	154,368	7,800	6,240	15,000	12,000	20.21
Program 21 Instructional	7.000	493,593	70,513	10,000	1,429	84,000	12,000	18.09
Program 21 Administrative	0.950	112,524	118,446			11,400	12,000	21.04
K-12 Program 21 Instructional	6.000	406,854	67,809			72,000	12,000	17.57
Program 31 Instructional	8.490	709,852	83,610	29,113	3,429	101,880	12,000	20.89
Program 31 Administrative	0.150	19,423	129,487			1,800	12,000	20.09

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	2.000	176,760	88,380	534	267	24,000	12,000	19.60
K-3 BEA Instructional	24.900	1,818,888	73,048			298,800	12,000	22.39
4-6 BEA Instructional	13.240	993,686	75,052			158,880	12,000	21.61
7-8 BEA Instructional	13.420	1,097,819	81,805	2,829	211	161,040	12,000	20.94
9-12 BEA Instructional	21.890	1,808,399	82,613	29,113	1,330	286,680	13,096	21.05
K-12 BEA Instructional	73.450	5,718,792	77,860	31,942	435	905,400	12,327	21.54
K-12 BEA Administrative	6.000	735,969	122,662			72,000	12,000	20.53
BEA	84.500	6,798,406	80,455	79,821	945	1,050,000	12,426	21.39
Instructional	88.000	6,814,981	77,443	170,100	1,933	1,080,000	12,273	21.28
Administrative	10.000	1,238,469	123,847	12,392	1,239	120,000	12,000	20.60
Other	8.000	361,047	45,131			96,000	12,000	23.51
Active	106.000	8,414,497	79,382	182,492	1,722	1,296,000	12,226	21.28
Certificated Total	106.000	8,414,497	79,382	182,492	1,722	1,296,000	12,226	21.28
Instructional for Funding Purposes	88.000	6,814,981	77,443	170,100	1,933	1,080,000	12,273	21.28
Instructional for Compliance Purposes	88.000	6,814,981	77,443	170,100	1,933	1,080,000	12,273	21.28

**Granite Falls School District (31332)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	89.310	7,512,165	84,113	617,009	6,909	1,079,760	12,090	22.82
02	8.150	755,075	92,647	79,246	9,723	97,800	12,000	22.57
03	1.850	178,496	96,484	16,758	9,058	22,200	12,000	21.42
21	19.758	1,595,897	80,772	176,359	8,926	237,996	12,046	22.90
24	2.000	188,834	94,417	14,250	7,125	24,000	12,000	22.20
31	7.150	769,125	107,570	62,789	8,782	85,800	12,000	22.95
34	2.717	182,655	67,227	20,334	7,484	32,604	12,000	22.09
51	0.840	79,803	95,004	8,905	10,601	10,080	12,000	22.88
55	1.685	179,328	106,426	11,976	7,107	20,220	12,000	22.30
58	0.995	78,923	79,320	49,182	49,429	11,940	12,000	23.57
79	0.050	7,162	143,240			600	12,000	25.35
97	0.750	158,813	211,751			9,000	12,000	20.51
K-12 Program 02 Instructional	7.400	636,500	86,014	19,978	2,700	88,800	12,000	22.56
Program 21 Instructional	18.858	1,466,984	77,791	176,359	9,352	227,196	12,048	22.73
Program 21 Administrative	0.900	128,913	143,237			10,800	12,000	25.35
K-12 Program 21 Instructional	17.058	1,317,660	77,246			205,596	12,053	23.20
Program 31 Instructional	5.700	520,780	91,365	52,789	9,261	68,400	12,000	23.66

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.450	248,345	171,272	10,000	6,897	17,400	12,000	21.37
Program 34 Instructional	2.717	182,655	67,227	20,334	7,484	32,604	12,000	22.09
K-3 BEA Instructional	30.626	2,417,881	78,949	20,880	682	369,756	12,073	22.93
4-6 BEA Instructional	20.229	1,529,723	75,620	3,122	154	255,480	12,629	22.95
7-8 BEA Instructional	16.153	1,253,944	77,629	12,646	783	185,724	11,498	23.12
9-12 BEA Instructional	34.446	2,991,991	86,860	10,021	291	413,604	12,007	22.70
K-12 BEA Instructional	101.454	8,193,539	80,761	63,892	630	1,224,564	12,070	22.88
K-12 BEA Administrative	1.750	275,044	157,168	10,000	5,714	21,000	12,000	21.78
BEA	109.927	9,556,329	86,933	796,136	7,242	1,327,164	12,073	22.73
Instructional	125.332	10,105,692	80,631	1,046,808	8,352	1,512,000	12,064	22.84
Administrative	9.423	1,506,956	159,923	10,000	1,061	114,000	12,098	22.04
Other	0.500	73,628	147,256			6,000	12,000	22.59
Active	135.255	11,686,276	86,402	1,056,808	7,813	1,632,000	12,066	22.75
Certificated Total	135.255	11,686,276	86,402	1,056,808	7,813	1,632,000	12,066	22.75
Instructional for Funding Purposes	125.332	10,105,692	80,631	1,046,808	8,352	1,512,000	12,064	22.84
Instructional for Compliance Purposes	125.332	10,105,692	80,631	1,046,808	8,352	1,512,000	12,064	22.84



**Grapeview School District (23054)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.265	963,031	72,599	41,808	3,152	158,046	11,915	21.15
21	1.000	86,875	86,875	1,351	1,351	11,928	11,928	23.07
51	0.650	47,291	72,755			7,753	11,928	22.85
79	0.100	7,276	72,760			1,193	11,928	22.85
97	0.400	63,199	157,998			11,928	29,820	22.82
Program 21 Instructional	1.000	86,875	86,875	1,351	1,351	11,928	11,928	23.07
K-12 Program 21 Instructional	1.000	86,875	86,875	1,351	1,351	11,928	11,928	23.07
K-3 BEA Instructional	4.190	304,500	72,673	15,145	3,615	49,799	11,885	23.00
4-6 BEA Instructional	5.082	359,227	70,686	16,827	3,311	60,618	11,928	22.93
7-8 BEA Instructional	2.993	184,055	61,495	3,500	1,169	35,701	11,928	22.83
K-12 BEA Instructional	12.265	847,782	69,122	35,472	2,892	146,118	11,913	22.93
BEA	13.665	1,026,230	75,099	41,808	3,059	169,974	12,439	21.25
Instructional	14.015	989,224	70,583	40,559	2,894	166,992	11,915	22.94
Administrative	1.400	178,448	127,463			23,856	17,040	13.03
Other				2,600				
Active	15.415	1,167,672	75,749	43,159	2,800	190,848	12,381	21.47
Certificated Total	15.415	1,167,672	75,749	43,159	2,800	190,848	12,381	21.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	14.015	989,224	70,583	40,559	2,894	166,992	11,915	22.94
Instructional for Compliance Purposes	14.015	989,224	70,583	40,559	2,894	166,992	11,915	22.94

**Great Northern School District (32312)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.484	223,799	64,236			48,000	13,777	20.00
21	0.209	17,163	82,120					21.03
51	0.210	17,321	82,481					21.03
55	0.085	7,063	83,094					21.03
97	1.000	37,520	37,520					7.67
Program 21 Instructional	0.209	17,163	82,120					21.03
K-12 Program 21 Instructional	0.209	17,163	82,120					21.03
K-3 BEA Instructional	1.822	100,619	55,224			19,992	10,973	21.19
4-6 BEA Instructional	1.662	123,180	74,116			28,008	16,852	19.19
K-12 BEA Instructional	3.484	223,799	64,236			48,000	13,777	20.00
BEA	4.484	261,319	58,278			48,000	10,705	18.41
Instructional	3.988	265,346	66,536			48,000	12,036	20.16
Administrative	1.000	37,520	37,520					7.67
Active	4.988	302,866	60,719			48,000	9,623	18.77
Certificated Total	4.988	302,866	60,719			48,000	9,623	18.77
Instructional for Funding Purposes	3.988	265,346	66,536			48,000	12,036	20.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	3.988	265,346	66,536			48,000	12,036	20.16



**Green Mountain School District (06103)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.126	683,281	61,413	28,978	2,605	134,268	12,068	24.35
51	0.050	4,588	91,760			600	12,000	23.40
52	0.120	11,013	91,775			1,440	12,000	23.40
55	0.598	35,573	59,487			10,956	18,321	24.57
74	0.040	3,671	91,775			480	12,000	23.40
97	0.590	81,351	137,883			7,080	12,000	17.37
99	0.098	14,025	143,112			1,176	12,000	17.37
K-3 BEA Instructional	4.548	267,059	58,720	14,168	3,115	55,332	12,166	25.29
4-6 BEA Instructional	3.000	153,314	51,105	4,761	1,587	36,000	12,000	24.99
7-8 BEA Instructional	2.556	152,868	59,808	5,280	2,066	30,672	12,000	25.21
K-12 BEA Instructional	10.104	573,241	56,734	24,209	2,396	122,004	12,075	25.19
BEA	11.716	764,632	65,264	28,978	2,473	141,348	12,065	23.38
Instructional	10.912	628,086	57,559	28,978	2,656	135,480	12,416	25.10
Administrative	1.710	205,416	120,126			20,520	12,000	18.92
Active	12.622	833,502	66,036	28,978	2,296	156,000	12,359	23.30
Certificated Total	12.622	833,502	66,036	28,978	2,296	156,000	12,359	23.30
Instructional for Funding Purposes	10.912	628,086	57,559	28,978	2,656	135,480	12,416	25.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	10.912	628,086	57,559	28,978	2,656	135,480	12,416	25.10





**Griffin School District (34324)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	34.670	3,017,559	87,037	162,874	4,698	432,720	12,481	23.49
21	4.600	372,385	80,953			60,000	13,043	26.15
24	0.190	16,144	84,968			2,280	12,000	23.80
51	0.300	29,194	97,313			3,600	12,000	23.82
55	0.300	29,194	97,313			3,600	12,000	23.82
58				27,965				
65	0.030	2,919	97,300			360	12,000	23.82
74	0.120	11,678	97,317			1,440	12,000	23.82
97	2.000	237,675	118,838	80,745	40,373	24,000	12,000	16.96
Program 21 Instructional	4.017	323,043	80,419			53,004	13,195	26.75
Program 21 Administrative	0.583	49,342	84,635			6,996	12,000	23.28
K-12 Program 21 Instructional	3.600	274,386	76,218			48,000	13,333	27.35
K-3 BEA Instructional	14.468	1,199,568	82,912	1,622	112	183,216	12,664	23.65
4-6 BEA Instructional	9.934	876,344	88,217			119,208	12,000	23.05
7-8 BEA Instructional	8.018	667,391	83,237			103,296	12,883	23.71
K-12 BEA Instructional	32.420	2,743,303	84,618	1,622	50	405,720	12,514	23.47
BEA	36.670	3,255,234	88,771	243,619	6,644	456,720	12,455	23.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	37.377	3,155,475	84,423	190,839	5,106	470,004	12,575	23.77
Administrative	4.833	561,273	116,133			57,996	12,000	20.77
Active	42.210	3,716,748	88,054	190,839	4,521	528,000	12,509	23.32
On Leave				80,745				
Certificated Total	42.210	3,716,748	88,054	271,584	6,434	528,000	12,509	23.32
Instructional for Funding Purposes	37.377	3,155,475	84,423	190,839	5,106	470,004	12,575	23.77
Instructional for Compliance Purposes	37.377	3,155,475	84,423	190,839	5,106	470,004	12,575	23.77

**Harrington School District (22204)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.800	905,938	70,776	57,866	4,521	156,000	12,188	22.02
21	0.134	7,635	56,978	4,500	33,582	1,608	12,000	20.60
31	1.657	133,257	80,421	10,691	6,452	21,600	13,036	21.98
34	0.200	16,822	84,110			2,400	12,000	21.78
51	0.666	38,186	57,336			7,992	12,000	20.60
55	0.200	11,455	57,275			2,400	12,000	20.60
89				2,000				
97	0.500	50,000	100,000			12,000	24,000	8.16
Program 21 Instructional	0.134	7,635	56,978	4,500	33,582	1,608	12,000	20.60
K-12 Program 21 Instructional	0.134	7,635	56,978	4,500	33,582	1,608	12,000	20.60
Program 31 Instructional	1.657	133,257	80,421	10,691	6,452	21,600	13,036	21.98
Program 34 Instructional	0.200	16,822	84,110			2,400	12,000	21.78
K-3 BEA Instructional	3.030	199,270	65,766	7,906	2,609	36,360	12,000	21.75
4-6 BEA Instructional	2.230	153,868	68,999			26,760	12,000	21.56
7-8 BEA Instructional	1.551	116,960	75,409	10,673	6,881	19,560	12,611	22.04
9-12 BEA Instructional	6.846	487,761	71,248	39,678	5,796	85,320	12,463	21.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	13.657	957,859	70,137	58,257	4,266	168,000	12,301	21.87
BEA	15.157	1,106,017	72,971	68,557	4,523	192,000	12,667	21.45
Instructional	14.657	1,015,135	69,259	65,057	4,439	180,000	12,281	21.79
Administrative	1.500	148,158	98,772	5,500	3,667	24,000	16,000	18.56
Other				4,500				
Active	16.157	1,163,293	71,999	75,057	4,645	204,000	12,626	21.41
Certificated Total	16.157	1,163,293	71,999	75,057	4,645	204,000	12,626	21.41
Instructional for Funding Purposes	14.657	1,015,135	69,259	65,057	4,439	180,000	12,281	21.79
Instructional for Compliance Purposes	14.657	1,015,135	69,259	65,057	4,439	180,000	12,281	21.79

**Highland School District (39203)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	56.160	4,313,847	76,814	20,000	356	679,200	12,094	21.56
21	7.958	567,152	71,268			97,896	12,302	21.61
24	0.097	8,668	89,361			1,164	12,000	21.80
31	3.000	243,535	81,178			36,000	12,000	19.40
51	1.495	93,879	62,795			17,940	12,000	22.32
52	0.300	26,918	89,727			12,000	40,000	7.10
53	0.150	16,337	108,913			1,800	12,000	23.63
55	2.442	247,379	101,302			37,800	15,479	22.96
65	2.150	195,790	91,065			25,800	12,000	20.66
74	0.200	16,144	80,720			2,400	12,000	20.87
97	1.000	163,274	163,274			12,000	12,000	19.84
Program 21 Instructional	7.458	512,694	68,744			91,896	12,322	21.41
Program 21 Administrative	0.500	54,458	108,916			6,000	12,000	23.63
K-12 Program 21 Instructional	6.800	453,618	66,709			84,000	12,353	21.36
Program 31 Instructional	3.000	243,535	81,178			36,000	12,000	19.40
K-3 BEA Instructional	16.160	1,186,259	73,407			199,200	12,327	21.49
4-6 BEA Instructional	12.400	857,826	69,180			148,800	12,000	21.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	6.600	467,423	70,822			79,200	12,000	20.93
9-12 BEA Instructional	19.000	1,469,107	77,321			228,000	12,000	20.62
K-12 BEA Instructional	54.160	3,980,615	73,497			655,200	12,097	21.18
K-12 BEA Administrative	4.000	456,527	114,132			48,000	12,000	23.28
BEA	60.160	4,720,656	78,468	20,000	332	727,200	12,088	21.38
Instructional	66.660	4,871,247	73,076			816,000	12,241	21.09
Administrative	8.292	1,021,676	123,212			108,000	13,025	22.86
Other				20,000				
Active	74.952	5,892,923	78,623	20,000	267	924,000	12,328	21.38
Certificated Total	74.952	5,892,923	78,623	20,000	267	924,000	12,328	21.38
Instructional for Funding Purposes	66.660	4,871,247	73,076			816,000	12,241	21.09
Instructional for Compliance Purposes	66.660	4,871,247	73,076			816,000	12,241	21.09

**Highline School District (17401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,005.283	84,305,385	83,862	7,920,361	7,879	12,303,528	12,239	22.61
02	3.600	293,237	81,455	35,631	9,898	48,000	13,333	22.62
03	1.500	149,320	99,547	8,136	5,424	18,000	12,000	22.09
21	212.980	16,942,110	79,548	2,043,423	9,594	2,596,020	12,189	24.50
24	18.000	1,453,534	80,752	175,478	9,749	216,000	12,000	24.22
31	34.611	2,916,719	84,271	344,804	9,962	429,756	12,417	22.37
34	8.958	713,928	79,697	75,268	8,402	108,000	12,056	22.72
45	18.750	1,610,703	85,904	155,471	8,292	225,000	12,000	23.07
46	0.400	36,151	90,378	4,468	11,170	4,800	12,000	23.27
51	29.967	2,704,555	90,251	274,261	9,152	391,848	13,076	21.42
52	5.841	512,946	87,818	63,081	10,800	70,092	12,000	21.99
55	56.884	4,827,278	84,862	465,549	8,184	708,924	12,463	21.88
58	2.140	189,370	88,491	25,334	11,838	25,680	12,000	21.55
64	3.699	339,649	91,822	44,902	12,139	54,408	14,709	19.57
65	30.807	2,574,480	83,568	247,439	8,032	400,584	13,003	21.79
69	0.500	65,777	131,554			6,000	12,000	21.89
74	2.039	221,751	108,755	25,794	12,650	33,600	16,479	20.80
79	1.100	108,368	98,516	33,315	30,286	13,260	12,055	20.69
88	0.588	41,452	70,497	4,560	7,755	7,500	12,755	24.50

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
89	0.250	36,346	145,384	900	3,600	3,000	12,000	21.29
97	10.950	1,941,611	177,316	61,413	5,608	131,400	12,000	16.08
CP	0.050	9,502	190,040			600	12,000	14.71
K-12 Program 02 Instructional	3.600	293,237	81,455			48,000	13,333	22.62
Program 21 Instructional	210.780	16,626,013	78,879	2,038,923	9,673	2,569,620	12,191	24.56
Program 21 Administrative	2.200	316,097	143,680	4,500	2,045	26,400	12,000	20.98
K-12 Program 21 Instructional	199.650	15,685,052	78,563			2,430,660	12,175	24.56
Program 31 Instructional	33.511	2,766,202	82,546	344,804	10,289	416,556	12,430	22.40
Program 31 Administrative	1.100	150,517	136,834			13,200	12,000	21.70
Program 34 Instructional	8.958	713,928	79,697	75,268	8,402	108,000	12,056	22.72
K-3 BEA Instructional	358.009	27,842,011	77,769			4,456,944	12,449	23.10
4-6 BEA Instructional	193.984	14,894,053	76,780			2,337,396	12,049	23.11
7-8 BEA Instructional	147.949	11,322,971	76,533			1,805,712	12,205	22.96
9-12 BEA Instructional	281.702	22,586,080	80,177			3,423,912	12,154	22.60
K-12 BEA Instructional	981.644	76,645,115	78,078			12,023,964	12,249	22.93
BEA Instructional	1,083.652	91,930,903	84,834	8,601,084	7,937	13,263,684	12,240	22.48
Instructional	1,335.205	104,985,945	78,629	11,682,388	8,750	16,416,000	12,295	23.08



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	98.938	15,800,362	159,700	163,962	1,657	1,188,000	12,008	20.09
Other	13.754	1,107,399	80,515	130,681	9,501	180,000	13,087	19.20
Active	1,447.897	121,893,706	84,187	11,977,031	8,272	17,784,000	12,283	22.70
On Leave	1.000	100,466	100,466	17,140	17,140	12,000	12,000	20.31
Certificated Total	1,448.897	121,994,172	84,198	11,994,171	8,278	17,796,000	12,282	22.69
Instructional for Funding Purposes	1,335.205	104,985,945	78,629	11,682,388	8,750	16,416,000	12,295	23.08
Instructional for Compliance Purposes	1,335.205	104,985,945	78,629	11,682,388	8,750	16,416,000	12,295	23.08

**Hockinson School District (06098)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	103.720	8,623,024	83,138	541,109	5,217	1,300,456	12,538	25.00
14				8,890				
21	14.084	1,028,163	73,002	82,040	5,825	188,160	13,360	24.39
24	0.320	24,163	75,509			3,840	12,000	24.31
31	2.931	183,158	62,490	29,819	10,174	40,344	13,765	22.44
34	0.500	47,349	94,698	947	1,894	6,000	12,000	24.22
51	0.200	18,939	94,695			2,400	12,000	24.20
52				9,618				
55	0.600	56,818	94,697	947	1,578	7,200	12,000	24.20
58				99,618				
65	1.000	71,206	71,206	1,186	1,186	12,000	12,000	24.37
74	0.300	28,410	94,700	473	1,577	3,600	12,000	24.23
76				22,284				
97	1.000	162,560	162,560	10,566	10,566	12,000	12,000	21.23
Program 21 Instructional	13.107	908,334	69,301	69,405	5,295	176,160	13,440	24.41
Program 21 Administrative	0.977	119,829	122,650	8,556	8,757	12,000	12,282	24.24
K-12 Program 21 Instructional	12.387	863,152	69,682	67,665	5,463	166,800	13,466	24.40
Program 31 Instructional	2.931	183,158	62,490	24,717	8,433	40,344	13,765	22.44

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative				4,000				
Program 34 Instructional	0.500	47,349	94,698	947	1,894	6,000	12,000	24.22
K-3 BEA Instructional	31.348	2,494,878	79,587	109,404	3,490	377,772	12,051	25.06
4-6 BEA Instructional	22.279	1,780,700	79,927	62,286	2,796	272,820	12,246	26.07
7-8 BEA Instructional	17.257	1,354,753	78,505	65,151	3,775	210,280	12,185	24.33
9-12 BEA Instructional	29.786	2,403,643	80,697	196,189	6,587	407,208	13,671	24.13
K-12 BEA Instructional	100.670	8,033,974	79,805	433,030	4,301	1,268,080	12,596	24.86
K-12 BEA Administrative	0.560	56,669	101,195	4,000	7,143	6,720	12,000	26.58
BEA	108.151	9,016,091	83,366	582,441	5,385	1,358,800	12,564	24.87
Instructional	116.197	9,141,844	78,675	646,004	5,560	1,473,280	12,679	24.80
Administrative	8.458	1,101,946	130,284	14,994	1,773	102,720	12,145	24.86
Other				13,104				
Active	124.655	10,243,790	82,177	674,102	5,408	1,576,000	12,643	24.81
On Leave				133,395				
Certificated Total	124.655	10,243,790	82,177	807,497	6,478	1,576,000	12,643	24.81
Instructional for Funding Purposes	116.197	9,141,844	78,675	646,004	5,560	1,473,280	12,679	24.80
Instructional for Compliance Purposes	116.197	9,141,844	78,675	646,004	5,560	1,473,280	12,679	24.80

**Hood Canal School District (23404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.823	1,515,227	69,433	109,464	5,016	300,102	13,752	23.76
21	4.000	309,321	77,330	14,856	3,714	53,040	13,260	23.69
24				2,178				
51	1.885	123,185	65,350	3,128	1,659	29,663	15,736	31.23
52				4,173				
55	1.000	86,344	86,344	3,837	3,837	13,260	13,260	21.32
74				2,888				
79				4,500				
97	1.000	140,000	140,000	13,146	13,146	13,260	13,260	21.74
Program 21 Instructional	3.000	194,321	64,774	9,743	3,248	39,780	13,260	23.81
Program 21 Administrative	1.000	115,000	115,000			13,260	13,260	23.49
K-12 Program 21 Instructional	2.000	130,740	65,370	1,893	947	26,520	13,260	23.54
K-3 BEA Instructional	9.615	665,509	69,216	29,774	3,097	136,220	14,167	23.82
4-6 BEA Instructional	7.342	490,613	66,823	14,220	1,937	97,892	13,333	23.83
7-8 BEA Instructional	3.866	247,105	63,917	26,877	6,952	52,730	13,640	23.60
K-12 BEA Instructional	20.823	1,403,227	67,388	70,871	3,403	286,842	13,775	23.79
BEA	22.823	1,655,227	72,525	122,610	5,372	313,362	13,730	23.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	26.708	1,807,077	67,661	120,428	4,509	369,545	13,836	24.16
Administrative	3.000	367,000	122,333			39,780	13,260	22.77
Active	29.708	2,174,077	73,182	120,428	4,054	409,325	13,778	23.93
On Leave				37,742				
Certificated Total	29.708	2,174,077	73,182	158,170	5,324	409,325	13,778	23.93
Instructional for Funding Purposes	26.708	1,807,077	67,661	120,428	4,509	369,545	13,836	24.16
Instructional for Compliance Purposes	26.708	1,807,077	67,661	120,428	4,509	369,545	13,836	24.16

**Hoquiam School District (14028)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	66.678	5,286,112	79,278	183,170	2,747	843,169	12,645	23.90
02	4.733	402,065	84,949	7,609	1,608	60,301	12,741	23.13
21	11.467	969,776	84,571	40,234	3,509	143,851	12,545	22.42
24	3.000	280,159	93,386			38,055	12,685	23.01
31	7.100	540,888	76,181	35,858	5,050	89,037	12,540	23.34
34	0.550	36,050	65,545	3,700	6,727	6,977	12,685	23.26
51	1.661	161,161	97,026	5,719	3,443	20,663	12,440	23.82
52				20,145				
55	5.339	455,618	85,338	3,760	704	67,379	12,620	23.70
58				85,645				
74				5,263				
79				4,800				
88	1.333	101,108	75,850	1,122	842	16,909	12,685	24.10
97	1.000	154,523	154,523	7,726	7,726	12,000	12,000	22.25
K-12 Program 02 Instructional	4.233	349,126	82,477	2,513	594	54,301	12,828	22.98
Program 21 Instructional	10.567	869,668	82,300	39,945	3,780	133,051	12,591	22.25
Program 21 Administrative	0.900	100,108	111,231			10,800	12,000	24.01
K-12 Program 21 Instructional	9.900	821,100	82,939	18,278	1,846	124,590	12,585	22.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	6.600	478,112	72,441	35,858	5,433	83,037	12,581	23.28
Program 31 Administrative	0.500	62,776	125,552			6,000	12,000	23.77
Program 34 Instructional	0.550	36,050	65,545	3,700	6,727	6,977	12,685	23.26
K-3 BEA Instructional	24.407	1,738,057	71,211	13,009	533	310,035	12,703	24.27
4-6 BEA Instructional	13.105	924,784	70,567	9,442	720	166,892	12,735	24.92
7-8 BEA Instructional	11.049	848,170	76,764	6,680	605	140,527	12,719	22.82
9-12 BEA Instructional	23.400	1,975,061	84,404	9,216	394	296,145	12,656	23.25
K-12 BEA Instructional	71.961	5,486,072	76,237	38,347	533	913,599	12,696	23.76
K-12 BEA Administrative	3.250	372,548	114,630			39,000	12,000	24.00
BEA	80.061	6,419,638	80,184	238,063	2,974	1,011,484	12,634	23.76
Instructional	92.861	7,242,555	77,994	325,184	3,502	1,177,655	12,682	23.55
Administrative	10.000	1,144,905	114,491	10,960	1,096	120,685	12,069	23.82
Active	102.861	8,387,460	81,542	336,144	3,268	1,298,340	12,622	23.58
On Leave				68,607				
Certificated Total	102.861	8,387,460	81,542	404,751	3,935	1,298,340	12,622	23.58
Instructional for Funding Purposes	92.861	7,242,555	77,994	325,184	3,502	1,177,655	12,682	23.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	92.861	7,242,555	77,994	325,184	3,502	1,177,655	12,682	23.55





**Impact | Puget Sound Elementary (17911)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	23.000	1,242,344	54,015			174,247	7,576	23.78
21	2.200	158,333	71,970			17,185	7,811	23.66
51	1.600	56,000	35,000			12,029	7,518	22.08
65	1.200	58,712	48,927			2,278	1,898	22.75
Program 21 Instructional	1.400	63,485	45,346			10,917	7,798	23.62
Program 21 Administrative	0.800	94,848	118,560			6,267	7,834	23.68
K-12 Program 21 Instructional	1.400	63,485	45,346			10,917	7,798	23.62
K-3 BEA Instructional	23.000	1,242,344	54,015			174,247	7,576	23.78
K-12 BEA Instructional	23.000	1,242,344	54,015			174,247	7,576	23.78
BEA	23.000	1,242,344	54,015			174,247	7,576	23.78
Instructional	27.000	1,396,829	51,734			197,904	7,330	23.66
Administrative	1.000	118,560	118,560			7,834	7,834	23.68
Active	28.000	1,515,389	54,121			205,738	7,348	23.66
Certificated Total	28.000	1,515,389	54,121			205,738	7,348	23.66
Instructional for Funding Purposes	27.000	1,396,829	51,734			197,904	7,330	23.66
Instructional for Compliance Purposes	27.000	1,396,829	51,734			197,904	7,330	23.66

**Impact | Salish Sea Elementary (17916)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.700	421,117	54,691			59,870	7,775	24.54
21	1.000	15,562	15,562			7,786	7,786	24.08
51	0.450	37,530	83,400			3,493	7,762	23.49
52	0.050	6,106	122,120			392	7,834	23.78
55	0.250	30,529	122,116			1,959	7,834	23.78
65	0.200	20,151	100,755			1,543	7,714	23.83
74	0.050	6,106	122,120			392	7,834	23.78
76	0.300	36,635	122,117			2,350	7,834	23.78
Program 21 Instructional	1.000	15,562	15,562			7,786	7,786	24.08
K-12 Program 21 Instructional	1.000	15,562	15,562			7,786	7,786	24.08
K-3 BEA Instructional	7.700	421,117	54,691			59,870	7,775	24.54
K-12 BEA Instructional	7.700	421,117	54,691			59,870	7,775	24.54
BEA Instructional	7.700	421,117	54,691			59,870	7,775	24.54
Administrative	1.000	122,118	122,118			7,834	7,834	23.78
Active	10.000	573,736	57,374			77,783	7,778	24.30
Certificated Total	10.000	573,736	57,374			77,783	7,778	24.30

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	9.000	451,618	50,180			69,949	7,772	24.44
Instructional for Compliance Purposes	9.000	451,618	50,180			69,949	7,772	24.44

**Inchelium School District (10070)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.950	1,244,608	69,337	19,425	1,082	209,400	11,666	22.06
21	2.000	145,006	72,503	11,051	5,526	24,000	12,000	28.22
31	0.750	59,504	79,339	1,763	2,351	9,000	12,000	23.08
51	0.800	70,214	87,768	4,876	6,095	9,600	12,000	19.79
68	1.000	47,134	47,134			12,000	12,000	22.14
97	1.000	127,817	127,817			12,000	12,000	23.55
Program 21 Instructional	2.000	145,006	72,503	11,051	5,526	24,000	12,000	28.22
K-12 Program 21 Instructional	2.000	145,006	72,503	11,051	5,526	24,000	12,000	28.22
Program 31 Instructional	0.750	59,504	79,339	1,763	2,351	9,000	12,000	23.08
K-3 BEA Instructional	4.668	282,612	60,542			56,016	12,000	21.09
4-6 BEA Instructional	2.334	165,001	70,695			28,008	12,000	22.60
7-8 BEA Instructional	3.900	257,600	66,051			46,800	12,000	20.90
9-12 BEA Instructional	6.798	487,298	71,683	13,268	1,952	75,576	11,117	22.84
K-12 BEA Instructional	17.700	1,192,511	67,374	13,268	750	206,400	11,661	21.96
K-12 BEA Administrative	1.000	111,601	111,601			12,000	12,000	23.86
BEA	19.700	1,431,929	72,687	21,188	1,076	230,400	11,695	22.22

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	21.500	1,454,865	67,668	29,195	1,358	252,000	11,721	22.35
Administrative	2.000	239,418	119,709			24,000	12,000	23.69
Other				7,920				
Active	23.500	1,694,283	72,097	37,115	1,579	276,000	11,745	22.53
Certificated Total	23.500	1,694,283	72,097	37,115	1,579	276,000	11,745	22.53
Instructional for Funding Purposes	21.500	1,454,865	67,668	29,195	1,358	252,000	11,721	22.35
Instructional for Compliance Purposes	21.500	1,454,865	67,668	29,195	1,358	252,000	11,721	22.35

**Index School District (31063)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.399	195,458	81,475			28,788	12,000	22.44
21	0.252	23,533	93,385					5.97
55	0.073	6,237	85,438			876	12,000	23.17
79	0.028	2,421	86,464			336	12,000	23.17
97	0.500	33,626	67,252			6,000	12,000	19.37
Program 21 Instructional	0.252	23,533	93,385					5.97
K-12 Program 21 Instructional	0.252	23,533	93,385					5.97
K-3 BEA Instructional	0.899	76,896	85,535			10,788	12,000	23.17
4-6 BEA Instructional	0.900	76,442	84,936			10,800	12,000	23.25
7-8 BEA Instructional	0.100	8,494	84,940			1,200	12,000	23.25
K-12 BEA Instructional	1.899	161,832	85,220			22,788	12,000	23.21
BEA	2.899	229,084	79,022			34,788	12,000	21.93
Instructional	2.252	194,023	86,156			24,000	10,657	20.59
Administrative	1.000	67,252	67,252			12,000	12,000	19.37
Active	3.252	261,275	80,343			36,000	11,070	20.24
Certificated Total	3.252	261,275	80,343			36,000	11,070	20.24
Instructional for Funding Purposes	2.252	194,023	86,156			24,000	10,657	20.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	2.252	194,023	86,156			24,000	10,657	20.59



**Innovation Charter School (36901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.560	261,153	57,270			50,160	11,000	24.40
21	0.650	38,478	59,197			7,150	11,000	24.70
24	0.350	20,719	59,197			3,850	11,000	24.70
51	0.200	12,204	61,020			2,200	11,000	23.43
52	0.240	13,553	56,471			2,640	11,000	24.62
Program 21 Instructional	0.650	38,478	59,197			7,150	11,000	24.70
K-12 Program 21 Instructional	0.650	38,478	59,197			7,150	11,000	24.70
7-8 BEA Instructional	3.760	212,334	56,472			41,360	11,000	24.62
K-12 BEA Instructional	3.760	212,334	56,472			41,360	11,000	24.62
K-12 BEA Administrative	0.800	48,819	61,024			8,800	11,000	23.43
BEA	4.560	261,153	57,270			50,160	11,000	24.40
Instructional	5.000	285,084	57,017			55,000	11,000	24.64
Administrative	1.000	61,023	61,023			11,000	11,000	23.43
Active	6.000	346,107	57,685			66,000	11,000	24.42
Certificated Total	6.000	346,107	57,685			66,000	11,000	24.42
Instructional for Funding Purposes	5.000	285,084	57,017			55,000	11,000	24.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	5.000	285,084	57,017			55,000	11,000	24.64

**Issaquah School District (17411)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,120.005	98,650,669	88,081	14,335,102	12,799	13,765,020	12,290	23.45
12				3,000				
21	108.201	8,971,215	82,912	1,320,561	12,205	1,334,664	12,335	23.90
24	50.276	4,167,306	82,889	828,381	16,477	619,200	12,316	23.32
31	57.558	4,746,094	82,458	574,894	9,988	717,960	12,474	23.39
34	6.530	569,528	87,217	73,734	11,292	78,360	12,000	24.78
38	1.000	81,041	81,041	10,996	10,996	12,000	12,000	15.10
51	7.100	705,192	99,323	57,284	8,068	93,600	13,183	22.65
52	3.500	346,346	98,956	71,520	20,434	42,000	12,000	23.26
55	11.698	1,009,291	86,279	76,136	6,508	163,596	13,985	21.95
56	7.500	596,391	79,519	60,772	8,103	84,000	11,200	24.22
57	1.000	102,830	102,830	8,112	8,112	12,000	12,000	21.42
58				1,056,486				
64	3.000	232,660	77,553	43,377	14,459	36,000	12,000	24.17
65	27.900	2,323,000	83,262	186,027	6,668	369,600	13,247	23.68
73				28,000				
74	7.000	572,808	81,830	44,902	6,415	84,000	12,000	23.28
79	1.000	95,994	95,994	30,202	30,202	12,000	12,000	23.83
97	6.000	1,197,378	199,563	112,757	18,793	72,000	12,000	21.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	102.353	8,139,432	79,523	1,265,322	12,362	1,262,664	12,336	23.99
Program 21 Administrative	4.848	758,560	156,469	49,462	10,203	60,000	12,376	23.04
K-12 Program 21 Instructional	97.353	7,776,979	79,884			1,202,664	12,354	24.02
Program 26, 56, and 59 Instructional	6.500	440,705	67,801	59,932	9,220	72,000	11,077	23.98
Program 26, 56, and 59 Administrative	1.000	155,686	155,686	840	840	12,000	12,000	25.02
Program 31 Instructional	56.899	4,653,458	81,785	568,835	9,997	702,360	12,344	23.48
Program 31 Administrative	0.659	92,636	140,571	6,059	9,194	15,600	23,672	21.01
Program 34 Instructional	6.530	569,528	87,217	73,734	11,292	78,360	12,000	24.78
K-3 BEA Instructional	426.984	35,104,579	82,215	24,924	58	5,309,556	12,435	23.58
4-6 BEA Instructional	211.942	17,781,032	83,896	59,904	283	2,579,028	12,169	23.80
7-8 BEA Instructional	172.767	15,285,516	88,475	222,111	1,286	2,100,744	12,159	23.58
9-12 BEA Instructional	303.941	25,745,691	84,706	128,447	423	3,744,012	12,318	23.34
K-12 BEA Instructional	1,115.634	93,916,818	84,182	435,386	390	13,733,340	12,310	23.56
BEA	1,190.093	105,163,669	88,366	15,096,487	12,685	14,633,340	12,296	23.44
Instructional	1,336.961	112,037,429	83,800	17,927,964	13,409	16,500,000	12,341	23.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	79.207	12,080,413	152,517	955,014	12,057	960,000	12,120	22.44
Other	2.100	153,907	73,289	39,265	18,698	24,000	11,429	24.18
Active	1,418.268	124,271,749	87,622	18,922,243	13,342	17,484,000	12,328	23.45
On Leave	1.000	95,994	95,994			12,000	12,000	23.83
Certificated Total	1,419.268	124,367,743	87,628	18,922,243	13,332	17,496,000	12,327	23.45
Instructional for Funding Purposes	1,330.461	111,596,724	83,878	17,868,032	13,430	16,428,000	12,348	23.55
Instructional for Compliance Purposes	1,330.461	111,596,724	83,878	17,868,032	13,430	16,428,000	12,348	23.55

**Kahlotus School District (11056)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.361	647,651	69,186	16,993	1,815	113,785	12,155	23.86
21	0.089	5,724	64,315			1,083	12,163	23.29
31	0.550	24,554	44,644	2,643	4,805	6,669	12,126	23.67
97	1.000	95,000	95,000			12,000	12,000	24.35
Program 21 Instructional	0.089	5,724	64,315			1,083	12,163	23.29
K-12 Program 21 Instructional	0.089	5,724	64,315			1,083	12,163	23.29
Program 31 Instructional	0.550	24,554	44,644			6,669	12,126	23.67
Program 31 Administrative				2,643				
K-3 BEA Instructional	2.250	150,264	66,784			27,392	12,174	23.33
4-6 BEA Instructional	1.500	98,638	65,759			18,256	12,171	24.26
9-12 BEA Instructional	5.831	394,401	67,639			70,847	12,150	23.77
K-12 BEA Instructional	9.581	643,303	67,144			116,494	12,159	23.74
BEA	10.911	767,205	70,315	19,636	1,800	132,454	12,140	23.91
Instructional	9.670	649,027	67,118	16,993	1,757	117,577	12,159	23.73
Administrative	1.330	123,902	93,159	2,643	1,987	15,960	12,000	24.89
Active	11.000	772,929	70,266	19,636	1,785	133,537	12,140	23.91
Certificated Total	11.000	772,929	70,266	19,636	1,785	133,537	12,140	23.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	9.670	649,027	67,118	16,993	1,757	117,577	12,159	23.73
Instructional for Compliance Purposes	9.670	649,027	67,118	16,993	1,757	117,577	12,159	23.73

**Kalama School District (08402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	51.324	3,836,985	74,760	170,266	3,317	634,704	12,367	23.36
02	0.835	41,415	49,599			10,176	12,187	20.90
31	2.272	166,063	73,091	32,028	14,097	27,672	12,180	24.26
34	0.343	20,010	58,338			4,176	12,175	23.41
51	0.985	73,327	74,444			12,000	12,183	24.05
52	0.230	16,298	70,861			2,808	12,209	22.65
55	0.985	89,143	90,501			12,000	12,183	23.78
58	0.150	7,440	49,600			1,824	12,160	20.90
K-12 Program 02 Instructional	0.835	41,415	49,599			10,176	12,187	20.90
Program 31 Instructional	2.272	166,063	73,091	32,028	14,097	27,672	12,180	24.26
Program 34 Instructional	0.343	20,010	58,338			4,176	12,175	23.41
K-3 BEA Instructional	18.753	1,308,337	69,767	29,218	1,558	230,232	12,277	23.52
4-6 BEA Instructional	9.989	768,119	76,896	12,374	1,239	129,348	12,949	23.30
7-8 BEA Instructional	8.644	721,330	83,449	14,680	1,698	105,300	12,182	23.26
9-12 BEA Instructional	16.894	1,226,414	72,595	41,003	2,427	205,824	12,183	23.33
K-12 BEA Instructional	54.280	4,024,200	74,138	97,275	1,792	670,704	12,356	23.37
BEA	54.774	4,064,473	74,204	202,294	3,693	676,728	12,355	23.37



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	56.630	4,210,408	74,349	190,498	3,364	699,336	12,349	23.38
Other	0.494	40,273	81,524	11,796	23,879	6,024	12,194	23.65
Active	57.124	4,250,681	74,411	202,294	3,541	705,360	12,348	23.38
Certificated Total	57.124	4,250,681	74,411	202,294	3,541	705,360	12,348	23.38
Instructional for Funding Purposes	56.630	4,210,408	74,349	190,498	3,364	699,336	12,349	23.38
Instructional for Compliance Purposes	56.630	4,210,408	74,349	190,498	3,364	699,336	12,349	23.38

**Keller School District (10003)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.344	207,650	62,096			40,128	12,000	18.08
51	0.493	33,252	67,448			5,916	12,000	21.09
55	0.163	11,290	69,264			1,956	12,000	20.29
97	1.000	30,000	30,000					7.79
K-3 BEA Instructional	1.469	101,772	69,280			17,628	12,000	20.76
4-6 BEA Instructional	0.875	54,659	62,467			10,500	12,000	22.25
K-12 BEA Instructional	2.344	156,431	66,737			28,128	12,000	21.26
BEA	4.344	237,650	54,708			40,128	9,238	16.86
Instructional	3.000	200,973	66,991			36,000	12,000	21.17
Administrative	2.000	81,219	40,610			12,000	6,000	7.71
Active	5.000	282,192	56,438			48,000	9,600	17.52
Certificated Total	5.000	282,192	56,438			48,000	9,600	17.52
Instructional for Funding Purposes	3.000	200,973	66,991			36,000	12,000	21.17
Instructional for Compliance Purposes	3.000	200,973	66,991			36,000	12,000	21.17

**Kelso School District (08458)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	252.604	19,834,323	78,519	478,496	1,894	3,064,200	12,130	24.77
02	0.500	46,295	92,590			6,000	12,000	25.13
21	40.404	2,977,425	73,691	84,271	2,086	455,472	11,273	28.96
24	7.000	540,286	77,184			84,000	12,000	24.35
31	15.690	1,175,896	74,946	66,071	4,211	188,280	12,000	23.15
34	2.950	263,694	89,388			35,400	12,000	25.00
51	4.030	362,191	89,874			55,212	13,700	23.82
52	0.401	36,721	91,574			6,000	14,963	23.25
55	14.156	1,127,442	79,644	29,839	2,108	177,024	12,505	23.19
58				245,247				
64	0.200	18,336	91,680			2,400	12,000	23.80
65	2.001	168,325	84,120			24,012	12,000	24.17
74	1.202	79,358	66,022			18,000	14,975	23.18
79				13,400				
97	3.000	485,067	161,689	3,600	1,200	36,000	12,000	22.52
K-12 Program 02 Instructional	0.500	46,295	92,590			6,000	12,000	25.13
Program 21 Instructional	39.404	2,836,326	71,981	84,271	2,139	443,472	11,254	29.21
Program 21 Administrative	1.000	141,099	141,099			12,000	12,000	24.55

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	38.286	2,765,451	72,231			430,056	11,233	29.36
Program 31 Instructional	14.840	1,071,391	72,196	66,071	4,452	178,080	12,000	23.04
Program 31 Administrative	0.850	104,505	122,947			10,200	12,000	24.47
Program 34 Instructional	2.800	245,252	87,590			33,600	12,000	25.04
Program 34 Administrative	0.150	18,442	122,947			1,800	12,000	24.47
K-3 BEA Instructional	90.985	6,863,470	75,435			1,117,536	12,283	25.44
4-6 BEA Instructional	50.697	3,661,445	72,222			614,220	12,116	24.80
7-8 BEA Instructional	38.981	2,953,866	75,777			467,964	12,005	24.72
9-12 BEA Instructional	69.381	5,105,751	73,590			833,760	12,017	23.70
K-12 BEA Instructional	250.044	18,584,532	74,325			3,033,480	12,132	24.69
BEA	274.744	21,805,275	79,366	548,167	1,995	3,329,880	12,120	24.63
Instructional	318.138	23,713,999	74,540	832,616	2,617	3,840,000	12,070	25.04
Administrative	26.000	3,401,360	130,822	88,308	3,396	312,000	12,000	24.26
Active	344.138	27,115,359	78,792	920,924	2,676	4,152,000	12,065	24.95
Certificated Total	344.138	27,115,359	78,792	920,924	2,676	4,152,000	12,065	24.95
Instructional for Funding Purposes	318.138	23,713,999	74,540	832,616	2,617	3,840,000	12,070	25.04

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	318.138	23,713,999	74,540	832,616	2,617	3,840,000	12,070	25.04

**Kennewick School District (03017)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	958.490	79,830,998	83,288	4,862,060	5,073	11,741,701	12,250	23.77
02	12.324	1,006,226	81,648	41,256	3,348	163,275	13,249	22.57
21	143.765	11,168,986	77,689	811,539	5,645	1,762,992	12,263	23.68
24	9.400	834,876	88,817	93,966	9,996	114,128	12,141	24.19
31	42.427	3,638,200	85,752	208,093	4,905	518,258	12,215	22.73
34	7.591	629,327	82,904	30,099	3,965	92,263	12,154	23.03
45	23.000	1,914,111	83,222	49,596	2,156	254,642	11,071	22.52
51	18.218	1,513,193	83,060	54,357	2,984	224,393	12,317	24.02
52	0.554	50,696	91,509	3,497	6,312	9,115	16,453	20.28
53	9.600	727,557	75,787	16,684	1,738	120,685	12,571	24.37
55	45.944	3,917,646	85,270	221,345	4,818	566,987	12,341	23.01
56	2.650	242,028	91,331	19,008	7,173	32,159	12,136	21.25
58				3,000				
64	1.301	95,918	73,726	2,448	1,882	18,074	13,892	24.70
65	13.520	1,164,009	86,095	60,591	4,482	166,293	12,300	24.67
74	3.000	241,760	80,587	15,537	5,179	36,422	12,141	24.25
79	0.410	38,544	94,010	4,537	11,066	4,981	12,149	24.76
97	1.875	292,229	155,855	22,840	12,181	22,500	12,000	13.48
99	0.125	19,029	152,232	1,500	12,000	1,500	12,000	15.09

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	11.245	864,854	76,910			148,299	13,188	22.82
Program 21 Instructional	140.765	10,760,134	76,440	807,265	5,735	1,726,992	12,269	23.66
Program 21 Administrative	3.000	408,852	136,284	4,274	1,425	36,000	12,000	24.03
K-12 Program 21 Instructional	124.737	9,510,936	76,248			1,532,216	12,284	23.46
Program 26, 56, and 59 Instructional	2.400	209,250	87,188	19,008	7,920	29,159	12,150	21.04
Program 26, 56, and 59 Administrative	0.250	32,778	131,112			3,000	12,000	22.90
Program 31 Instructional	39.367	3,239,403	82,287	208,093	5,286	477,578	12,131	22.91
Program 31 Administrative	3.060	398,797	130,326			40,680	13,294	21.17
Program 34 Instructional	7.031	564,732	80,320	30,099	4,281	85,543	12,167	23.08
Program 34 Administrative	0.560	64,595	115,348			6,720	12,000	22.48
K-3 BEA Instructional	372.956	28,649,979	76,819			4,584,565	12,293	24.61
4-6 BEA Instructional	202.678	15,819,717	78,053			2,484,376	12,258	24.33
7-8 BEA Instructional	153.236	12,710,708	82,949			1,873,068	12,223	23.52
9-12 BEA Instructional	235.888	19,774,061	83,828	6,742	29	2,894,508	12,271	22.83
K-12 BEA Instructional	964.758	76,954,465	79,766	6,742	7	11,836,516	12,269	23.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	1,045.707	87,311,091	83,495	5,213,944	4,986	12,792,639	12,233	23.63
Instructional	1,207.870	96,256,617	79,691	6,456,941	5,346	14,829,745	12,278	23.84
Administrative	83.324	10,834,456	130,028	62,636	752	1,008,420	12,102	21.73
Active	1,291.194	107,091,073	82,940	6,519,577	5,049	15,838,165	12,266	23.63
K-12 BEA Contracted	2.000	139,219	69,610					
On Leave	1.000	95,041	95,041	2,376	2,376	12,203	12,203	24.19
Certificated Total	1,294.194	107,325,333	82,928	6,521,953	5,039	15,850,368	12,247	23.63
Instructional for Funding Purposes	1,207.470	96,186,586	79,660	6,437,933	5,332	14,800,586	12,258	23.84
Instructional for Compliance Purposes	1,205.470	96,047,367	79,676	6,437,933	5,341	14,800,586	12,278	23.84



**Kent School District (17415)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,406.122	119,388,074	84,906	10,795,642	7,678	18,477,674	13,141	22.98
03	9.673	866,312	89,560	107,162	11,078	126,509	13,079	22.79
21	291.068	23,029,111	79,119	3,387,230	11,637	3,859,580	13,260	22.69
24	0.300	23,791	79,303	6,590	21,967	3,874	12,912	20.51
31	62.771	5,329,779	84,908	602,945	9,605	836,209	13,322	21.27
34	11.584	979,948	84,595	96,603	8,339	148,145	12,789	21.15
51	34.652	3,048,512	87,975	235,692	6,802	476,385	13,748	23.36
52	4.250	409,081	96,254	58,321	13,723	44,015	10,356	20.30
55	45.761	3,876,668	84,716	306,572	6,699	616,913	13,481	22.87
58	1.900	193,384	101,781	24,798	13,052	26,330	13,858	19.95
59	1.000	85,405	85,405	7,078	7,078	12,982	12,982	22.22
64	4.000	381,210	95,303	30,326	7,582	52,384	13,096	21.66
65	36.197	3,174,639	87,704	287,374	7,939	481,742	13,309	21.73
69	2.000	105,740	52,870	69,682	34,841	26,159	13,080	21.28
74	3.000	328,571	109,524	26,557	8,852	39,779	13,260	19.93
97	2.050	402,750	196,463	10,350	5,049	29,231	14,259	19.27
Program 21 Instructional	277.468	21,774,338	78,475	3,348,195	12,067	3,677,152	13,253	22.29
Program 21 Administrative	6.000	784,865	130,811	39,035	6,506	81,026	13,504	22.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	260.968	20,508,374	78,586	852,162	3,265	3,469,029	13,293	22.30
Program 26, 56, and 59 Instructional	1.000	85,405	85,405	7,078	7,078	12,982	12,982	22.22
Program 31 Instructional	60.819	5,049,855	83,031	601,460	9,889	807,790	13,282	21.31
Program 31 Administrative	1.952	279,924	143,404	1,485	761	28,420	14,559	20.51
Program 34 Instructional	11.400	954,934	83,766	96,438	8,459	145,457	12,759	21.16
Program 34 Administrative	0.184	25,014	135,946	165	897	2,688	14,607	20.60
K-3 BEA Instructional	551.654	43,023,819	77,991	1,805,311	3,273	7,319,399	13,268	23.72
4-6 BEA Instructional	304.639	23,983,635	78,728	398,609	1,308	3,948,556	12,961	23.32
7-8 BEA Instructional	194.820	16,126,059	82,774	538,470	2,764	2,467,868	12,667	23.30
9-12 BEA Instructional	335.703	28,555,513	85,062	1,603,117	4,775	4,459,632	13,284	21.55
K-12 BEA Instructional	1,386.816	111,689,026	80,536	4,345,507	3,133	18,195,455	13,120	23.00
K-12 BEA Administrative	30.751	4,478,868	145,650	546,248	17,764	416,142	13,533	22.25
BEA	1,492.200	126,966,863	85,087	11,612,702	7,782	19,617,768	13,147	22.88
Instructional	1,794.094	144,635,058	80,617	15,160,894	8,450	23,608,934	13,159	22.84
Administrative	112.634	16,314,238	144,843	892,028	7,920	1,521,232	13,506	21.97
Active	1,906.728	160,949,296	84,411	16,052,922	8,419	25,130,166	13,180	22.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Contracted	7.600	469,908	61,830			101,402	13,342	
On Leave	2.000	203,771	101,886			26,343	13,172	20.23
Certificated Total	1,916.328	161,622,975	84,340	16,052,922	8,377	25,257,911	13,180	22.81
Instructional for Funding Purposes	1,800.694	145,019,561	80,535	15,153,816	8,416	23,697,354	13,160	22.90
Instructional for Compliance Purposes	1,793.094	144,549,653	80,615	15,153,816	8,451	23,595,952	13,159	22.84

**Kettle Falls School District (33212)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	39.330	2,808,014	71,396	242,239	6,159	471,960	12,000	24.90
02	9.200	665,672	72,356	124,643	13,548	120,000	13,043	24.95
21	5.900	447,756	75,891	22,264	3,774	75,600	12,814	25.04
24				3,100				
31	3.170	258,001	81,388	43,428	13,700	38,040	12,000	24.76
51	1.500	93,320	62,213	7,382	4,921	18,000	12,000	24.98
52				25,350				
55	3.700	250,759	67,773	8,099	2,189	44,400	12,000	25.78
58				49,361				
74				10,900				
97	1.000	132,080	132,080			12,000	12,000	22.42
K-12 Program 02 Instructional	8.700	623,172	71,629			114,000	13,103	24.73
Program 21 Instructional	5.300	385,656	72,765	18,633	3,516	63,600	12,000	24.96
Program 21 Administrative	0.600	62,100	103,500			12,000	20,000	25.56
K-12 Program 21 Instructional	5.250	382,541	72,865			63,000	12,000	24.96
Program 31 Instructional	3.170	258,001	81,388	35,211	11,108	38,040	12,000	24.76
Program 31 Administrative				7,450				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	13.600	864,434	63,561			163,200	12,000	25.20
4-6 BEA Instructional	9.100	620,835	68,224			109,200	12,000	24.49
7-8 BEA Instructional	4.750	367,214	77,308			57,000	12,000	24.73
9-12 BEA Instructional	20.750	1,512,704	72,901			258,600	12,463	24.81
K-12 BEA Instructional	48.200	3,365,187	69,817			588,000	12,199	24.83
BEA	52.700	3,863,767	73,316	410,310	7,786	642,000	12,182	24.82
Instructional	58.200	4,052,422	69,629	424,161	7,288	708,000	12,165	24.87
Administrative	5.600	603,180	107,711	22,200	3,964	72,000	12,857	25.07
Active	63.800	4,655,602	72,972	446,361	6,996	780,000	12,226	24.89
On Leave				90,405				
Certificated Total	63.800	4,655,602	72,972	536,766	8,413	780,000	12,226	24.89
Instructional for Funding Purposes	58.200	4,052,422	69,629	424,161	7,288	708,000	12,165	24.87
Instructional for Compliance Purposes	58.200	4,052,422	69,629	424,161	7,288	708,000	12,165	24.87

**Kiona-Benton City School District (03052)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	67.366	5,535,773	82,175	353,943	5,254	806,717	11,975	23.76
03	0.009	901	100,111			108	12,000	23.51
13				4,500				
21	11.050	860,079	77,835	51,695	4,678	132,601	12,000	23.88
24	0.638	36,300	56,897	1,004	1,574	12,000	18,809	24.85
31	4.840	407,867	84,270	48,996	10,123	58,080	12,000	24.05
51	2.760	249,534	90,411	3,813	1,382	33,120	12,000	23.31
52	0.102	10,246	100,451	34,105	334,363	1,224	12,000	22.52
53	0.400	24,300	60,750	17,110	42,775	4,800	12,000	22.33
55	3.172	260,102	81,999	7,374	2,325	38,064	12,000	23.61
58				114,031				
64				3,804				
65	2.300	163,966	71,290	6,248	2,717	27,600	12,000	23.37
69				1,071				
74	0.050	4,737	94,740	7,000	140,000	600	12,000	21.34
79	0.100	9,473	94,730	1,672	16,720	1,200	12,000	21.34
88	0.407	43,175	106,081	1,500	3,686	4,884	12,000	23.51
97	1.000	115,039	115,039	165,380	165,380	12,000	12,000	21.58

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	10.050	754,128	75,038	51,695	5,144	120,601	12,000	23.90
Program 21 Administrative	1.000	105,951	105,951			12,000	12,000	23.69
K-12 Program 21 Instructional	10.050	754,128	75,038			120,601	12,000	23.90
Program 31 Instructional	4.840	407,867	84,270	48,996	10,123	58,080	12,000	24.05
K-3 BEA Instructional	23.284	1,746,430	75,006			278,408	11,957	24.12
4-6 BEA Instructional	13.857	1,053,941	76,058			166,281	12,000	24.07
7-8 BEA Instructional	9.409	776,414	82,518			112,908	12,000	23.89
9-12 BEA Instructional	19.656	1,650,633	83,976			235,200	11,966	23.34
K-12 BEA Instructional	66.206	5,227,418	78,957			792,797	11,975	23.82
BEA	73.215	6,059,580	82,764	568,319	7,762	876,905	11,977	23.73
Instructional	84.223	6,586,662	78,205	639,166	7,589	1,013,346	12,032	23.82
Administrative	9.371	1,066,261	113,783	27,100	2,892	112,452	12,000	23.06
Other	0.600	68,569	114,282			7,200	12,000	23.57
Active	94.194	7,721,492	81,974	666,266	7,073	1,132,998	12,028	23.72
On Leave				156,980				
Certificated Total	94.194	7,721,492	81,974	823,246	8,740	1,132,998	12,028	23.72
Instructional for Funding Purposes	84.223	6,586,662	78,205	639,166	7,589	1,013,346	12,032	23.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	84.223	6,586,662	78,205	639,166	7,589	1,013,346	12,032	23.82



**Kittitas School District (19403)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	32.822	2,274,725	69,305	77,786	2,370	398,184	12,132	23.90
21	4.910	300,187	61,138	6,199	1,263	66,200	13,483	21.14
31	2.917	228,184	78,226	37,089	12,715	35,004	12,000	23.74
34	0.916	67,600	73,799			10,992	12,000	23.93
51	0.135	11,233	83,207	4,000	29,630	1,620	12,000	22.37
55	1.000	73,337	73,337	4,788	4,788	12,000	12,000	22.17
56	1.000	76,550	76,550			11,000	11,000	20.89
57				1,000				
65	0.250	20,394	81,576			3,000	12,000	20.90
97	1.000	145,000	145,000	720	720	12,000	12,000	25.54
Program 21 Instructional	4.310	249,187	57,816	5,479	1,271	59,000	13,689	20.56
Program 21 Administrative	0.600	51,000	85,000	720	1,200	7,200	12,000	24.19
K-12 Program 21 Instructional	4.000	234,385	58,596	2,560	640	48,000	12,000	21.08
Program 26, 56, and 59 Instructional	1.000	76,550	76,550			11,000	11,000	20.89
Program 31 Instructional	2.917	228,184	78,226	37,089	12,715	35,004	12,000	23.74
Program 34 Instructional	0.916	67,600	73,799			10,992	12,000	23.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	12.440	842,346	67,713	16,448	1,322	153,600	12,347	24.43
4-6 BEA Instructional	3.465	274,223	79,141	6,810	1,965	41,580	12,000	23.29
7-8 BEA Instructional	9.723	568,078	58,426			116,676	12,000	24.31
9-12 BEA Instructional	9.027	674,002	74,665	39,065	4,328	108,324	12,000	23.21
K-12 BEA Instructional	34.655	2,358,649	68,061	62,323	1,798	420,180	12,125	23.90
BEA	37.655	2,715,509	72,115	115,595	3,070	456,180	12,115	23.97
Instructional	41.350	2,789,350	67,457	104,987	2,539	506,800	12,256	23.42
Administrative	3.600	407,860	113,294	11,880	3,300	43,200	12,000	24.42
Other				14,715				
Active	44.950	3,197,210	71,128	131,582	2,927	550,000	12,236	23.54
Certificated Total	44.950	3,197,210	71,128	131,582	2,927	550,000	12,236	23.54
Instructional for Funding Purposes	40.350	2,712,800	67,232	104,987	2,602	495,800	12,287	23.50
Instructional for Compliance Purposes	40.350	2,712,800	67,232	104,987	2,602	495,800	12,287	23.50

**Klickitat School District (20402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.889	634,857	71,421	27,941	3,143	108,000	12,150	28.31
13				17,450				
97	0.937	100,593	107,356	951	1,015	11,244	12,000	24.95
99	0.063	6,706	106,444	63	1,000	756	12,000	24.95
K-3 BEA Instructional	2.542	175,774	69,148	1,488	585	30,504	12,000	24.93
4-6 BEA Instructional	1.913	134,604	70,363	879	459	24,288	12,696	27.73
7-8 BEA Instructional	1.246	87,525	70,245			14,952	12,000	28.10
9-12 BEA Instructional	2.416	161,182	66,714	12,240	5,066	28,992	12,000	27.42
K-12 BEA Instructional	8.117	559,085	68,878	14,607	1,800	98,736	12,164	26.85
K-12 BEA Administrative	0.772	75,772	98,150			9,264	12,000	39.17
BEA	9.826	735,450	74,847	28,892	2,940	119,244	12,136	27.88
Instructional	8.117	559,085	68,878	34,297	4,225	98,736	12,164	26.85
Administrative	1.772	183,071	103,313			21,264	12,000	31.11
Active	9.889	742,156	75,049	34,297	3,468	120,000	12,135	27.86
On Leave				12,108				
Certificated Total	9.889	742,156	75,049	46,405	4,693	120,000	12,135	27.86
Instructional for Funding Purposes	8.117	559,085	68,878	34,297	4,225	98,736	12,164	26.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	8.117	559,085	68,878	34,297	4,225	98,736	12,164	26.85

**La Center School District (06101)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	87.501	7,279,928	83,198	480,590	5,492	1,056,900	12,079	25.08
02	2.000	187,052	93,526	9,354	4,677	24,000	12,000	23.46
21	13.500	1,063,528	78,780	88,839	6,581	162,000	12,000	24.54
24	2.000	159,462	79,731	8,009	4,005	24,000	12,000	24.68
31	2.300	200,051	86,979	17,468	7,595	29,100	12,652	25.41
51	0.500	46,762	93,524			6,000	12,000	25.15
58				60,362				
74				786				
97	2.500	349,660	139,864	31,028	12,411	30,000	12,000	23.71
K-12 Program 02 Instructional	2.000	187,052	93,526	9,354	4,677	24,000	12,000	23.46
Program 21 Instructional	13.000	991,917	76,301	64,196	4,938	156,000	12,000	24.55
Program 21 Administrative	0.500	71,611	143,222	24,643	49,286	6,000	12,000	24.48
K-12 Program 21 Instructional	12.000	923,966	76,997	59,974	4,998	144,000	12,000	24.49
Program 31 Instructional	2.300	200,051	86,979	7,785	3,385	29,100	12,652	25.41
Program 31 Administrative				9,683				
K-3 BEA Instructional	28.196	2,262,306	80,235	135,511	4,806	344,340	12,212	25.55
4-6 BEA Instructional	17.985	1,423,403	79,144	89,768	4,991	215,820	12,000	24.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	14.170	1,182,999	83,486	88,758	6,264	170,040	12,000	24.41
9-12 BEA Instructional	25.450	2,078,549	81,672	173,337	6,811	307,800	12,094	24.70
K-12 BEA Instructional	85.801	6,947,257	80,969	487,374	5,680	1,038,000	12,098	24.98
K-12 BEA Administrative	6.000	719,774	119,962	20,038	3,340	72,000	12,000	25.78
BEA	94.301	8,016,691	85,012	538,440	5,710	1,140,000	12,089	24.99
Instructional	101.301	8,145,398	80,408	620,727	6,128	1,224,000	12,083	24.92
Administrative	9.000	1,141,045	126,783	75,709	8,412	108,000	12,000	25.02
Active	110.301	9,286,443	84,192	696,436	6,314	1,332,000	12,076	24.93
Certificated Total	110.301	9,286,443	84,192	696,436	6,314	1,332,000	12,076	24.93
Instructional for Funding Purposes	101.301	8,145,398	80,408	620,727	6,128	1,224,000	12,083	24.92
Instructional for Compliance Purposes	101.301	8,145,398	80,408	620,727	6,128	1,224,000	12,083	24.92

**La Conner School District (29311)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	38.000	3,455,525	90,935	124,378	3,273	444,000	11,684	25.30
21	5.135	438,632	85,420	12,223	2,380	61,620	12,000	34.97
24	0.064	5,039	78,734	167	2,609	768	12,000	21.37
29	0.365	38,891	106,551	1,296	3,551	4,380	12,000	23.81
31	1.364	65,512	48,029	2,183	1,600	16,368	12,000	23.81
51	1.000	46,142	46,142	299	299	12,000	12,000	39.55
55	0.547	42,495	77,687	1,259	2,302	6,564	12,000	27.88
64				13,409				
68	0.286	12,989	45,416	1,337	4,675	3,432	12,000	21.04
71				9,600				
74	0.303	31,783	104,894	491	1,620	3,636	12,000	23.80
79	1.936	155,224	80,178	4,532	2,341	23,232	12,000	29.70
97	1.000	75,000	75,000	3,600	3,600			8.06
Program 21 Instructional	4.635	377,067	81,352	12,223	2,637	55,620	12,000	36.73
Program 21 Administrative	0.500	61,565	123,130			6,000	12,000	23.81
K-12 Program 21 Instructional	4.635	377,067	81,352			55,620	12,000	36.73
Program 31 Instructional	1.364	65,512	48,029	2,183	1,600	16,368	12,000	23.81

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	10.249	956,632	93,339	3,552	347	122,988	12,000	23.81
4-6 BEA Instructional	5.028	483,748	96,211			60,336	12,000	28.28
7-8 BEA Instructional	8.553	688,496	80,498			102,636	12,000	25.62
9-12 BEA Instructional	13.034	1,059,142	81,260			144,408	11,079	23.53
K-12 BEA Instructional	36.864	3,188,018	86,481	3,552	96	430,368	11,674	24.77
BEA	40.364	3,596,037	89,090	130,161	3,225	460,368	11,405	24.90
Instructional	46.000	3,897,648	84,731	169,374	3,682	540,000	11,739	26.24
Administrative	4.000	469,584	117,396	5,400	1,350	36,000	9,000	25.72
Active	50.000	4,367,232	87,345	174,774	3,495	576,000	11,520	26.19
Certificated Total	50.000	4,367,232	87,345	174,774	3,495	576,000	11,520	26.19
Instructional for Funding Purposes	46.000	3,897,648	84,731	169,374	3,682	540,000	11,739	26.24
Instructional for Compliance Purposes	46.000	3,897,648	84,731	169,374	3,682	540,000	11,739	26.24



**LaCrosse School District (38126)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	12.201	816,188	66,895	8,893	729	156,012	12,787	23.19
21	0.850	63,084	74,216			10,200	12,000	22.67
31	0.666	45,387	68,149	18,922	28,411	7,992	12,000	23.41
51	0.100	7,422	74,220			1,200	12,000	22.67
52				539				
55	0.050	3,711	74,220			600	12,000	22.67
97	0.815	80,928	99,298	5,390	6,613	15,996	19,627	11.94
Program 21 Instructional	0.850	63,084	74,216			10,200	12,000	22.67
K-12 Program 21 Instructional	0.850	63,084	74,216			10,200	12,000	22.67
Program 31 Instructional	0.666	45,387	68,149	18,922	28,411	7,992	12,000	23.41
K-3 BEA Instructional	3.360	210,281	62,584	500	149	49,920	14,857	24.99
4-6 BEA Instructional	2.177	124,287	57,091			26,124	12,000	23.98
7-8 BEA Instructional	1.000	60,597	60,597			12,000	12,000	22.59
9-12 BEA Instructional	5.330	368,410	69,120	25,375	4,761	63,960	12,000	22.06
K-12 BEA Instructional	11.867	763,575	64,344	25,875	2,180	152,004	12,809	23.15
K-12 BEA Administrative	1.333	116,003	87,024			15,996	12,000	23.63

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	13.682	942,503	68,886	33,205	2,427	180,000	13,156	22.25
Instructional	12.867	837,792	65,112	28,354	2,204	164,004	12,746	23.11
Administrative	1.815	178,928	98,583	5,390	2,970	27,996	15,425	18.17
Active	14.682	1,016,720	69,249	33,744	2,298	192,000	13,077	22.28
Certificated Total	14.682	1,016,720	69,249	33,744	2,298	192,000	13,077	22.28
Instructional for Funding Purposes	12.867	837,792	65,112	28,354	2,204	164,004	12,746	23.11
Instructional for Compliance Purposes	12.867	837,792	65,112	28,354	2,204	164,004	12,746	23.11

**Lake Chelan School District (04129)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	61.510	4,388,824	71,351	246,094	4,001	743,616	12,089	22.97
21	9.400	666,939	70,951	82,586	8,786	120,000	12,766	23.36
31	5.750	368,832	64,145	61,636	10,719	69,000	12,000	22.76
51	2.280	171,169	75,074			27,360	12,000	22.37
55	6.852	523,943	76,466	33,060	4,825	83,616	12,203	22.82
58				182,598				
65	3.671	252,699	68,837	2,134	581	51,408	14,004	22.79
74	0.375	25,065	66,840			9,000	24,000	24.02
Program 21 Instructional	9.400	666,939	70,951	82,586	8,786	120,000	12,766	23.36
K-12 Program 21 Instructional	8.930	631,531	70,720			114,240	12,793	23.34
Program 31 Instructional	5.750	368,832	64,145	61,636	10,719	69,000	12,000	22.76
K-3 BEA Instructional	21.560	1,466,411	68,015			258,720	12,000	23.51
4-6 BEA Instructional	10.562	738,451	69,916			126,744	12,000	22.73
7-8 BEA Instructional	11.562	795,616	68,813			139,488	12,064	22.96
9-12 BEA Instructional	23.576	1,757,178	74,532	2,846	121	287,664	12,202	22.61
K-12 BEA Instructional	67.260	4,757,656	70,735	2,846	42	812,616	12,082	22.95
BEA	67.260	4,757,656	70,735	307,730	4,575	812,616	12,082	22.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	88.929	6,292,471	70,758	608,108	6,838	1,092,000	12,279	23.02
Administrative	0.909	105,000	115,512			12,000	13,201	19.78
Active	89.838	6,397,471	71,211	608,108	6,769	1,104,000	12,289	22.97
Certificated Total	89.838	6,397,471	71,211	608,108	6,769	1,104,000	12,289	22.97
Instructional for Funding Purposes	88.929	6,292,471	70,758	608,108	6,838	1,092,000	12,279	23.02
Instructional for Compliance Purposes	88.929	6,292,471	70,758	608,108	6,838	1,092,000	12,279	23.02

**Lake Quinault School District (14097)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.680	804,817	68,906	41,671	3,568	140,727	12,049	24.36
31	1.159	53,000	45,729	716	618	13,908	12,000	28.24
34	0.154	6,607	42,903			1,848	12,000	28.61
51	0.801	53,365	66,623			9,709	12,121	24.85
52				5,176				
55	0.800	46,470	58,088	17,582	21,978	9,600	12,000	25.32
58				31,779				
65	0.334	26,638	79,754			4,008	12,000	24.03
68	0.100	7,990	79,900			1,200	12,000	24.03
97	1.000	112,320	112,320	3,240	3,240	12,000	12,000	23.47
Program 31 Instructional	1.159	53,000	45,729	716	618	13,908	12,000	28.24
Program 34 Instructional	0.154	6,607	42,903			1,848	12,000	28.61
K-3 BEA Instructional	2.759	182,863	66,279	11,211	4,063	33,675	12,206	23.99
4-6 BEA Instructional	2.301	138,701	60,279	5,802	2,522	27,612	12,000	25.00
7-8 BEA Instructional	1.320	74,303	56,290	6,102	4,623	15,840	12,000	24.90
9-12 BEA Instructional	5.613	371,657	66,214	18,051	3,216	67,356	12,000	25.11
K-12 BEA Instructional	11.993	767,524	63,998	41,166	3,433	144,483	12,047	24.81

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	13.993	976,744	69,802	45,627	3,261	168,483	12,041	24.50
Instructional	14.028	901,987	64,299	95,703	6,822	169,000	12,047	24.81
Administrative	2.000	209,220	104,610			24,000	12,000	23.34
Active	16.028	1,111,207	69,329	95,703	5,971	193,000	12,041	24.54
On Leave				4,461				
Certificated Total	16.028	1,111,207	69,329	100,164	6,249	193,000	12,041	24.54
Instructional for Funding Purposes	14.028	901,987	64,299	95,703	6,822	169,000	12,047	24.81
Instructional for Compliance Purposes	14.028	901,987	64,299	95,703	6,822	169,000	12,047	24.81

**Lake Stevens School District (31004)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	446.746	43,918,090	98,307	3,297,658	7,382	5,446,248	12,191	23.45
02	3.907	302,006	77,299	23,760	6,081	72,000	18,428	22.96
21	89.890	8,081,365	89,903	621,278	6,912	1,097,592	12,210	23.01
31	18.903	1,879,892	99,449	135,619	7,174	236,292	12,500	22.26
34	3.646	396,649	108,790	27,538	7,553	43,752	12,000	22.54
51	2.700	269,300	99,741	20,182	7,475	32,400	12,000	23.66
55	7.500	730,975	97,463	53,361	7,115	91,716	12,229	24.09
58				231,634				
65	1.200	110,122	91,768	8,377	6,981	14,400	12,000	26.31
73				3,455				
74	1.300	136,884	105,295	16,813	12,933	15,600	12,000	23.22
79				6,000				
97	2.500	548,744	219,498	12,741	5,096	30,000	12,000	17.61
K-12 Program 02 Instructional	3.907	302,006	77,299	20,811	5,327	72,000	18,428	22.96
Program 21 Instructional	87.890	7,747,916	88,155	613,768	6,983	1,073,592	12,215	23.06
Program 21 Administrative	2.000	333,449	166,725	7,510	3,755	24,000	12,000	21.76
K-12 Program 21 Instructional	77.424	6,745,601	87,125	454,613	5,872	939,600	12,136	23.19

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	18.149	1,767,968	97,414	133,098	7,334	227,244	12,521	22.24
Program 31 Administrative	0.754	111,924	148,440	2,521	3,344	9,048	12,000	22.65
Program 34 Instructional	3.400	360,133	105,921	26,716	7,858	40,800	12,000	22.53
Program 34 Administrative	0.246	36,516	148,439	822	3,341	2,952	12,000	22.65
K-3 BEA Instructional	163.495	15,086,010	92,272	1,053,856	6,446	1,991,256	12,179	23.64
4-6 BEA Instructional	99.381	9,121,765	91,786	650,789	6,548	1,212,804	12,204	23.81
7-8 BEA Instructional	64.825	6,297,688	97,149	424,294	6,545	790,164	12,189	23.53
9-12 BEA Instructional	114.640	11,500,261	100,316	843,025	7,354	1,408,068	12,283	23.50
K-12 BEA Instructional	442.341	42,005,724	94,962	2,971,964	6,719	5,402,292	12,213	23.62
BEA	475.702	47,045,381	98,897	3,497,316	7,352	5,828,292	12,252	23.32
Instructional	542.931	51,000,921	93,936	4,336,322	7,987	6,630,000	12,211	23.54
Administrative	30.904	4,970,073	160,823	114,602	3,708	372,000	12,037	21.35
Other	2.457	196,005	79,774	7,492	3,049	54,000	21,978	11.49
Active	576.292	56,166,999	97,463	4,458,416	7,736	7,056,000	12,244	23.30
On Leave	2.000	207,028	103,514			24,000	12,000	21.32
Certificated Total	578.292	56,374,027	97,484	4,458,416	7,710	7,080,000	12,243	23.29
Instructional for Funding Purposes	542.931	51,000,921	93,936	4,336,322	7,987	6,630,000	12,211	23.54



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	542.931	51,000,921	93,936	4,336,322	7,987	6,630,000	12,211	23.54



**Lake Washington School District (17414)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,707.603	143,325,399	83,934	20,645,775	12,091	21,107,832	12,361	22.92
02	4.000	378,726	94,682	41,212	10,303	54,000	13,500	22.70
21	262.158	20,681,236	78,888	2,530,935	9,654	3,332,700	12,713	22.45
24	26.833	2,203,346	82,113	298,627	11,129	315,600	11,762	22.46
31	78.408	6,290,749	80,231	841,884	10,737	979,620	12,494	22.31
34	14.700	1,168,674	79,502	171,062	11,637	180,600	12,286	22.49
45	4.300	401,195	93,301	27,221	6,330	56,400	13,116	22.14
51	4.000	356,070	89,018	82,744	20,686	49,500	12,375	21.72
52				5,807				
55	15.450	1,400,807	90,667	168,890	10,931	187,800	12,155	23.71
64	2.900	262,867	90,644	42,663	14,711	34,800	12,000	22.43
65	54.201	4,418,391	81,519	751,695	13,869	682,200	12,586	22.16
74	19.200	1,590,420	82,834	190,197	9,906	233,148	12,143	24.46
79				58,155				
89	1.800	179,195	99,553	51,742	28,746	21,600	12,000	22.29
97	4.000	826,641	206,660	32,806	8,202	48,000	12,000	19.00
CP	0.350	63,556	181,589	8,295	23,700	4,200	12,000	21.21
K-12 Program 02 Instructional	3.800	346,477	91,178			51,600	13,579	22.84

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	255.658	19,555,599	76,491	2,524,665	9,875	3,254,700	12,731	22.55
Program 21 Administrative	6.500	1,125,637	173,175	6,270	965	78,000	12,000	20.58
K-12 Program 21 Instructional	221.408	16,829,119	76,010	177	1	2,812,404	12,702	22.55
Program 31 Instructional	77.908	6,199,956	79,580	841,884	10,806	973,620	12,497	22.34
Program 31 Administrative	0.500	90,793	181,586			6,000	12,000	20.61
Program 34 Instructional	14.200	1,077,881	75,907	171,062	12,047	174,600	12,296	22.62
Program 34 Administrative	0.500	90,793	181,586			6,000	12,000	20.61
K-3 BEA Instructional	625.230	48,469,310	77,522	3,645	6	7,670,016	12,268	23.43
4-6 BEA Instructional	321.950	25,243,035	78,407	1,770	5	3,939,456	12,236	23.11
7-8 BEA Instructional	282.787	22,549,191	79,739	105,859	374	3,545,280	12,537	22.99
9-12 BEA Instructional	454.452	36,459,024	80,226	175,893	387	5,724,900	12,597	22.56
K-12 BEA Instructional	1,684.419	132,720,560	78,793	287,167	170	20,879,652	12,396	23.05
BEA	1,813.011	152,391,384	84,054	21,759,960	12,002	22,426,452	12,370	22.86
Instructional	2,062.161	162,361,234	78,734	25,733,883	12,479	25,631,400	12,429	22.97
Administrative	129.742	20,456,104	157,668	139,451	1,075	1,560,000	12,024	21.38
Other	7.200	650,292	90,318	76,376	10,608	87,000	12,083	23.42
Active	2,199.103	183,467,630	83,428	25,949,710	11,800	27,278,400	12,404	22.81

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	0.800	79,642	99,553			9,600	12,000	20.58
Certificated Total	2,199.903	183,547,272	83,434	25,949,710	11,796	27,288,000	12,404	22.81
Instructional for Funding Purposes	2,062.161	162,361,234	78,734	25,733,883	12,479	25,631,400	12,429	22.97
Instructional for Compliance Purposes	2,062.161	162,361,234	78,734	25,733,883	12,479	25,631,400	12,429	22.97

**Lakewood School District (31306)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	128.362	10,859,165	84,598	964,572	7,514	1,594,200	12,420	23.56
21	19.722	1,554,086	78,800	179,716	9,112	239,868	12,162	23.84
24	2.350	184,004	78,300	19,954	8,491	30,132	12,822	30.23
31	4.850	420,851	86,773	49,683	10,244	58,200	12,000	21.87
34	0.700	73,700	105,286	8,537	12,196	8,400	12,000	23.25
51	1.700	109,162	64,213	8,977	5,281	24,000	14,118	22.02
55	1.910	142,509	74,612	16,782	8,786	24,000	12,565	23.42
65	1.000	71,238	71,238	7,167	7,167	18,000	18,000	32.33
97	1.600	304,000	190,000	12,000	7,500	19,200	12,000	21.14
Program 21 Instructional	19.222	1,471,586	76,557	179,716	9,349	233,868	12,167	23.96
Program 21 Administrative	0.500	82,500	165,000			6,000	12,000	21.60
K-12 Program 21 Instructional	18.282	1,377,494	75,347	4,764	261	222,588	12,175	24.19
Program 31 Instructional	4.500	368,141	81,809	49,683	11,041	54,000	12,000	21.72
Program 31 Administrative	0.350	52,710	150,600			4,200	12,000	23.20
Program 34 Instructional	0.600	58,880	98,133	8,537	14,228	7,200	12,000	23.24
Program 34 Administrative	0.100	14,820	148,200			1,200	12,000	23.30
K-3 BEA Instructional	44.063	3,222,943	73,144	22,872	519	547,812	12,432	24.54

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	26.243	2,085,696	79,476	9,150	349	317,316	12,091	23.44
7-8 BEA Instructional	20.606	1,686,344	81,838	16,150	784	262,872	12,757	23.42
9-12 BEA Instructional	29.100	2,421,163	83,201	71,524	2,458	366,000	12,577	22.35
K-12 BEA Instructional	120.012	9,416,146	78,460	119,696	997	1,494,000	12,449	23.49
BEA	135.512	11,657,716	86,027	1,034,792	7,636	1,680,000	12,397	23.43
Instructional	146.194	11,394,645	77,942	1,239,085	8,476	1,824,000	12,477	23.66
Administrative	15.000	2,234,023	148,935	17,000	1,133	180,000	12,000	23.02
Active	161.194	13,628,668	84,548	1,256,085	7,792	2,004,000	12,432	23.57
On Leave	1.000	90,047	90,047	11,303	11,303	12,000	12,000	24.01
Certificated Total	162.194	13,718,715	84,582	1,267,388	7,814	2,016,000	12,430	23.57
Instructional for Funding Purposes	146.194	11,394,645	77,942	1,239,085	8,476	1,824,000	12,477	23.66
Instructional for Compliance Purposes	146.194	11,394,645	77,942	1,239,085	8,476	1,824,000	12,477	23.66

**Lamont School District (38264)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.250	212,941	65,520	1,120	345	32,400	9,969	22.99
21	0.590	36,538	61,929			13,800	23,390	24.84
97				5,410				
99	0.090	8,142	90,467			1,800	20,000	26.11
Program 21 Instructional	0.500	28,396	56,792			12,000	24,000	24.49
Program 21 Administrative	0.090	8,142	90,467			1,800	20,000	26.11
K-12 Program 21 Instructional	0.500	28,396	56,792			12,000	24,000	24.49
4-6 BEA Instructional	1.165	73,945	63,472			12,000	10,300	21.92
7-8 BEA Instructional	1.665	100,999	60,660			12,000	7,207	22.60
K-12 BEA Instructional	2.830	174,944	61,818			24,000	8,481	22.32
BEA	3.250	212,941	65,520	6,530	2,009	32,400	9,969	22.99
Instructional	3.330	203,340	61,063	1,000	300	36,000	10,811	22.63
Administrative	0.600	54,281	90,468	5,530	9,217	12,000	20,000	26.11
Active	3.930	257,621	65,552	6,530	1,662	48,000	12,214	23.36
Certificated Total	3.930	257,621	65,552	6,530	1,662	48,000	12,214	23.36
Instructional for Funding Purposes	3.330	203,340	61,063	1,000	300	36,000	10,811	22.63



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	3.330	203,340	61,063	1,000	300	36,000	10,811	22.63

**Liberty School District (32362)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	31.890	2,317,565	72,674	138,247	4,335	390,149	12,234	23.36
21	2.850	200,113	70,215	1,693	594	26,440	9,277	23.97
31	2.100	180,383	85,897	34,258	16,313	26,025	12,393	24.09
51	0.750	63,357	84,476			9,150	12,200	20.27
52				11,813				
55	0.940	77,217	82,146			11,468	12,200	22.81
58				21,635				
74	0.240	19,512	81,300			2,928	12,200	23.86
97	1.080	139,145	128,838	16,297	15,090	13,230	12,250	24.52
Program 21 Instructional	2.850	200,113	70,215	1,693	594	26,440	9,277	23.97
K-12 Program 21 Instructional	2.850	200,113	70,215	1,693	594	26,440	9,277	23.97
Program 31 Instructional	2.000	168,952	84,476	34,258	17,129	24,800	12,400	24.16
Program 31 Administrative	0.100	11,431	114,310			1,225	12,250	22.86
K-3 BEA Instructional	11.400	757,970	66,489	24,780	2,174	139,180	12,209	23.60
4-6 BEA Instructional	5.570	360,411	64,706	7,603	1,365	67,954	12,200	23.18
7-8 BEA Instructional	4.646	338,641	72,889	1,408	303	56,725	12,209	23.32
9-12 BEA Instructional	10.314	828,147	80,293	69,353	6,724	127,059	12,319	23.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	31.930	2,285,169	71,568	103,144	3,230	390,918	12,243	23.43
BEA	35.070	2,637,093	75,195	188,802	5,384	429,404	12,244	23.47
Instructional	36.710	2,645,368	72,061	182,333	4,967	440,904	12,010	23.37
Administrative	3.000	340,971	113,657	17,892	5,964	36,750	12,250	23.75
Other	0.140	10,953	78,236	23,718	169,414	1,736	12,400	23.58
Active	39.850	2,997,292	75,214	223,943	5,620	479,390	12,030	23.41
Certificated Total	39.850	2,997,292	75,214	223,943	5,620	479,390	12,030	23.41
Instructional for Funding Purposes	36.710	2,645,368	72,061	182,333	4,967	440,904	12,010	23.37
Instructional for Compliance Purposes	36.710	2,645,368	72,061	182,333	4,967	440,904	12,010	23.37

**Lind School District (01158)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	14.169	1,051,718	74,227	24,603	1,736	174,276	12,300	24.68
21	0.984	67,681	68,782			12,000	12,195	24.59
31	0.984	86,046	87,445	17,712	18,000	12,000	12,195	24.23
34	0.984	62,517	63,534	12,483	12,686	11,808	12,000	23.60
51	0.624	47,155	75,569			7,488	12,000	24.08
53	0.067	5,094	76,030	704	10,507	804	12,000	20.19
55	0.984	77,407	78,666			11,808	12,000	24.17
58				20,416				
65	0.218	16,635	76,307	2,300	10,550	2,616	12,000	20.19
79	0.590	51,626	87,502			7,200	12,203	24.13
Program 21 Instructional	0.984	67,681	68,782			12,000	12,195	24.59
K-12 Program 21 Instructional	0.984	67,681	68,782			12,000	12,195	24.59
Program 31 Instructional	0.984	86,046	87,445	17,712	18,000	12,000	12,195	24.23
Program 34 Instructional	0.984	62,517	63,534	12,483	12,686	11,808	12,000	23.60
K-3 BEA Instructional	5.182	375,639	72,489	1,990	384	65,388	12,618	24.32
4-6 BEA Instructional	3.939	280,691	71,259	6,072	1,542	48,312	12,265	24.70
7-8 BEA Instructional	4.016	278,226	69,279	29,932	7,453	48,384	12,048	23.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	2.000	159,047	79,524	8,405	4,203	24,000	12,000	23.93
K-12 BEA Instructional	15.137	1,093,603	72,247	46,399	3,065	186,084	12,293	24.26
K-12 BEA Administrative	1.000	106,678	106,678			12,000	12,000	28.66
BEA	16.137	1,200,281	74,381	54,798	3,396	198,084	12,275	24.58
Instructional	18.604	1,359,201	73,060	76,730	4,124	228,000	12,255	24.18
Administrative	1.000	106,678	106,678	1,488	1,488	12,000	12,000	28.66
Active	19.604	1,465,879	74,774	78,218	3,990	240,000	12,242	24.44
Certificated Total	19.604	1,465,879	74,774	78,218	3,990	240,000	12,242	24.44
Instructional for Funding Purposes	18.604	1,359,201	73,060	76,730	4,124	228,000	12,255	24.18
Instructional for Compliance Purposes	18.604	1,359,201	73,060	76,730	4,124	228,000	12,255	24.18

**Longview School District (08122)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	339.422	26,216,247	77,238	1,524,562	4,492	4,092,012	12,056	24.80
02	1.500	129,990	86,660	4,323	2,882	18,000	12,000	24.78
03	0.400	36,150	90,375	1,147	2,868	4,800	12,000	24.23
21	59.250	4,307,163	72,695	325,786	5,498	711,000	12,000	25.58
24	11.750	956,611	81,414	44,090	3,752	141,000	12,000	24.33
31	19.520	1,470,137	75,314	128,831	6,600	234,240	12,000	24.24
34	2.810	239,220	85,132	8,380	2,982	33,720	12,000	24.15
51	8.108	616,391	76,023	27,546	3,397	97,296	12,000	23.95
52	2.000	176,187	88,094	5,594	2,797	24,000	12,000	25.02
55	13.393	1,182,800	88,315	58,753	4,387	160,716	12,000	24.57
58	0.267	36,902	138,210	366,180	1,371,461	3,204	12,000	23.60
65	0.660	42,379	64,211	1,345	2,038	7,920	12,000	23.92
74	1.171	92,753	79,208	2,945	2,515	14,052	12,000	24.48
79				5,000				
97	1.670	275,879	165,197	12,072	7,229	20,040	12,000	22.79
K-12 Program 02 Instructional	1.400	117,473	83,909			16,800	12,000	24.74
Program 21 Instructional	53.250	3,751,092	70,443	305,459	5,736	639,000	12,000	24.69
Program 21 Administrative	3.000	384,408	128,136	20,327	6,776	36,000	12,000	24.19

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	42.750	3,028,406	70,840	105,301	2,463	519,000	12,140	24.43
Program 31 Instructional	18.000	1,281,914	71,217	118,945	6,608	216,000	12,000	24.16
Program 31 Administrative	1.520	188,223	123,831	9,886	6,504	18,240	12,000	24.86
Program 34 Instructional	2.490	198,286	79,633	6,293	2,527	29,880	12,000	24.07
Program 34 Administrative	0.320	40,934	127,919	2,087	6,522	3,840	12,000	24.55
K-3 BEA Instructional	125.701	9,020,644	71,763			1,523,760	12,122	24.99
4-6 BEA Instructional	70.357	5,149,232	73,187	2,435	35	857,748	12,191	24.92
7-8 BEA Instructional	52.126	3,966,254	76,090	5,425	104	625,512	12,000	24.33
9-12 BEA Instructional	92.405	7,050,372	76,299	11,746	127	1,098,996	11,893	24.54
K-12 BEA Instructional	340.589	25,186,502	73,950	19,606	58	4,106,016	12,056	24.74
BEA	365.322	28,367,623	77,651	1,679,315	4,597	4,402,812	12,052	24.75
Instructional	429.921	31,883,633	74,162	2,321,077	5,399	5,178,000	12,044	24.70
Administrative	29.000	3,723,513	128,397	195,477	6,741	348,000	12,000	24.71
Active	458.921	35,607,146	77,589	2,516,554	5,484	5,526,000	12,041	24.70
K-12 Program 21 Contracted	2.500	146,741	58,696			30,000	12,000	
Certificated Total	461.921	35,778,809	77,457	2,516,554	5,448	5,562,000	12,041	24.81
Instructional for Funding Purposes	432.921	32,055,296	74,044	2,321,077	5,361	5,214,000	12,044	24.83

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	429.921	31,883,633	74,162	2,321,077	5,399	5,178,000	12,044	24.70



**Loon Lake School District (33183)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.247	523,792	72,277			86,964	12,000	23.15
02	3.000	161,359	53,786			24,000	8,000	15.81
21	0.600	27,437	45,728			7,200	12,000	23.26
24	0.400	18,292	45,730			4,800	12,000	23.26
51	0.680	43,078	63,350			8,160	12,000	23.14
52	0.063	4,408	69,968			756	12,000	23.09
55	0.500	27,306	54,612			6,000	12,000	23.24
97	0.510	61,850	121,275			6,120	12,000	23.63
K-12 Program 02 Instructional	3.000	161,359	53,786			24,000	8,000	15.81
Program 21 Instructional	0.600	27,437	45,728			7,200	12,000	23.26
K-12 Program 21 Instructional	0.600	27,437	45,728			7,200	12,000	23.26
K-3 BEA Instructional	4.740	305,177	64,383			52,020	10,975	21.24
4-6 BEA Instructional	4.032	264,016	65,480			44,544	11,048	21.38
7-8 BEA Instructional	0.985	56,533	57,394			8,520	8,650	16.83
K-12 BEA Instructional	9.757	625,726	64,131			105,084	10,770	20.83
BEA	10.757	747,001	69,443			117,084	10,884	21.26
Instructional	12.000	746,247	62,187			132,000	11,000	21.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	1.000	121,275	121,275			12,000	12,000	23.63
Active	13.000	867,522	66,732			144,000	11,077	21.52
Certificated Total	13.000	867,522	66,732			144,000	11,077	21.52
Instructional for Funding Purposes	12.000	746,247	62,187			132,000	11,000	21.20
Instructional for Compliance Purposes	12.000	746,247	62,187			132,000	11,000	21.20

**Lopez School District (28144)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.400	1,319,928	80,483	32,432	1,978	195,396	11,914	22.13
02	0.900	37,918	42,131			12,000	13,333	15.47
21	2.296	210,603	91,726			41,400	18,031	21.98
24	0.234	21,702	92,744			3,600	15,385	22.51
31	0.900	68,758	76,398	60	67	14,604	16,227	22.81
55	0.020	2,271	113,550	24	1,200	240	12,000	24.35
65				5,000				
74				900				
97	0.730	77,659	106,382	576	789	8,760	12,000	23.75
K-12 Program 02 Instructional	0.900	37,918	42,131			12,000	13,333	15.47
Program 21 Instructional	2.046	187,450	91,618			38,400	18,768	21.92
Program 21 Administrative	0.250	23,153	92,612			3,000	12,000	22.46
K-12 Program 21 Instructional	2.046	187,450	91,618			38,400	18,768	21.92
Program 31 Instructional	0.800	58,213	72,766			13,404	16,755	22.08
Program 31 Administrative	0.100	10,545	105,450	60	600	1,200	12,000	27.12
K-3 BEA Instructional	4.383	318,410	72,647			52,200	11,910	22.11
4-6 BEA Instructional	3.943	271,160	68,770			46,296	11,741	21.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	2.845	233,944	82,230			32,736	11,507	21.03
9-12 BEA Instructional	5.529	440,864	79,737			72,768	13,161	21.21
K-12 BEA Instructional	16.700	1,264,378	75,711			204,000	12,216	21.48
K-12 BEA Administrative	0.250	23,153	92,612			3,000	12,000	22.46
BEA	18.930	1,504,263	79,465	33,068	1,747	230,760	12,190	22.06
Instructional	18.980	1,473,530	77,636	36,592	1,928	246,000	12,961	21.55
Administrative	2.500	265,309	106,124	2,400	960	30,000	12,000	25.12
Active	21.480	1,738,839	80,952	38,992	1,815	276,000	12,849	22.06
Certificated Total	21.480	1,738,839	80,952	38,992	1,815	276,000	12,849	22.06
Instructional for Funding Purposes	18.980	1,473,530	77,636	36,592	1,928	246,000	12,961	21.55
Instructional for Compliance Purposes	18.980	1,473,530	77,636	36,592	1,928	246,000	12,961	21.55

**Lumen Public School (32903)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	7.020	391,363	55,750	1,915	273	84,240	12,000	25.44
21	0.630	44,137	70,059	416	660	7,560	12,000	25.94
24	0.060	4,070	67,833	42	700	720	12,000	25.94
51	0.050	3,027	60,540	15	300	600	12,000	25.63
55	0.200	12,506	62,530	12	60	2,400	12,000	25.40
58				10,593				
79	0.040	3,958	98,950			480	12,000	25.00
89				10,700				
Program 21 Instructional	0.630	44,137	70,059	416	660	7,560	12,000	25.94
K-12 Program 21 Instructional	0.630	44,137	70,059	416	660	7,560	12,000	25.94
9-12 BEA Instructional	6.060	300,321	49,558	1,255	207	72,720	12,000	25.54
K-12 BEA Instructional	6.060	300,321	49,558	1,255	207	72,720	12,000	25.54
K-12 BEA Administrative	0.960	91,042	94,835	660	688	11,520	12,000	25.00
BEA	7.020	391,363	55,750	1,915	273	84,240	12,000	25.44
Instructional	7.000	364,061	52,009	23,033	3,290	84,000	12,000	25.58
Administrative	1.000	95,000	95,000	660	660	12,000	12,000	25.00
Active	8.000	459,061	57,383	23,693	2,962	96,000	12,000	25.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	8.000	459,061	57,383	23,693	2,962	96,000	12,000	25.48
Instructional for Funding Purposes	7.000	364,061	52,009	23,033	3,290	84,000	12,000	25.58
Instructional for Compliance Purposes	7.000	364,061	52,009	23,033	3,290	84,000	12,000	25.58

**Lummi Tribal Agency (37903)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	46.000	2,809,056	61,066			500,501	10,880	
21	14.000	881,854	62,990			141,276	10,091	
Program 21 Instructional	14.000	881,854	62,990			141,276	10,091	
K-12 Program 21 Instructional	14.000	881,854	62,990			141,276	10,091	
K-3 BEA Instructional	13.229	658,147	49,750			132,917	10,047	
4-6 BEA Instructional	8.420	515,883	61,269			90,941	10,801	
7-8 BEA Instructional	5.380	331,969	61,704			61,286	11,391	
9-12 BEA Instructional	15.971	998,076	62,493			182,289	11,414	
K-12 BEA Instructional	43.000	2,504,075	58,234			467,433	10,871	
K-12 BEA Administrative	1.000	112,403	112,403			11,331	11,331	
BEA	46.000	2,809,056	61,066			500,501	10,880	
Instructional	57.000	3,385,929	59,402			608,709	10,679	
Administrative	3.000	304,981	101,660			33,068	11,023	
Active	60.000	3,690,910	61,515			641,777	10,696	
Certificated Total	60.000	3,690,910	61,515			641,777	10,696	
Instructional for Funding Purposes	57.000	3,385,929	59,402			608,709	10,679	

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	57.000	3,385,929	59,402			608,709	10,679	



**Lyle School District (20406)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.350	1,141,650	69,826	52,584	3,216	168,000	10,275	22.73
97	1.000	60,236	60,236			12,000	12,000	24.30
K-3 BEA Instructional	3.100	240,302	77,517	12,013	3,875	39,156	12,631	23.92
4-6 BEA Instructional	2.400	176,960	73,733	7,477	3,115	30,312	12,630	23.95
7-8 BEA Instructional	1.700	121,433	71,431	10,589	6,229	8,844	5,202	11.89
9-12 BEA Instructional	8.150	497,611	61,057	14,965	1,836	77,688	9,532	24.07
K-12 BEA Instructional	15.350	1,036,306	67,512	45,044	2,934	156,000	10,163	22.62
K-12 BEA Administrative	1.000	105,344	105,344	7,540	7,540	12,000	12,000	23.72
BEA	17.350	1,201,886	69,273	52,584	3,031	180,000	10,375	22.80
Instructional	15.350	1,036,306	67,512	45,044	2,934	156,000	10,163	22.62
Administrative	2.000	165,580	82,790	7,540	3,770	24,000	12,000	23.92
Active	17.350	1,201,886	69,273	52,584	3,031	180,000	10,375	22.80
Certificated Total	17.350	1,201,886	69,273	52,584	3,031	180,000	10,375	22.80
Instructional for Funding Purposes	15.350	1,036,306	67,512	45,044	2,934	156,000	10,163	22.62
Instructional for Compliance Purposes	15.350	1,036,306	67,512	45,044	2,934	156,000	10,163	22.62

**Lynden School District (37504)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	168.413	14,393,792	85,467	349,063	2,073	2,057,844	12,219	23.49
02	9.773	732,273	74,928	13,907	1,423	124,800	12,770	24.15
21	37.640	3,056,145	81,194	84,616	2,248	462,480	12,287	24.59
24	2.760	155,723	56,421	3,460	1,254	39,120	14,174	20.97
31	10.353	964,173	93,130	132,308	12,780	124,236	12,000	23.82
34	0.800	58,439	73,049	3,374	4,218	9,600	12,000	24.70
51	0.100	10,020	100,200	223	2,230	1,200	12,000	23.27
55	1.660	132,410	79,765	2,944	1,773	19,920	12,000	21.97
58				100,674				
65	1.200	120,239	100,199	7,673	6,394	14,400	12,000	23.40
74	0.598	51,248	85,699	1,138	1,903	6,360	10,635	18.77
97	1.670	267,240	160,024	20,271	12,138	20,040	12,000	21.15
K-12 Program 02 Instructional	8.773	607,551	69,252			112,800	12,858	24.24
Program 21 Instructional	36.440	2,897,174	79,505	83,896	2,302	448,080	12,296	24.71
Program 21 Administrative	1.200	158,971	132,476	720	600	14,400	12,000	22.52
K-12 Program 21 Instructional	28.715	2,326,960	81,036			353,040	12,295	24.47
Program 31 Instructional	9.853	914,074	92,771	124,870	12,673	118,236	12,000	23.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.500	50,099	100,198	7,438	14,876	6,000	12,000	22.06
Program 34 Instructional	0.800	58,439	73,049	3,374	4,218	9,600	12,000	24.70
K-3 BEA Instructional	66.712	5,394,198	80,858			827,496	12,404	23.88
4-6 BEA Instructional	40.444	3,307,641	81,783			499,920	12,361	23.87
7-8 BEA Instructional	23.667	1,874,242	79,192			293,664	12,408	23.19
9-12 BEA Instructional	45.886	3,971,128	86,543			543,840	11,852	23.03
K-12 BEA Instructional	176.709	14,547,209	82,323			2,164,920	12,251	23.55
K-12 BEA Administrative	2.500	293,547	117,419			30,000	12,000	23.31
BEA	191.009	16,415,917	85,943	518,923	2,717	2,336,520	12,233	23.50
Instructional	219.467	17,914,023	81,625	677,413	3,087	2,694,000	12,275	23.68
Administrative	14.500	1,927,481	132,930	36,065	2,487	174,000	12,000	23.15
Other	1.000	100,198	100,198	6,173	6,173	12,000	12,000	22.27
Active	234.967	19,941,702	84,870	719,651	3,063	2,880,000	12,257	23.62
Certificated Total	234.967	19,941,702	84,870	719,651	3,063	2,880,000	12,257	23.62
Instructional for Funding Purposes	219.467	17,914,023	81,625	677,413	3,087	2,694,000	12,275	23.68
Instructional for Compliance Purposes	219.467	17,914,023	81,625	677,413	3,087	2,694,000	12,275	23.68

**Mabton School District (39120)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	46.167	3,422,822	74,140	101,732	2,204	554,004	12,000	23.53
21	4.000	349,936	87,484			48,000	12,000	23.05
31	4.420	325,582	73,661	22,840	5,167	53,040	12,000	21.89
34	0.249	22,464	90,217	6,421	25,787	2,988	12,000	23.09
38				2,736				
51	0.698	56,789	81,360	40,266	57,688	8,376	12,000	24.33
53	0.100	12,478	124,780			1,200	12,000	25.08
55	1.633	146,738	89,858	8,053	4,931	19,596	12,000	23.80
58				52,965				
64	0.200	18,569	92,845			2,400	12,000	21.70
65	1.533	138,996	90,669	14,579	9,510	18,396	12,000	22.98
97	1.000	150,000	150,000			12,000	12,000	22.70
Program 21 Instructional	3.000	230,311	76,770			36,000	12,000	22.12
Program 21 Administrative	1.000	119,625	119,625			12,000	12,000	25.13
K-12 Program 21 Instructional	3.000	230,311	76,770			36,000	12,000	22.12
Program 31 Instructional	4.120	288,148	69,939	22,840	5,544	49,440	12,000	21.56
Program 31 Administrative	0.300	37,434	124,780			3,600	12,000	25.08

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.249	22,464	90,217	6,421	25,787	2,988	12,000	23.09
K-3 BEA Instructional	17.822	1,375,947	77,205			213,864	12,000	22.78
4-6 BEA Instructional	9.178	579,268	63,115			110,136	12,000	24.18
7-8 BEA Instructional	4.103	315,594	76,918			49,236	12,000	23.31
9-12 BEA Instructional	15.483	1,020,667	65,922			185,796	12,000	23.24
K-12 BEA Instructional	46.586	3,291,476	70,654			559,032	12,000	23.21
BEA	51.836	3,920,868	75,640	130,993	2,527	622,032	12,000	23.35
Instructional	53.000	3,807,345	71,837	249,592	4,709	636,000	12,000	23.14
Administrative	7.000	837,029	119,576			84,000	12,000	24.35
Active	60.000	4,644,374	77,406	249,592	4,160	720,000	12,000	23.34
Certificated Total	60.000	4,644,374	77,406	249,592	4,160	720,000	12,000	23.34
Instructional for Funding Purposes	53.000	3,807,345	71,837	249,592	4,709	636,000	12,000	23.14
Instructional for Compliance Purposes	53.000	3,807,345	71,837	249,592	4,709	636,000	12,000	23.14

**Mansfield School District (09207)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.410	801,264	70,225	21,000	1,840	136,920	12,000	24.25
21	0.800	60,512	75,640	1,000	1,250	9,600	12,000	24.25
31	0.700	39,756	56,794	4,500	6,429	8,400	12,000	26.28
65	0.090	7,652	85,022			1,080	12,000	24.09
79				3,935				
97	1.000	80,000	80,000			12,000	12,000	24.05
Program 21 Instructional	0.800	60,512	75,640			9,600	12,000	24.25
Program 21 Administrative				1,000				
K-12 Program 21 Instructional	0.800	60,512	75,640			9,600	12,000	24.25
Program 31 Instructional	0.700	39,756	56,794	4,500	6,429	8,400	12,000	26.28
K-3 BEA Instructional	3.160	199,965	63,280			37,920	12,000	24.32
4-6 BEA Instructional	2.030	137,196	67,584			24,360	12,000	24.22
7-8 BEA Instructional	1.800	123,990	68,883			21,600	12,000	24.46
9-12 BEA Instructional	4.120	286,341	69,500			49,440	12,000	24.43
K-12 BEA Instructional	11.110	747,492	67,281			133,320	12,000	24.37
BEA	13.110	921,020	70,253	25,500	1,945	157,320	12,000	24.32

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	12.000	815,656	67,971	23,025	1,919	144,000	12,000	24.36
Administrative	2.000	173,528	86,764	1,000	500	24,000	12,000	24.12
Other				6,410				
Active	14.000	989,184	70,656	30,435	2,174	168,000	12,000	24.32
Certificated Total	14.000	989,184	70,656	30,435	2,174	168,000	12,000	24.32
Instructional for Funding Purposes	12.000	815,656	67,971	23,025	1,919	144,000	12,000	24.36
Instructional for Compliance Purposes	12.000	815,656	67,971	23,025	1,919	144,000	12,000	24.36

**Manson School District (04019)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	37.105	2,679,409	72,212	118,852	3,203	450,564	12,143	22.83
21	3.679	302,722	82,284	22,746	6,183	48,960	13,308	22.84
31	2.250	176,397	78,399	28,760	12,782	26,004	11,557	22.18
34	0.083	6,402	77,133	1,727	20,807	996	12,000	24.20
51	1.300	96,000	73,846			15,600	12,000	22.70
52				10,056				
55	2.917	203,520	69,770	6,849	2,348	35,124	12,041	23.19
58				122,879				
64	0.156	12,790	81,987			1,872	12,000	23.78
65	1.496	123,363	82,462	10,253	6,854	22,440	15,000	23.49
74	0.120	12,807	106,725	13,104	109,200	1,440	12,000	22.38
97	0.750	111,000	148,000			9,000	12,000	22.75
Program 21 Instructional	3.429	270,685	78,940	8,740	2,549	45,960	13,403	22.89
Program 21 Administrative	0.250	32,037	128,148	12,798	51,192	3,000	12,000	22.36
K-12 Program 21 Instructional	3.429	270,685	78,940	1,790	522	45,960	13,403	22.89
Program 31 Instructional	2.250	176,397	78,399	19,772	8,788	26,004	11,557	22.18
Program 31 Administrative				7,861				



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.083	6,402	77,133	535	6,446	996	12,000	24.20
Program 34 Administrative				873				
K-3 BEA Instructional	11.567	777,097	67,182			140,496	12,146	23.82
4-6 BEA Instructional	5.808	440,986	75,927	1,368	236	70,824	12,194	23.29
7-8 BEA Instructional	8.489	561,897	66,191	1,052	124	106,368	12,530	22.35
9-12 BEA Instructional	10.944	782,787	71,527	24,651	2,252	128,316	11,725	22.03
K-12 BEA Instructional	36.808	2,562,767	69,625	27,071	735	446,004	12,117	22.83
K-12 BEA Administrative	0.840	89,658	106,736			10,080	12,000	22.38
BEA	40.188	2,973,208	73,982	149,339	3,716	486,564	12,107	22.78
Instructional	45.976	3,244,932	70,579	285,603	6,212	565,440	12,299	22.88
Administrative	3.880	479,478	123,577	21,532	5,549	46,560	12,000	22.50
Active	49.856	3,724,410	74,703	307,135	6,160	612,000	12,275	22.84
On Leave				28,091				
Certificated Total	49.856	3,724,410	74,703	335,226	6,724	612,000	12,275	22.84
Instructional for Funding Purposes	45.976	3,244,932	70,579	285,603	6,212	565,440	12,299	22.88
Instructional for Compliance Purposes	45.976	3,244,932	70,579	285,603	6,212	565,440	12,299	22.88

**Mary M Knight School District (23311)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.394	781,714	68,608	27,760	2,436	392,280	34,429	23.37
02	36.067	1,665,253	46,171					
21	1.000	61,441	61,441	6,104	6,104	48,000	48,000	23.57
31	1.579	91,567	57,991	5,615	3,556	80,160	50,766	22.98
34	0.250	14,201	56,804	1,303	5,212	18,000	72,000	23.44
51	0.310	27,176	87,665	604	1,948	11,160	36,000	24.32
55	1.356	87,741	64,706	1,698	1,252	52,416	38,655	23.39
97	1.000	128,750	128,750	8,419	8,419	12,000	12,000	23.15
K-12 Program 02 Instructional	34.087	1,504,001	44,122					
Program 21 Instructional	1.000	61,441	61,441	6,104	6,104	48,000	48,000	23.57
K-12 Program 21 Instructional	0.960	58,983	61,441	5,859	6,103	46,080	48,000	23.57
Program 31 Instructional	1.579	91,567	57,991	5,615	3,556	80,160	50,766	22.98
Program 34 Instructional	0.250	14,201	56,804	1,303	5,212	18,000	72,000	23.44
K-3 BEA Instructional	4.200	279,625	66,577	11,144	2,653	177,600	42,286	23.50
4-6 BEA Instructional	2.150	146,654	68,211	6,122	2,847	55,200	25,674	24.12
7-8 BEA Instructional	1.804	106,080	58,803	3,156	1,749	62,160	34,457	22.82

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	7.066	391,649	55,427	14,256	2,018	183,480	25,967	22.87
K-12 BEA Instructional	15.220	924,008	60,710	34,678	2,278	478,440	31,435	23.31
K-12 BEA Administrative	1.000	103,000	103,000			12,000	12,000	23.47
BEA	50.290	2,681,485	53,320	43,097	857	502,440	9,991	23.30
Instructional	17.886	1,100,366	61,521	43,084	2,409	590,016	32,988	23.36
Administrative	3.980	393,002	98,744			24,000	6,030	23.29
Active	21.866	1,493,368	68,296	43,084	1,970	614,016	28,081	23.35
K-12 BEA Contracted	31.090	1,364,475	43,888					
On Leave				8,419				
Certificated Total	52.956	2,857,843	53,966	51,503	973	614,016	11,595	23.35
Instructional for Funding Purposes	48.976	2,464,841	50,328	43,084	880	590,016	12,047	23.36
Instructional for Compliance Purposes	17.886	1,100,366	61,521	43,084	2,409	590,016	32,988	23.36

**Mary Walker School District (33207)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.120	1,498,921	74,499	2,800	139	241,440	12,000	23.94
02	0.250	26,216	104,864			3,000	12,000	23.83
21	1.000	79,616	79,616			12,000	12,000	25.06
24				3,000				
31	2.000	143,150	71,575	22,678	11,339	24,000	12,000	24.48
51	0.800	55,448	69,310			9,600	12,000	23.97
55	1.480	104,667	70,721			17,760	12,000	23.96
97	1.000	115,000	115,000			12,000	12,000	23.84
99	0.350	36,702	104,863			4,200	12,000	23.83
Program 21 Instructional	1.000	79,616	79,616			12,000	12,000	25.06
K-12 Program 21 Instructional	1.000	79,616	79,616			12,000	12,000	25.06
Program 31 Instructional	2.000	143,150	71,575	22,678	11,339	24,000	12,000	24.48
K-3 BEA Instructional	4.190	295,605	70,550			50,280	12,000	23.96
4-6 BEA Instructional	2.470	167,480	67,806			29,640	12,000	23.98
7-8 BEA Instructional	5.859	430,021	73,395			70,308	12,000	23.95
9-12 BEA Instructional	7.201	534,658	74,248	22,678	3,149	86,412	12,000	24.10
K-12 BEA Instructional	19.720	1,427,764	72,402	22,678	1,150	236,640	12,000	24.01

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	1.400	135,945	97,104			16,800	12,000	23.88
BEA	23.370	1,783,287	76,307	25,478	1,090	280,440	12,000	23.98
Instructional	23.000	1,667,495	72,500	25,478	1,108	276,000	12,000	24.06
Administrative	4.000	392,225	98,056	3,000	750	48,000	12,000	23.86
Active	27.000	2,059,720	76,286	28,478	1,055	324,000	12,000	24.02
Certificated Total	27.000	2,059,720	76,286	28,478	1,055	324,000	12,000	24.02
Instructional for Funding Purposes	23.000	1,667,495	72,500	25,478	1,108	276,000	12,000	24.06
Instructional for Compliance Purposes	23.000	1,667,495	72,500	25,478	1,108	276,000	12,000	24.06

**Marysville School District (31025)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	509.448	49,029,434	96,240	2,941,043	5,773	6,370,375	12,504	23.69
02	4.200	416,623	99,196	29,629	7,055	51,750	12,321	23.15
21	133.506	11,765,159	88,125	1,161,419	8,699	1,647,713	12,342	26.54
31	23.800	2,465,620	103,597	159,374	6,696	296,370	12,453	22.86
34	9.350	919,214	98,312	56,188	6,009	115,476	12,350	24.75
51	5.461	562,906	103,077	32,147	5,887	61,980	11,350	22.95
52	0.660	72,022	109,124	8,545	12,947	8,158	12,360	21.89
55	18.759	1,811,549	96,570	126,301	6,733	251,712	13,418	22.58
58	3.040	382,004	125,659	137,770	45,319	37,214	12,242	22.96
64	0.450	50,404	112,009	1,178	2,618	5,472	12,160	23.99
65	10.800	1,008,270	93,358	55,888	5,175	133,272	12,340	24.02
74	0.850	122,359	143,952	1,020	1,200	10,200	12,000	23.57
79	9.000	981,236	109,026	400,886	44,543	110,700	12,300	22.75
88	1.000	138,910	138,910	600	600	12,000	12,000	23.60
97	2.000	403,528	201,764	54,848	27,424	24,000	12,000	19.98
K-12 Program 02 Instructional	3.750	341,072	90,953			46,350	12,360	23.30
Program 21 Instructional	131.506	11,442,289	87,010	1,159,019	8,813	1,623,713	12,347	26.64
Program 21 Administrative	2.000	322,870	161,435	2,400	1,200	24,000	12,000	22.90

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	124.506	10,774,567	86,539			1,537,193	12,346	26.79
Program 31 Instructional	23.050	2,339,701	101,505	158,474	6,875	287,370	12,467	22.87
Program 31 Administrative	0.750	125,919	167,892	900	1,200	9,000	12,000	22.59
Program 34 Instructional	9.100	877,241	96,400	55,888	6,142	112,476	12,360	24.84
Program 34 Administrative	0.250	41,973	167,892	300	1,200	3,000	12,000	22.59
K-3 BEA Instructional	207.429	18,899,163	91,111	78,388	378	2,620,306	12,632	23.87
4-6 BEA Instructional	102.877	9,339,313	90,781	33,097	322	1,267,062	12,316	24.07
7-8 BEA Instructional	70.666	6,725,900	95,179	2,257	32	873,432	12,360	23.81
9-12 BEA Instructional	130.626	12,721,888	97,392	338	3	1,638,627	12,544	23.05
K-12 BEA Instructional	511.598	47,686,264	93,210	114,080	223	6,399,427	12,509	23.68
K-12 BEA Administrative	1.000	138,918	138,918			12,000	12,000	23.29
BEA	548.798	53,234,419	97,002	3,241,082	5,906	6,857,971	12,496	23.63
Instructional	689.924	63,760,933	92,417	5,050,790	7,321	8,615,448	12,488	24.13
Administrative	41.000	6,175,399	150,619	111,848	2,728	504,000	12,293	23.20
Other	1.400	192,906	137,790	4,198	2,999	16,944	12,103	22.35
Active	732.324	70,129,238	95,763	5,166,836	7,055	9,136,392	12,476	24.05
Certificated Total	732.324	70,129,238	95,763	5,166,836	7,055	9,136,392	12,476	24.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	689.924	63,760,933	92,417	5,050,790	7,321	8,615,448	12,488	24.13
Instructional for Compliance Purposes	689.924	63,760,933	92,417	5,050,790	7,321	8,615,448	12,488	24.13



**McCleary School District (14065)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.032	1,267,113	74,396	24,523	1,440	206,340	12,115	23.43
21	1.985	145,724	73,413			24,000	12,091	23.96
51	0.236	15,599	66,097	2,268	9,610	3,696	15,661	23.48
55	0.600	47,843	79,738					15.50
58				25,728				
88	0.497	40,549	81,588			5,964	12,000	23.66
97	1.000	133,685	133,685	12,453	12,453	12,000	12,000	21.11
Program 21 Instructional	1.985	145,724	73,413			24,000	12,091	23.96
K-12 Program 21 Instructional	1.788	128,331	71,773			21,600	12,081	23.97
K-3 BEA Instructional	9.197	660,544	71,822	11,953	1,300	112,320	12,213	23.76
4-6 BEA Instructional	4.501	340,233	75,591	6,482	1,440	54,012	12,000	23.02
7-8 BEA Instructional	2.334	161,700	69,280	3,237	1,387	28,008	12,000	22.73
K-12 BEA Instructional	16.032	1,162,477	72,510	21,672	1,352	194,340	12,122	23.39
BEA	18.032	1,400,798	77,684	36,976	2,051	218,340	12,108	23.20
Instructional	19.350	1,412,192	72,981	50,466	2,608	228,000	11,783	23.18
Administrative	2.000	238,321	119,161			24,000	12,000	22.26
Active	21.350	1,650,513	77,307	50,466	2,364	252,000	11,803	23.04

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave				14,506				
Certificated Total	21.350	1,650,513	77,307	64,972	3,043	252,000	11,803	23.04
Instructional for Funding Purposes	19.350	1,412,192	72,981	50,466	2,608	228,000	11,783	23.18
Instructional for Compliance Purposes	19.350	1,412,192	72,981	50,466	2,608	228,000	11,783	23.18

**Mead School District (32354)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	484.813	41,559,511	85,723	4,172,574	8,607	5,956,471	12,286	22.77
02	17.440	1,442,416	82,707	158,411	9,083	205,961	11,810	22.25
21	91.534	7,168,571	78,316	693,380	7,575	1,127,656	12,320	23.05
24	10.751	958,305	89,136	88,725	8,253	132,000	12,278	22.51
31	18.810	1,642,473	87,319	225,664	11,997	219,465	11,667	21.06
34	17.289	1,441,304	83,365	164,668	9,524	207,708	12,014	22.42
51	7.750	696,164	89,828	34,504	4,452	93,000	12,000	23.05
52	0.600	51,252	85,420	34,478	57,463	12,000	20,000	20.54
55	9.300	814,499	87,581	67,461	7,254	128,676	13,836	23.16
58				323,912				
64				3,770				
65	8.000	621,791	77,724	48,075	6,009	96,000	12,000	23.42
73				19,000				
74	2.000	189,048	94,524	14,182	7,091	24,000	12,000	22.32
89	1.000	122,270	122,270	13,687	13,687	12,000	12,000	21.62
97	2.500	445,166	178,066	38,144	15,258	32,400	12,960	21.08
K-12 Program 02 Instructional	16.440	1,306,475	79,469			193,001	11,740	22.14
Program 21 Instructional	89.534	6,919,076	77,279	581,065	6,490	1,101,736	12,305	22.99

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	2.000	249,495	124,748	17,982	8,991	25,920	12,960	24.81
K-12 Program 21 Instructional	85.623	6,665,385	77,846			1,053,376	12,302	23.02
Program 31 Instructional	18.560	1,605,532	86,505	183,430	9,883	216,225	11,650	21.03
Program 31 Administrative	0.250	36,941	147,764	3,694	14,776	3,240	12,960	22.90
Program 34 Instructional	17.039	1,404,363	82,421	141,805	8,322	204,468	12,000	22.41
Program 34 Administrative	0.250	36,941	147,764	3,694	14,776	3,240	12,960	22.90
K-3 BEA Instructional	163.604	13,280,495	81,175			1,971,328	12,049	23.28
4-6 BEA Instructional	97.639	7,979,952	81,729			1,193,311	12,222	22.88
7-8 BEA Instructional	83.617	6,885,931	82,351	3,001	36	1,011,132	12,092	22.45
9-12 BEA Instructional	156.992	13,273,542	84,549			1,942,953	12,376	22.02
K-12 BEA Instructional	501.852	41,419,920	82,534	3,001	6	6,118,725	12,192	22.65
BEA	540.852	46,530,870	86,033	4,759,461	8,800	6,622,005	12,244	22.67
Instructional	629.787	51,670,055	82,044	4,565,174	7,249	7,706,137	12,236	22.71
Administrative	41.000	5,360,445	130,743	494,178	12,053	529,200	12,907	22.92
Active	670.787	57,030,500	85,020	5,059,352	7,542	8,235,337	12,277	22.73
On Leave	1.000	122,270	122,270	1,041,283	1,041,283	12,000	12,000	21.62
Certificated Total	671.787	57,152,770	85,076	6,100,635	9,081	8,247,337	12,277	22.72

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	629.787	51,670,055	82,044	4,565,174	7,249	7,706,137	12,236	22.71
Instructional for Compliance Purposes	629.787	51,670,055	82,044	4,565,174	7,249	7,706,137	12,236	22.71

**Medical Lake School District (32326)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	99.743	7,275,036	72,938	586,294	5,878	1,205,508	12,086	22.63
02	5.421	365,454	67,414	37,241	6,870	65,052	12,000	22.84
13				1,500				
14				38,023				
21	14.153	907,826	64,144	91,792	6,486	172,068	12,158	23.09
24	4.495	264,454	58,833	24,249	5,395	54,012	12,016	22.17
26	1.214	93,522	77,036	468	386	14,880	12,257	23.64
31	7.360	499,164	67,821	66,761	9,071	88,320	12,000	23.46
34	0.340	19,245	56,603	321	944	4,080	12,000	23.75
51	3.000	202,857	67,619	6,820	2,273	36,000	12,000	22.13
52				1,230				
55	3.340	226,713	67,878	14,255	4,268	40,080	12,000	21.19
58				34,413				
74				11,938				
76				4,580				
89	1.000	49,289	49,289	2,810	2,810	12,000	12,000	22.60
97	1.000	162,828	162,828	16,864	16,864	12,000	12,000	20.90
K-12 Program 02 Instructional	4.501	274,054	60,887	31,526	7,004	54,012	12,000	22.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	13.233	806,653	60,958	81,838	6,184	161,028	12,169	22.99
Program 21 Administrative	0.920	101,173	109,971	4,127	4,486	11,040	12,000	23.94
K-12 Program 21 Instructional	12.233	757,364	61,912	44,040	3,600	149,028	12,182	23.02
Program 26, 56, and 59 Instructional	1.054	76,776	72,843	396	376	12,960	12,296	23.58
Program 26, 56, and 59 Administrative	0.160	16,746	104,663	72	450	1,920	12,000	23.96
Program 31 Instructional	6.860	441,591	64,372	57,470	8,378	82,320	12,000	23.41
Program 31 Administrative	0.500	57,573	115,146	2,325	4,650	6,000	12,000	23.91
Program 34 Instructional	0.340	19,245	56,603	321	944	4,080	12,000	23.75
K-3 BEA Instructional	39.670	2,585,392	65,172	66,611	1,679	476,040	12,000	22.85
4-6 BEA Instructional	18.330	1,245,613	67,955	62,279	3,398	219,960	12,000	22.32
7-8 BEA Instructional	15.860	1,167,901	73,638	106,646	6,724	198,000	12,484	22.19
9-12 BEA Instructional	30.160	2,096,512	69,513	189,747	6,291	361,920	12,000	22.61
K-12 BEA Instructional	104.020	7,095,418	68,212	430,824	4,142	1,255,920	12,074	22.58
K-12 BEA Administrative	6.844	811,573	118,582	23,625	3,452	83,040	12,133	23.80
BEA	113.864	8,321,727	73,085	707,481	6,213	1,374,960	12,075	22.66

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	130.142	8,722,160	67,020	660,734	5,077	1,572,000	12,079	22.56
Administrative	10.924	1,344,228	123,053	52,501	4,806	132,000	12,083	23.24
Other				64,900				
Active	141.066	10,066,388	71,359	778,135	5,516	1,704,000	12,079	22.65
On Leave				161,424				
Certificated Total	141.066	10,066,388	71,359	939,559	6,660	1,704,000	12,079	22.65
Instructional for Funding Purposes	129.088	8,645,384	66,973	660,338	5,115	1,559,040	12,077	22.55
Instructional for Compliance Purposes	129.088	8,645,384	66,973	660,338	5,115	1,559,040	12,077	22.55



**Mercer Island School District (17400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	244.067	22,151,642	90,760	2,746,375	11,253	2,990,636	12,253	23.26
02	1.298	116,595	89,827	15,992	12,320	15,588	12,009	22.88
21	43.956	3,724,851	84,740	369,431	8,405	529,000	12,035	24.32
24	0.400	26,902	67,255	1,645	4,113	4,800	12,000	23.69
31	13.998	1,167,912	83,434	140,020	10,003	189,624	13,547	23.24
34	0.670	64,285	95,948	7,982	11,913	8,040	12,000	22.59
51	0.898	83,652	93,154			11,376	12,668	23.84
52	0.005	395	79,000	22	4,400	200	40,000	2.95
55	0.595	58,381	98,119	5,003	8,408	6,576	11,052	19.58
58				241,915				
65	2.027	167,895	82,829	12,341	6,088	24,800	12,235	17.13
74	0.330	55,128	167,055	825	2,500	3,960	12,000	21.75
89	0.200	20,218	101,090	1,569	7,845	2,400	12,000	23.74
97	1.000	244,244	244,244	13,755	13,755	12,000	12,000	20.45
K-12 Program 02 Instructional	1.298	116,595	89,827			15,588	12,009	22.88
Program 21 Instructional	41.044	3,286,769	80,079	321,249	7,827	493,000	12,011	24.58
Program 21 Administrative	2.912	438,082	150,440	8,279	2,843	36,000	12,363	22.23
K-12 Program 21 Instructional	38.900	3,111,997	80,000	53,865	1,385	466,540	11,993	24.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	13.898	1,151,207	82,833	135,996	9,785	188,424	13,558	23.26
Program 31 Administrative	0.100	16,705	167,050	250	2,500	1,200	12,000	21.75
Program 34 Instructional	0.670	64,285	95,948	7,982	11,913	8,040	12,000	22.59
K-3 BEA Instructional	79.072	6,663,075	84,266	2,925	37	973,300	12,309	23.53
4-6 BEA Instructional	31.686	2,669,541	84,250			378,912	11,958	23.66
7-8 BEA Instructional	53.545	4,615,318	86,195	968	18	660,456	12,335	23.49
9-12 BEA Instructional	76.264	6,747,229	88,472	3,430	45	964,368	12,645	23.25
K-12 BEA Instructional	240.567	20,695,163	86,027	22,068	92	2,977,036	12,375	23.44
K-12 BEA Administrative	2.912	450,827	154,817			36,000	12,363	22.83
BEA	261.033	23,744,678	90,964	2,924,124	11,202	3,215,888	12,320	23.23
Instructional	285.736	24,339,375	85,181	3,194,951	11,181	3,520,188	12,320	23.52
Administrative	19.824	3,230,654	162,967	52,558	2,651	240,000	12,107	22.09
Other	1.985	150,423	75,780	12,436	6,265	16,000	8,060	15.90
Active	307.545	27,720,452	90,135	3,259,945	10,600	3,776,188	12,278	23.31
On Leave	1.899	161,648	85,123	296,930	156,361	22,812	12,013	23.96
Certificated Total	309.444	27,882,100	90,104	3,556,875	11,494	3,799,000	12,277	23.31
Instructional for Funding Purposes	285.736	24,339,375	85,181	3,194,951	11,181	3,520,188	12,320	23.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	285.736	24,339,375	85,181	3,194,951	11,181	3,520,188	12,320	23.52

**Meridian School District (37505)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	80.509	6,065,161	75,335	466,956	5,800	974,491	12,104	23.17
02	7.696	636,305	82,680	36,723	4,772	108,060	14,041	22.96
21	14.124	1,048,559	74,240	69,134	4,895	169,573	12,006	24.54
24	2.480	178,398	71,935	13,118	5,290	29,775	12,006	22.79
31	3.678	288,020	78,309	59,267	16,114	32,158	8,743	23.74
51	1.000	91,575	91,575	6,222	6,222	6	6	56.98
55	1.301	113,836	87,499	11,385	8,751	15,620	12,006	22.95
58	0.050	2,664	53,280	268	5,360	600	12,006	23.91
65	2.301	182,362	79,253	19,534	8,489	27,626	12,006	21.19
74	0.699	51,944	74,312	3,529	5,049	8,392	12,006	23.75
79	0.200	18,315	91,575	2,969	14,845	2,401	12,006	23.41
97	3.000	437,433	145,811	20,388	6,796	36,018	12,006	21.45
K-12 Program 02 Instructional	6.696	516,886	77,193	36,123	5,395	96,054	14,345	22.88
Program 21 Instructional	13.124	926,084	70,564	68,534	5,222	157,567	12,006	24.68
Program 21 Administrative	1.000	122,475	122,475	600	600	12,006	12,006	23.37
K-12 Program 21 Instructional	11.700	827,351	70,714	56,404	4,821	140,470	12,006	24.80
Program 31 Instructional	3.378	245,444	72,660	59,087	17,492	28,556	8,454	23.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.300	42,576	141,920	180	600	3,602	12,006	22.81
K-3 BEA Instructional	30.179	2,099,974	69,584	169,775	5,626	370,975	12,293	23.13
4-6 BEA Instructional	17.641	1,252,532	71,001	78,358	4,442	221,849	12,576	23.39
7-8 BEA Instructional	14.700	1,080,582	73,509	93,706	6,375	176,556	12,011	23.35
9-12 BEA Instructional	21.863	1,781,107	81,467	200,312	9,162	255,284	11,677	23.11
K-12 BEA Instructional	84.383	6,214,195	73,643	542,151	6,425	1,024,664	12,143	23.21
K-12 BEA Administrative	7.500	775,291	103,372	8,687	1,158	90,045	12,006	22.88
BEA	94.883	7,426,919	78,274	583,334	6,148	1,150,727	12,128	23.07
Instructional	105.538	7,779,373	73,712	679,218	6,436	1,266,651	12,002	23.48
Administrative	11.500	1,335,199	116,104	30,275	2,633	138,069	12,006	22.44
Active	117.038	9,114,572	77,877	709,493	6,062	1,404,720	12,002	23.33
Certificated Total	117.038	9,114,572	77,877	709,493	6,062	1,404,720	12,002	23.33
Instructional for Funding Purposes	105.538	7,779,373	73,712	679,218	6,436	1,266,651	12,002	23.48
Instructional for Compliance Purposes	105.538	7,779,373	73,712	679,218	6,436	1,266,651	12,002	23.48

**Methow Valley School District (24350)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	37.806	2,837,735	75,060	83,054	2,197	470,376	12,442	22.69
21	0.120	8,709	72,575			2,400	20,000	20.89
31	4.200	227,924	54,268	6,500	1,548	50,400	12,000	26.88
51	2.000	146,881	73,441	4,560	2,280	25,740	12,870	23.20
52	0.250	21,407	85,628			3,000	12,000	23.90
55	1.550	115,793	74,705			27,000	17,419	22.85
65	0.300	13,813	46,043			7,044	23,480	20.77
71				11,102				
79	3.444	273,710	79,474	66,860	19,413	44,040	12,787	24.21
88	0.400	25,232	63,080			6,000	15,000	24.20
97	1.000	153,215	153,215	17,384	17,384	12,000	12,000	21.49
Program 21 Instructional	0.120	8,709	72,575			2,400	20,000	20.89
K-12 Program 21 Instructional	0.120	8,709	72,575			2,400	20,000	20.89
Program 31 Instructional	4.200	227,924	54,268	6,500	1,548	50,400	12,000	26.88
K-3 BEA Instructional	13.550	962,984	71,069	21,296	1,572	165,000	12,177	23.77
4-6 BEA Instructional	5.417	450,071	83,085	24,553	4,533	70,008	12,924	22.02
7-8 BEA Instructional	0.250	14,065	56,260			3,000	12,000	21.81

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	20.553	1,376,070	66,952	41,335	2,011	255,936	12,452	22.96
K-12 BEA Instructional	39.770	2,803,190	70,485	87,184	2,192	493,944	12,420	23.07
K-12 BEA Administrative	0.236	20,729	87,835	11,491	48,691	2,832	12,000	19.97
BEA	43.006	3,218,874	74,847	106,938	2,487	532,776	12,388	22.89
Instructional	45.834	3,242,005	70,734	140,929	3,075	585,168	12,767	23.05
Administrative	5.236	582,414	111,233	48,531	9,269	62,832	12,000	22.72
Active	51.070	3,824,419	74,886	189,460	3,710	648,000	12,688	23.00
Certificated Total	51.070	3,824,419	74,886	189,460	3,710	648,000	12,688	23.00
Instructional for Funding Purposes	45.834	3,242,005	70,734	140,929	3,075	585,168	12,767	23.05
Instructional for Compliance Purposes	45.834	3,242,005	70,734	140,929	3,075	585,168	12,767	23.05

**Mill A School District (30031)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.500	786,027	74,860	2,600	248	120,000	11,429	24.94
73				3,633				
79				7,200				
97	1.000	109,200	109,200			16,368	16,368	25.15
7-8 BEA Instructional	8.700	648,593	74,551			96,000	11,034	24.68
9-12 BEA Instructional	1.800	137,434	76,352	2,600	1,444	24,000	13,333	26.24
K-12 BEA Instructional	10.500	786,027	74,860	2,600	248	120,000	11,429	24.94
BEA	11.500	895,227	77,846	2,600	226	136,368	11,858	24.97
Instructional	10.500	786,027	74,860	13,433	1,279	120,000	11,429	24.94
Administrative	1.000	109,200	109,200			16,368	16,368	25.15
Active	11.500	895,227	77,846	13,433	1,168	136,368	11,858	24.97
Certificated Total	11.500	895,227	77,846	13,433	1,168	136,368	11,858	24.97
Instructional for Funding Purposes	10.500	786,027	74,860	13,433	1,279	120,000	11,429	24.94
Instructional for Compliance Purposes	10.500	786,027	74,860	13,433	1,279	120,000	11,429	24.94



**Monroe School District (31103)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	256.112	23,921,398	93,402	992,398	3,875	3,328,594	12,997	22.87
02	37.568	3,412,004	90,822	136,254	3,627	567,589	15,108	22.32
21	36.787	3,084,691	83,853	156,459	4,253	488,364	13,275	22.38
24	12.299	918,740	74,700	48,091	3,910	157,919	12,840	23.44
31	12.634	1,184,549	93,759	48,119	3,809	173,533	13,735	21.83
34	3.199	298,611	93,345	10,560	3,301	41,075	12,840	21.94
51	2.502	251,653	100,581	9,298	3,716	32,126	12,840	21.57
52	0.199	21,989	110,497	812	4,080	2,555	12,840	23.30
55	6.500	587,662	90,410	20,001	3,077	89,829	13,820	23.06
58				229,246				
64	0.400	43,981	109,953	1,625	4,063	5,136	12,840	23.12
65	5.506	524,018	95,172	18,514	3,363	70,697	12,840	23.22
73				4,200				
74	1.101	103,044	93,591	2,757	2,504	14,137	12,840	22.78
79	0.499	36,397	72,940	5,683	11,389	6,407	12,840	21.56
97	1.749	354,831	202,877	6,440	3,682	22,457	12,840	20.43
98	0.100	16,691	166,910	145	1,450	1,284	12,840	21.47
99	0.151	25,036	165,801	217	1,437	1,939	12,840	21.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	34.568	2,965,999	85,802	109,592	3,170	531,589	15,378	22.32
Program 21 Instructional	34.787	2,790,984	80,231	155,133	4,460	462,684	13,300	22.25
Program 21 Administrative	2.000	293,707	146,854	1,326	663	25,680	12,840	23.78
K-12 Program 21 Instructional	32.400	2,620,760	80,888	98,173	3,030	428,003	13,210	22.22
Program 31 Instructional	12.634	1,184,549	93,759	48,119	3,809	173,533	13,735	21.83
Program 34 Instructional	3.199	298,611	93,345	10,560	3,301	41,075	12,840	21.94
K-3 BEA Instructional	98.839	8,811,847	89,154	344,731	3,488	1,329,017	13,446	23.33
4-6 BEA Instructional	57.842	5,037,776	87,095	166,793	2,884	779,362	13,474	22.60
7-8 BEA Instructional	42.448	3,879,703	91,399	135,679	3,196	562,585	13,254	22.45
9-12 BEA Instructional	88.184	7,849,538	89,013	316,718	3,592	1,170,738	13,276	22.45
K-12 BEA Instructional	287.313	25,578,864	89,028	966,405	3,364	3,841,702	13,371	22.78
K-12 BEA Administrative	17.000	2,488,959	146,409	39,273	2,310	204,000	12,000	22.49
BEA Instructional	311.262	29,171,393	93,720	1,193,771	3,835	4,133,247	13,279	22.72
BEA Administrative	27.000	4,040,482	149,647	60,696	2,248	330,720	12,249	22.35
Other				5,000				
Active	377.306	34,785,295	92,194	1,690,819	4,481	5,003,640	13,261	22.71

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	377.306	34,785,295	92,194	1,690,819	4,481	5,003,640	13,261	22.71
Instructional for Funding Purposes	350.306	30,744,813	87,766	1,625,123	4,639	4,672,920	13,340	22.75
Instructional for Compliance Purposes	350.306	30,744,813	87,766	1,625,123	4,639	4,672,920	13,340	22.75

**Montesano School District (14066)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	69.140	6,330,777	91,565	356,609	5,158	829,680	12,000	23.51
21	10.500	826,554	78,719	19,873	1,893	126,000	12,000	21.91
24	1.000	85,554	85,554			12,000	12,000	23.71
31	7.010	542,622	77,407	60,021	8,562	84,120	12,000	22.14
34	1.850	154,461	83,492	2,395	1,295	22,200	12,000	24.07
51	0.500	53,303	106,606			6,000	12,000	23.71
55	1.100	111,416	101,287			13,200	12,000	20.09
58				50,337				
65	0.300	29,057	96,857			3,600	12,000	23.91
74	0.300	29,057	96,857			3,600	12,000	23.91
97	1.300	223,419	171,861	13,189	10,145	15,600	12,000	21.23
Program 21 Instructional	10.000	753,749	75,375	19,873	1,987	120,000	12,000	21.79
Program 21 Administrative	0.500	72,805	145,610			6,000	12,000	23.16
K-12 Program 21 Instructional	9.000	700,060	77,784	12,259	1,362	108,000	12,000	21.60
Program 31 Instructional	6.660	491,489	73,797	34,691	5,209	79,920	12,000	22.04
Program 31 Administrative	0.350	51,133	146,094			4,200	12,000	23.30
Program 34 Instructional	1.700	132,547	77,969	2,295	1,350	20,400	12,000	24.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Administrative	0.150	21,914	146,093			1,800	12,000	23.30
K-3 BEA Instructional	22.660	2,010,843	88,740			271,920	12,000	23.74
4-6 BEA Instructional	14.340	1,225,463	85,458	1,288	90	172,080	12,000	23.16
7-8 BEA Instructional	10.050	861,734	85,745	2,295	228	120,600	12,000	22.97
9-12 BEA Instructional	25.950	2,257,883	87,009	170,634	6,575	311,400	12,000	23.37
K-12 BEA Instructional	73.000	6,355,923	87,067	174,217	2,387	876,000	12,000	23.39
K-12 BEA Administrative	4.500	598,890	133,087			54,000	12,000	23.58
BEA	79.300	7,251,279	91,441	432,214	5,450	951,600	12,000	23.34
Instructional	86.000	7,388,937	85,918	370,162	4,304	1,032,000	12,000	23.19
Administrative	7.000	997,283	142,469			84,000	12,000	22.97
Active	93.000	8,386,220	90,174	370,162	3,980	1,116,000	12,000	23.16
On Leave				132,262				
Certificated Total	93.000	8,386,220	90,174	502,424	5,402	1,116,000	12,000	23.16
Instructional for Funding Purposes	86.000	7,388,937	85,918	370,162	4,304	1,032,000	12,000	23.19
Instructional for Compliance Purposes	86.000	7,388,937	85,918	370,162	4,304	1,032,000	12,000	23.19

**Morton School District (21214)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.309	1,151,833	70,626	70,659	4,333	170,789	10,472	23.25
21	3.200	163,200	51,000			26,200	8,188	23.69
31	3.755	243,500	64,847	2,000	533	41,555	11,067	21.97
34	0.990	76,216	76,986	2,000	2,020	10,980	11,091	23.28
51	0.550	31,734	57,698			6,100	11,091	24.12
55	0.590	46,805	79,331			6,540	11,085	22.90
74				3,000				
88	0.800	39,600	49,500			8,800	11,000	24.65
97	0.500	63,440	126,880	6,772	13,544	6,000	12,000	23.44
Program 21 Instructional	3.200	163,200	51,000			26,200	8,188	23.69
K-12 Program 21 Instructional	3.000	153,300	51,100			24,000	8,000	23.64
Program 31 Instructional	3.505	211,780	60,422	2,000	571	38,555	11,000	21.78
Program 31 Administrative	0.250	31,720	126,880			3,000	12,000	23.44
Program 34 Instructional	0.900	64,797	71,997	2,000	2,222	9,900	11,000	23.25
Program 34 Administrative	0.090	11,419	126,878			1,080	12,000	23.44
K-3 BEA Instructional	5.666	407,865	71,985			53,270	9,402	22.91
4-6 BEA Instructional	3.313	246,901	74,525			36,560	11,035	24.16

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	3.085	208,468	67,575	2,000	648	33,807	10,958	23.19
9-12 BEA Instructional	7.590	448,863	59,139	18,343	2,417	82,887	10,921	22.30
K-12 BEA Instructional	19.654	1,312,097	66,760	20,343	1,035	206,524	10,508	22.95
K-12 BEA Administrative	0.750	90,110	120,147			9,000	12,000	23.51
BEA	21.554	1,534,989	71,216	81,431	3,778	229,324	10,640	23.03
Instructional	24.694	1,582,768	64,095	27,965	1,132	252,964	10,244	23.08
Administrative	2.000	233,560	116,780	3,600	1,800	24,000	12,000	23.54
Other				24,401				
Active	26.694	1,816,328	68,043	55,966	2,097	276,964	10,376	23.14
On Leave				28,465				
Certificated Total	26.694	1,816,328	68,043	84,431	3,163	276,964	10,376	23.14
Instructional for Funding Purposes	24.694	1,582,768	64,095	27,965	1,132	252,964	10,244	23.08
Instructional for Compliance Purposes	24.694	1,582,768	64,095	27,965	1,132	252,964	10,244	23.08

**Moses Lake School District (13161)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	414.965	33,710,724	81,238	3,675,247	8,857	5,022,572	12,104	23.35
02	2.000	186,532	93,266	25,615	12,808	24,000	12,000	23.66
03	0.500	37,789	75,578	5,039	10,078	6,000	12,000	23.69
21	64.284	4,789,495	74,505	443,631	6,901	785,039	12,212	23.66
22	1.000	83,902	83,902	1,864	1,864	12,000	12,000	24.57
24	18.850	1,374,785	72,933	29,394	1,559	227,000	12,042	24.86
31	18.570	1,496,554	80,590	183,222	9,867	228,410	12,300	25.10
34	3.000	256,654	85,551	5,704	1,901	36,000	12,000	23.58
45	10.986	902,156	82,119	61,983	5,642	139,027	12,655	21.64
51	7.903	736,581	93,203	64,699	8,187	94,836	12,000	22.44
52	1.200	123,293	102,744	18,477	15,398	14,400	12,000	22.58
53	0.100	8,064	80,640	558	5,580	1,200	12,000	23.83
55	19.750	1,692,246	85,683	165,273	8,368	237,000	12,000	22.87
58	1.000	93,264	93,264	774,191	774,191	12,000	12,000	22.30
64	0.850	69,177	81,385	4,561	5,366	10,200	12,000	23.83
65	9.497	793,428	83,545	24,766	2,608	113,964	12,000	23.20
74	1.000	93,266	93,266	2,073	2,073	12,000	12,000	24.04
97	2.000	362,868	181,434	68,015	34,008	24,000	12,000	19.60



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	2.000	186,532	93,266			24,000	12,000	23.66
Program 21 Instructional	62.284	4,538,399	72,866	428,597	6,881	760,012	12,202	23.69
Program 21 Administrative	2.000	251,096	125,548	15,034	7,517	25,027	12,514	23.08
K-12 Program 21 Instructional	50.730	3,735,082	73,627			621,364	12,248	23.36
Program 31 Instructional	17.820	1,401,176	78,629	178,849	10,036	218,640	12,269	25.29
Program 31 Administrative	0.750	95,378	127,171	4,373	5,831	9,770	13,027	22.27
Program 34 Instructional	3.000	256,654	85,551	5,704	1,901	36,000	12,000	23.58
K-3 BEA Instructional	170.869	12,926,720	75,653			2,067,408	12,099	23.55
4-6 BEA Instructional	95.176	7,376,579	77,505			1,142,856	12,008	23.26
7-8 BEA Instructional	57.790	4,895,026	84,704			695,724	12,039	23.40
9-12 BEA Instructional	97.836	7,969,515	81,458			1,186,200	12,124	23.79
K-12 BEA Instructional	421.671	33,167,840	78,658			5,092,188	12,076	23.52
BEA Instructional	452.021	36,953,277	81,751	4,024,825	8,904	5,480,009	12,123	23.34
BEA Administrative	30.000	3,953,249	131,775	425,912	14,197	384,648	12,822	21.66
BEA Other	3.000	259,287	86,429	25,487	8,496	36,000	12,000	22.23
BEA Active	575.455	46,624,246	81,022	5,554,312	9,652	6,975,648	12,122	23.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	2.000	186,532	93,266			24,000	12,000	23.73
Certificated Total	577.455	46,810,778	81,064	5,554,312	9,619	6,999,648	12,122	23.38
Instructional for Funding Purposes	542.455	42,411,710	78,185	5,102,913	9,407	6,555,000	12,084	23.55
Instructional for Compliance Purposes	542.455	42,411,710	78,185	5,102,913	9,407	6,555,000	12,084	23.55

**Mossyrock School District (21206)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	29.574	2,357,964	79,731	124,029	4,194	355,368	12,016	24.96
02	0.440	38,518	87,541			5,280	12,000	23.49
21	2.960	183,823	62,102	957	323	35,760	12,081	23.66
31	1.650	145,230	88,018	16,542	10,025	19,800	12,000	24.31
34	0.610	54,214	88,875	4,518	7,407	7,320	12,000	23.29
51	1.028	87,176	84,802			12,336	12,000	23.85
52	0.455	39,831	87,541			5,460	12,000	23.49
53	0.158	14,246	90,165			1,896	12,000	22.80
55	0.765	63,319	82,770	5,646	7,380	9,180	12,000	24.26
58				41,789				
65	0.300	27,050	90,167			3,600	12,000	22.80
74				5,157				
97	1.000	140,000	140,000			12,000	12,000	23.15
K-12 Program 02 Instructional	0.440	38,518	87,541			5,280	12,000	23.49
Program 21 Instructional	2.960	183,823	62,102	957	323	35,760	12,081	23.66
K-12 Program 21 Instructional	2.960	183,823	62,102	957	323	35,760	12,081	23.66
Program 31 Instructional	1.650	145,230	88,018	15,839	9,599	19,800	12,000	24.31

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.610	54,214	88,875	4,518	7,407	7,320	12,000	23.29
K-3 BEA Instructional	11.224	799,187	71,203	2,379	212	135,168	12,043	25.42
4-6 BEA Instructional	4.605	359,924	78,159			55,260	12,000	24.11
7-8 BEA Instructional	5.567	463,233	83,211			66,804	12,000	23.78
9-12 BEA Instructional	8.878	765,731	86,250			106,536	12,000	25.86
K-12 BEA Instructional	30.274	2,388,075	78,882	34,980	1,155	363,768	12,016	25.01
K-12 BEA Administrative	1.000	114,011	114,011			12,000	12,000	23.18
BEA	33.274	2,735,926	82,224	145,089	4,360	399,768	12,014	24.77
Instructional	35.940	2,803,520	78,006	152,540	4,244	432,000	12,020	24.81
Administrative	3.000	347,851	115,950			36,000	12,000	23.17
Other				8,303				
Active	38.940	3,151,371	80,929	160,843	4,131	468,000	12,018	24.63
On Leave				37,795				
Certificated Total	38.940	3,151,371	80,929	198,638	5,101	468,000	12,018	24.63
Instructional for Funding Purposes	35.940	2,803,520	78,006	152,540	4,244	432,000	12,020	24.81
Instructional for Compliance Purposes	35.940	2,803,520	78,006	152,540	4,244	432,000	12,020	24.81

**Mount Adams School District (39209)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	45.686	3,234,538	70,799	93,556	2,048	583,394	12,770	22.39
21	5.291	401,791	75,939			65,333	12,348	22.42
24	0.709	46,504	65,591			8,755	12,348	22.42
29	0.500	28,124	56,248			6,174	12,348	23.41
31	2.258	125,399	55,535	8,205	3,634	27,882	12,348	23.77
34	0.142	8,747	61,599			1,753	12,348	23.88
51	1.965	172,830	87,954	28,053	14,276	24,264	12,348	15.30
55	4.336	303,849	70,076	21,039	4,852	55,813	12,872	22.06
58	0.500	47,039	94,078	18,401	36,802	6,174	12,348	22.70
64	0.427	31,375	73,478			5,273	12,348	22.54
65	0.642	56,523	88,042			7,927	12,348	22.64
69	0.800	64,230	80,288			9,878	12,348	22.12
97	1.000	179,889	179,889	5,158	5,158	12,348	12,348	20.70
Program 21 Instructional	4.291	285,224	66,470			52,985	12,348	22.38
Program 21 Administrative	1.000	116,567	116,567			12,348	12,348	22.53
K-12 Program 21 Instructional	4.291	285,224	66,470			52,985	12,348	22.38
Program 31 Instructional	2.258	125,399	55,535	8,205	3,634	27,882	12,348	23.77

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.142	8,747	61,599			1,753	12,348	23.88
K-3 BEA Instructional	12.984	869,301	66,952	29,246	2,252	170,649	13,143	22.06
4-6 BEA Instructional	9.758	650,703	66,684	18,341	1,880	120,492	12,348	21.10
7-8 BEA Instructional	6.812	416,118	61,086	10,328	1,516	84,115	12,348	22.68
9-12 BEA Instructional	14.082	942,405	66,923	31,525	2,239	182,824	12,983	22.75
K-12 BEA Instructional	43.636	2,878,527	65,967	98,703	2,262	558,080	12,789	22.15
K-12 BEA Administrative	4.000	434,144	108,536	3,058	765	49,392	12,348	24.66
BEA	49.086	3,548,573	72,293	106,919	2,178	625,377	12,740	22.36
Instructional	57.256	3,845,765	67,168	151,374	2,644	728,532	12,724	21.88
Administrative	7.000	855,073	122,153	23,038	3,291	86,436	12,348	23.16
Active	64.256	4,700,838	73,158	174,412	2,714	814,968	12,683	22.10
Certificated Total	64.256	4,700,838	73,158	174,412	2,714	814,968	12,683	22.10
Instructional for Funding Purposes	57.256	3,845,765	67,168	151,374	2,644	728,532	12,724	21.88
Instructional for Compliance Purposes	57.256	3,845,765	67,168	151,374	2,644	728,532	12,724	21.88

**Mount Baker School District (37507)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	108.055	8,960,864	82,929	492,931	4,562	1,315,703	12,176	23.05
02	1.000	88,632	88,632			12,006	12,006	22.09
21	22.980	1,752,969	76,282	20,702	901	275,904	12,006	24.64
31	6.813	574,747	84,360	89,446	13,129	81,797	12,006	22.83
34	0.200	19,161	95,805	4,422	22,110	2,401	12,006	23.48
55	0.150	20,871	139,140			1,802	12,013	22.54
58				162,139				
65	1.000	69,609	69,609			12,006	12,006	23.95
74	0.270	19,560	72,444			3,242	12,006	24.09
79	0.336	20,426	60,792			6	18	8.47
97	1.000	160,630	160,630	3,600	3,600	12,006	12,006	21.42
K-12 Program 02 Instructional	1.000	88,632	88,632			12,006	12,006	22.09
Program 21 Instructional	22.130	1,634,699	73,868	14,202	642	265,693	12,006	24.80
Program 21 Administrative	0.850	118,270	139,141	6,500	7,647	10,211	12,013	22.54
K-12 Program 21 Instructional	20.730	1,512,128	72,944	2,412	116	248,884	12,006	25.03
Program 31 Instructional	6.813	574,747	84,360	82,036	12,041	81,797	12,006	22.83
Program 31 Administrative				7,410				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.200	19,161	95,805	4,422	22,110	2,401	12,006	23.48
K-3 BEA Instructional	24.192	1,849,573	76,454	97,525	4,031	303,506	12,546	24.96
4-6 BEA Instructional	39.276	2,860,529	72,831	42,102	1,072	496,095	12,631	23.97
7-8 BEA Instructional	8.467	729,140	86,116	60,237	7,114	102,855	12,148	23.19
9-12 BEA Instructional	36.133	3,227,610	89,326	235,009	6,504	437,415	12,106	22.50
K-12 BEA Instructional	108.068	8,666,852	80,198	434,873	4,024	1,339,871	12,398	23.54
K-12 BEA Administrative	4.000	475,284	118,821	43,910	10,978	36,018	9,005	18.23
BEA	117.068	9,804,034	83,746	590,399	5,043	1,423,913	12,163	23.00
Instructional	131.804	10,411,146	78,990	716,730	5,438	1,620,817	12,297	23.71
Administrative	10.000	1,276,323	127,632	56,510	5,651	96,055	9,606	19.07
Active	141.804	11,687,469	82,420	773,240	5,453	1,716,872	12,107	23.22
Certificated Total	141.804	11,687,469	82,420	773,240	5,453	1,716,872	12,107	23.22
Instructional for Funding Purposes	131.804	10,411,146	78,990	716,730	5,438	1,620,817	12,297	23.71
Instructional for Compliance Purposes	131.804	10,411,146	78,990	716,730	5,438	1,620,817	12,297	23.71



**Mount Pleasant School District (30029)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.544	319,982	70,419	13,828	3,043	52,800	11,620	24.21
52	0.200	11,160	55,800			5,376	26,880	21.82
55	0.048	2,480	51,667	3,736	77,833	1,248	26,000	21.82
58				5,593				
74	0.024	1,232	51,333			576	24,000	21.82
97	0.373	50,000	134,048	360	965	12,000	32,172	24.70
K-3 BEA Instructional	2.272	174,598	76,848	6,152	2,708	26,400	11,620	24.49
4-6 BEA Instructional	1.704	111,414	65,384	3,465	2,033	19,800	11,620	23.98
7-8 BEA Instructional	0.568	33,970	59,806	1,549	2,727	6,600	11,620	23.51
K-12 BEA Instructional	4.544	319,982	70,419	11,166	2,457	52,800	11,620	24.21
BEA	4.917	369,982	75,245	14,188	2,885	64,800	13,179	24.27
Instructional	4.816	334,854	69,529	23,157	4,808	60,000	12,458	24.08
Administrative	0.373	50,000	134,048	360	965	12,000	32,172	24.70
Active	5.189	384,854	74,167	23,517	4,532	72,000	13,876	24.15
Certificated Total	5.189	384,854	74,167	23,517	4,532	72,000	13,876	24.15
Instructional for Funding Purposes	4.816	334,854	69,529	23,157	4,808	60,000	12,458	24.08
Instructional for Compliance Purposes	4.816	334,854	69,529	23,157	4,808	60,000	12,458	24.08

**Mount Vernon School District (29320)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	340.108	31,170,852	91,650	997,678	2,933	4,179,912	12,290	22.72
02	13.421	1,139,188	84,881	33,804	2,519	195,600	14,574	21.10
03	1.000	103,323	103,323	3,453	3,453	12,000	12,000	23.94
21	56.055	4,784,194	85,348	245,339	4,377	690,996	12,327	22.83
24	8.000	646,097	80,762	54,906	6,863	96,000	12,000	24.50
31	21.726	1,824,090	83,959	82,514	3,798	291,996	13,440	22.65
45	12.000	1,052,711	87,726	27,446	2,287	156,000	13,000	22.30
51	7.337	726,696	99,045	21,975	2,995	90,024	12,270	21.79
52	0.751	75,339	100,318	2,516	3,350	9,012	12,000	20.61
53	1.656	135,695	81,941	2,546	1,537	20,400	12,319	22.74
55	20.488	2,007,231	97,971	66,625	3,252	246,840	12,048	22.34
58	0.317	29,614	93,420	990	3,123	3,804	12,000	21.85
64	0.400	37,570	93,925	1,255	3,138	4,800	12,000	20.95
65	12.020	1,033,870	86,012	32,817	2,730	140,616	11,699	21.50
74	4.000	395,835	98,959	13,223	3,306	48,000	12,000	23.02
97	3.000	550,968	183,656			36,000	12,000	20.59
K-12 Program 02 Instructional	12.621	1,012,000	80,184	28,112	2,227	186,000	14,737	21.11
Program 21 Instructional	54.055	4,457,414	82,461	245,339	4,539	666,996	12,339	22.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	2.000	326,780	163,390			24,000	12,000	21.24
K-12 Program 21 Instructional	54.055	4,457,414	82,461	137,509	2,544	666,996	12,339	22.94
Program 31 Instructional	20.726	1,673,211	80,730	82,514	3,981	279,996	13,509	22.72
Program 31 Administrative	1.000	150,879	150,879			12,000	12,000	21.73
K-3 BEA Instructional	125.369	11,290,766	90,060	323,139	2,578	1,524,792	12,162	23.13
4-6 BEA Instructional	65.694	5,659,323	86,147	160,680	2,446	817,140	12,439	23.39
7-8 BEA Instructional	61.123	4,959,861	81,146	129,187	2,114	782,052	12,795	22.27
9-12 BEA Instructional	110.015	9,573,153	87,017	271,449	2,467	1,395,924	12,688	22.19
K-12 BEA Instructional	362.201	31,483,103	86,922	901,004	2,488	4,519,908	12,479	22.74
K-12 BEA Administrative	7.000	1,045,712	149,387	1,613	230	84,000	12,000	21.82
BEA	391.255	35,841,132	91,606	1,144,895	2,926	4,871,508	12,451	22.62
Instructional	470.025	40,840,627	86,890	1,582,474	3,367	5,832,000	12,408	22.72
Administrative	31.754	4,826,823	152,007	4,613	145	384,000	12,093	21.69
Active	501.779	45,667,450	91,011	1,587,087	3,163	6,216,000	12,388	22.62
On Leave	0.500	45,823	91,646			6,000	12,000	23.11
Certificated Total	502.279	45,713,273	91,012	1,587,087	3,160	6,222,000	12,388	22.62
Instructional for Funding Purposes	470.025	40,840,627	86,890	1,582,474	3,367	5,832,000	12,408	22.72

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	470.025	40,840,627	86,890	1,582,474	3,367	5,832,000	12,408	22.72

**Muckleshoot Indian Tribe (17903)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	56.000	4,412,580	78,796			706,010	12,607	11.83
29	11.000	1,049,080	95,371			167,853	15,259	11.72
55	2.000	199,248	99,624			31,880	15,940	13.01
97	1.000	189,999	189,999			30,400	30,400	10.57
K-3 BEA Instructional	16.332	1,233,461	75,524			197,370	12,085	11.79
4-6 BEA Instructional	7.168	512,129	71,447			81,922	11,429	11.25
7-8 BEA Instructional	8.160	596,401	73,088			95,424	11,694	11.39
9-12 BEA Instructional	19.340	1,448,218	74,882			231,715	11,981	12.04
K-12 BEA Instructional	51.000	3,790,209	74,318			606,431	11,891	11.74
BEA	57.000	4,602,579	80,747			736,410	12,919	11.78
Instructional	62.000	4,775,327	77,021			764,050	12,323	11.79
Administrative	8.000	1,075,580	134,448			172,093	21,512	11.90
Active	70.000	5,850,907	83,584			936,143	13,373	11.81
Certificated Total	70.000	5,850,907	83,584			936,143	13,373	11.81
Instructional for Funding Purposes	62.000	4,775,327	77,021			764,050	12,323	11.79
Instructional for Compliance Purposes	62.000	4,775,327	77,021			764,050	12,323	11.79

**Mukilteo School District (31006)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	835.096	87,487,742	104,764	6,765,101	8,101	10,148,208	12,152	23.15
21	153.237	15,134,041	98,762	1,631,795	10,649	1,937,064	12,641	23.21
24	17.800	2,027,211	113,888	236,094	13,264	216,000	12,135	23.47
31	24.580	2,605,754	106,011	169,571	6,899	306,000	12,449	22.99
34	9.098	942,026	103,542	64,605	7,101	109,080	11,989	23.21
45	24.000	1,805,946	75,248	419,397	17,475	288,000	12,000	23.92
51	14.102	1,534,831	108,838	106,662	7,564	183,156	12,988	22.95
52	3.000	356,136	118,712	53,151	17,717	36,000	12,000	22.38
55	36.924	4,049,762	109,678	271,353	7,349	459,516	12,445	23.17
58	1.000	115,688	115,688	1,038,674	1,038,674	12,000	12,000	23.34
65	32.720	3,411,198	104,254	238,759	7,297	401,736	12,278	23.24
74	1.270	147,188	115,896	10,154	7,995	15,240	12,000	21.26
97	4.000	800,610	200,153	51,409	12,852	48,000	12,000	21.02
Program 21 Instructional	149.737	14,584,405	97,400	1,628,125	10,873	1,889,064	12,616	23.23
Program 21 Administrative	3.000	497,276	165,759			36,000	12,000	22.37
K-12 Program 21 Instructional	136.839	13,314,054	97,297			1,729,488	12,639	23.24
Program 31 Instructional	23.680	2,445,946	103,292	169,571	7,161	295,200	12,466	23.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.900	159,808	177,564			10,800	12,000	21.80
Program 34 Instructional	8.998	924,270	102,719	64,605	7,180	107,880	11,989	23.24
Program 34 Administrative	0.100	17,756	177,560			1,200	12,000	21.80
K-3 BEA Instructional	325.184	32,016,119	98,455			3,976,692	12,229	23.28
4-6 BEA Instructional	167.081	16,505,427	98,787			2,018,172	12,079	23.37
7-8 BEA Instructional	126.788	13,368,973	105,444	913	7	1,527,696	12,049	23.25
9-12 BEA Instructional	223.841	22,915,349	102,373	5,823	26	2,730,168	12,197	23.19
K-12 BEA Instructional	842.894	84,805,868	100,613	6,736	8	10,252,728	12,164	23.27
BEA	896.774	93,642,078	104,421	7,470,083	8,330	10,899,288	12,154	23.14
Instructional	1,097.447	110,690,669	100,862	10,644,596	9,699	13,441,440	12,248	23.25
Administrative	55.000	9,265,852	168,470	359,764	6,541	660,000	12,000	21.94
Other	2.880	290,540	100,882	27,420	9,521	34,560	12,000	22.99
Active	1,155.327	120,247,061	104,081	11,031,780	9,549	14,136,000	12,235	23.15
On Leave	1.500	171,072	114,048	24,945	16,630	24,000	16,000	23.02
Certificated Total	1,156.827	120,418,133	104,093	11,056,725	9,558	14,160,000	12,240	23.15
Instructional for Funding Purposes	1,097.447	110,690,669	100,862	10,644,596	9,699	13,441,440	12,248	23.25
Instructional for Compliance Purposes	1,097.447	110,690,669	100,862	10,644,596	9,699	13,441,440	12,248	23.25

**Naches Valley School District (39003)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	64.715	5,078,710	78,478	171,122	2,644	811,360	12,537	23.81
02	1.100	75,493	68,630	7,420	6,745	13,596	12,360	22.78
21	10.750	766,040	71,260	62,131	5,780	134,370	12,500	23.58
31	2.740	253,992	92,698	12,246	4,469	33,896	12,371	23.94
34	1.000	90,862	90,862	2,019	2,019	12,360	12,360	22.32
51	2.000	181,724	90,862	4,038	2,019	24,720	12,360	24.27
52				34,076				
55	2.650	240,004	90,568	3,716	1,402	38,934	14,692	23.96
65	1.100	61,020	55,473	1,597	1,452	13,596	12,360	24.64
74				17,021				
97	1.950	235,193	120,612	41,717	21,393	24,102	12,360	22.74
99	0.100	15,342	153,420	6,401	64,010	1,236	12,360	21.44
K-12 Program 02 Instructional	1.050	68,339	65,085	7,420	7,067	12,978	12,360	22.73
Program 21 Instructional	10.000	665,364	66,536	50,468	5,047	125,100	12,510	23.65
Program 21 Administrative	0.750	100,676	134,235	11,663	15,551	9,270	12,360	23.02
K-12 Program 21 Instructional	9.000	578,661	64,296	6,920	769	112,740	12,527	23.66
Program 31 Instructional	2.500	219,654	87,862	12,246	4,898	30,930	12,372	24.03



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.240	34,338	143,075			2,966	12,360	23.36
Program 34 Instructional	1.000	90,862	90,862	2,019	2,019	12,360	12,360	22.32
K-3 BEA Instructional	21.884	1,608,332	73,494	37,221	1,701	280,602	12,822	24.21
4-6 BEA Instructional	12.870	978,354	76,018	21,953	1,706	160,050	12,436	23.77
7-8 BEA Instructional	10.491	773,343	73,715	22,799	2,173	129,669	12,360	23.88
9-12 BEA Instructional	19.360	1,505,598	77,768	50,519	2,609	239,350	12,363	23.61
K-12 BEA Instructional	64.605	4,865,627	75,313	151,289	2,342	809,670	12,533	23.88
K-12 BEA Administrative	4.060	507,671	125,042			50,542	12,449	22.88
BEA	71.505	5,734,250	80,194	234,524	3,280	895,314	12,521	23.73
Instructional	80.105	5,980,181	74,654	271,272	3,386	1,008,930	12,595	23.88
Administrative	8.000	1,018,199	127,275	63,681	7,960	99,240	12,405	22.91
Other				28,551				
Active	88.105	6,998,380	79,432	363,504	4,126	1,108,170	12,578	23.74
Certificated Total	88.105	6,998,380	79,432	363,504	4,126	1,108,170	12,578	23.74
Instructional for Funding Purposes	80.105	5,980,181	74,654	271,272	3,386	1,008,930	12,595	23.88
Instructional for Compliance Purposes	80.105	5,980,181	74,654	271,272	3,386	1,008,930	12,595	23.88

**Napavine School District (21014)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	41.673	3,007,221	72,162	53,220	1,277	517,332	12,414	9.04
21	3.200	206,518	64,537	2,848	890	36,000	11,250	8.55
31	5.864	399,045	68,050	8,898	1,517	70,560	12,033	9.56
34	1.420	111,970	78,852	3,019	2,126	17,040	12,000	8.55
51	0.639	49,973	78,205			7,668	12,000	8.49
55	0.850	61,800	72,706			10,200	12,000	8.60
58				5,593				
74	0.100	8,517	85,170	2,574	25,740	1,200	12,000	8.54
79				2,500				
97	1.000	130,500	130,500	1,702	1,702	12,000	12,000	8.55
Program 21 Instructional	3.200	206,518	64,537	2,848	890	36,000	11,250	8.55
K-12 Program 21 Instructional	2.700	183,493	67,960	252	93	30,000	11,111	8.49
Program 31 Instructional	5.864	399,045	68,050	8,034	1,370	70,560	12,033	9.56
Program 34 Instructional	1.420	111,970	78,852	2,559	1,802	17,040	12,000	8.55
K-3 BEA Instructional	13.314	962,723	72,309	1,792	135	162,396	12,197	9.04
4-6 BEA Instructional	11.675	819,893	70,226			144,936	12,414	9.21
7-8 BEA Instructional	5.706	458,184	80,299	961	168	68,472	12,000	8.70

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	16.262	1,069,196	65,748	12,259	754	205,128	12,614	9.35
K-12 BEA Instructional	46.957	3,309,996	70,490	15,012	320	580,932	12,372	9.13
BEA	49.957	3,648,736	73,038	66,839	1,338	616,932	12,349	9.06
Instructional	51.746	3,636,804	70,282	41,815	808	636,000	12,291	9.08
Administrative	3.000	338,740	112,913	3,000	1,000	36,000	12,000	8.42
Active	54.746	3,975,544	72,618	44,815	819	672,000	12,275	9.02
On Leave				35,539				
Certificated Total	54.746	3,975,544	72,618	80,354	1,468	672,000	12,275	9.02
Instructional for Funding Purposes	51.746	3,636,804	70,282	41,815	808	636,000	12,291	9.08
Instructional for Compliance Purposes	51.746	3,636,804	70,282	41,815	808	636,000	12,291	9.08

**Naselle-Grays River Valley School District (25155)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	18.000	1,303,416	72,412	96,756	5,375	216,000	12,000	25.19
24	0.286	17,858	62,441			3,432	12,000	21.55
31	0.857	75,204	87,753	12,962	15,125	10,284	12,000	26.85
34	0.143	12,538	87,678			1,716	12,000	26.85
38	1.000	78,931	78,931			12,000	12,000	26.99
51	1.000	56,431	56,431	9,517	9,517	12,000	12,000	26.72
52	0.286	25,076	87,678			3,432	12,000	25.09
53				6,428				
55	0.714	47,633	66,713			8,568	12,000	25.24
56	6.410	549,513	85,727	144,004	22,466	76,920	12,000	22.61
57	1.429	117,932	82,528	23,177	16,219	17,148	12,000	23.12
58				32,372				
65				4,820				
97	0.875	130,029	148,605	1,288	1,472	10,500	12,000	24.50
Program 26, 56, and 59 Instructional	5.428	426,326	78,542	144,004	26,530	65,136	12,000	25.32
Program 26, 56, and 59 Administrative	0.982	123,187	125,445			11,784	12,000	11.58
Program 31 Instructional	0.857	75,204	87,753	1,462	1,706	10,284	12,000	26.85

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative				11,500				
Program 34 Instructional	0.143	12,538	87,678			1,716	12,000	26.85
K-3 BEA Instructional	4.998	403,002	80,633	17,502	3,502	59,976	12,000	25.02
4-6 BEA Instructional	3.145	196,582	62,506	3,582	1,139	37,740	12,000	25.10
7-8 BEA Instructional	3.858	225,665	58,493	5,657	1,466	46,296	12,000	25.60
9-12 BEA Instructional	5.713	422,832	74,012	14,884	2,605	68,556	12,000	25.47
K-12 BEA Instructional	17.714	1,248,081	70,457	41,625	2,350	212,568	12,000	25.29
K-12 BEA Administrative	2.161	273,106	126,379	21,500	9,949	25,932	12,000	24.97
BEA	19.875	1,521,187	76,538	111,006	5,585	238,500	12,000	25.24
Instructional	27.714	2,000,827	72,196	267,270	9,644	332,568	12,000	25.37
Administrative	3.286	413,734	125,908	21,500	6,543	39,432	12,000	20.28
Active	31.000	2,414,561	77,889	288,770	9,315	372,000	12,000	24.57
On Leave				42,554				
Certificated Total	31.000	2,414,561	77,889	331,324	10,688	372,000	12,000	24.57
Instructional for Funding Purposes	22.286	1,574,501	70,650	123,266	5,531	267,432	12,000	25.38
Instructional for Compliance Purposes	22.286	1,574,501	70,650	123,266	5,531	267,432	12,000	25.38

**Nespelem School District (24014)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.808	541,418	61,469	34,638	3,933	114,600	13,011	23.48
21	1.000	59,257	59,257			12,000	12,000	24.35
51	0.300	18,502	61,673			3,600	12,000	24.38
55	0.150	9,251	61,673			1,800	12,000	24.38
97	1.000	125,000	125,000	1,200	1,200	12,000	12,000	23.00
Program 21 Instructional	1.000	59,257	59,257			12,000	12,000	24.35
K-12 Program 21 Instructional	1.000	59,257	59,257			12,000	12,000	24.35
K-3 BEA Instructional	3.808	208,572	54,772	6,407	1,683	54,600	14,338	24.94
4-6 BEA Instructional	4.000	253,230	63,308	3,246	812	48,000	12,000	22.13
7-8 BEA Instructional	1.000	79,616	79,616	3,682	3,682	12,000	12,000	24.18
K-12 BEA Instructional	8.808	541,418	61,469	13,335	1,514	114,600	13,011	23.48
BEA	9.808	666,418	67,946	35,838	3,654	126,600	12,908	23.39
Instructional	10.258	628,428	61,262	34,638	3,377	132,000	12,868	23.60
Administrative	1.000	125,000	125,000	1,200	1,200	12,000	12,000	23.00
Active	11.258	753,428	66,924	35,838	3,183	144,000	12,791	23.50
Certificated Total	11.258	753,428	66,924	35,838	3,183	144,000	12,791	23.50
Instructional for Funding Purposes	10.258	628,428	61,262	34,638	3,377	132,000	12,868	23.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	10.258	628,428	61,262	34,638	3,377	132,000	12,868	23.60

**Newport School District (26056)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	50.170	3,706,744	73,884	65,458	1,305	619,800	12,354	21.65
02	1.100	94,418	85,835	6,000	5,455	13,200	12,000	21.90
21	13.000	892,139	68,626	22,182	1,706	156,000	12,000	22.18
31	6.310	434,556	68,868	45,170	7,158	86,760	13,750	21.53
34	1.980	109,786	55,447	775	391	23,760	12,000	23.31
51	3.000	215,540	71,847	31,632	10,544	36,000	12,000	21.73
55	4.840	334,344	69,079	5,000	1,033	58,080	12,000	21.56
74	0.300	19,304	64,347	1,500	5,000	3,600	12,000	21.71
97	0.900	123,444	137,160			10,800	12,000	21.08
K-12 Program 02 Instructional	1.000	80,702	80,702			12,000	12,000	22.06
Program 21 Instructional	13.000	892,139	68,626	4,682	360	156,000	12,000	22.18
Program 21 Administrative				17,500				
K-12 Program 21 Instructional	12.000	843,168	70,264	4,682	390	144,000	12,000	22.25
Program 31 Instructional	6.010	408,765	68,014	42,842	7,128	83,160	13,837	21.44
Program 31 Administrative	0.300	25,791	85,970	2,328	7,760	3,600	12,000	23.01
Program 34 Instructional	1.680	83,995	49,997	775	461	20,160	12,000	23.42
Program 34 Administrative	0.300	25,791	85,970			3,600	12,000	23.01



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	16.706	1,115,263	66,758	2,684	161	200,880	12,024	21.69
4-6 BEA Instructional	10.394	754,007	72,543	800	77	129,240	12,434	22.96
7-8 BEA Instructional	7.610	550,868	72,387	4,647	611	97,200	12,773	21.76
9-12 BEA Instructional	19.750	1,412,275	71,508	73,468	3,720	255,000	12,911	20.88
K-12 BEA Instructional	54.460	3,832,413	70,371	81,599	1,498	682,320	12,529	21.60
K-12 BEA Administrative	2.253	237,253	105,305	6,000	2,663	27,036	12,000	22.34
BEA	60.460	4,468,948	73,916	117,403	1,942	754,320	12,476	21.66
Instructional	75.600	5,293,740	70,023	140,389	1,857	936,000	12,381	21.70
Administrative	5.100	547,050	107,265	37,328	7,319	61,200	12,000	22.12
Other	0.900	89,485	99,428			10,800	12,000	21.23
Active	81.600	5,930,275	72,675	177,717	2,178	1,008,000	12,353	21.73
Certificated Total	81.600	5,930,275	72,675	177,717	2,178	1,008,000	12,353	21.73
Instructional for Funding Purposes	75.600	5,293,740	70,023	140,389	1,857	936,000	12,381	21.70
Instructional for Compliance Purposes	75.600	5,293,740	70,023	140,389	1,857	936,000	12,381	21.70

**Nine Mile Falls School District (32325)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	74.712	5,715,080	76,495	84,098	1,126	913,200	12,223	22.72
02	0.200	16,798	83,990			2,400	12,000	23.02
21	10.805	815,194	75,446	16,611	1,537	134,256	12,425	22.52
22	0.025	2,815	112,600			504	20,160	21.09
24	3.000	219,356	73,119			36,000	12,000	21.56
31	4.860	390,513	80,352	7,000	1,440	58,800	12,099	22.56
34	0.300	25,197	83,990			3,600	12,000	22.20
51	4.000	272,612	68,153	2,000	500	48,000	12,000	23.05
55	0.770	43,618	56,647			9,240	12,000	22.73
58				67,116				
74	0.040	5,451	136,275			600	15,000	20.64
76	0.800	67,192	83,990			9,600	12,000	23.02
97	1.520	217,691	143,218			19,800	13,026	21.82
K-12 Program 02 Instructional	0.200	16,798	83,990			2,400	12,000	23.02
Program 21 Instructional	10.230	750,981	73,410			122,760	12,000	22.65
Program 21 Administrative	0.575	64,213	111,675	16,611	28,889	11,496	19,993	21.09
K-12 Program 21 Instructional	8.230	644,227	78,278			98,760	12,000	22.26

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	4.660	370,005	79,400			56,400	12,103	22.37
Program 31 Administrative	0.200	20,508	102,540	7,000	35,000	2,400	12,000	26.73
Program 34 Instructional	0.300	25,197	83,990			3,600	12,000	22.20
K-3 BEA Instructional	23.946	1,757,304	73,386	3,288	137	286,140	11,949	22.55
4-6 BEA Instructional	10.265	796,150	77,560	6,707	653	135,228	13,174	22.70
7-8 BEA Instructional	14.774	1,098,263	74,338	3,288	223	177,288	12,000	22.55
9-12 BEA Instructional	24.773	1,807,436	72,960	6,759	273	302,280	12,202	22.62
K-12 BEA Instructional	73.758	5,459,153	74,014	30,269	410	900,936	12,215	22.59
K-12 BEA Administrative	1.500	156,553	104,369	14,692	9,795	18,000	12,000	25.22
BEA	81.592	6,365,279	78,014	91,098	1,117	997,800	12,229	22.68
Instructional	92.558	6,812,912	73,607	109,709	1,185	1,126,536	12,171	22.59
Administrative	8.074	948,639	117,493	41,409	5,129	104,664	12,963	23.03
Other	0.400	29,966	74,915	25,707	64,268	4,800	12,000	22.97
Active	101.032	7,791,517	77,119	176,825	1,750	1,236,000	12,234	22.64
Certificated Total	101.032	7,791,517	77,119	176,825	1,750	1,236,000	12,234	22.64
Instructional for Funding Purposes	92.558	6,812,912	73,607	109,709	1,185	1,126,536	12,171	22.59

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	92.558	6,812,912	73,607	109,709	1,185	1,126,536	12,171	22.59

**Nooksack Valley School District (37506)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	105.371	8,306,134	78,828	84,282	800	1,334,935	12,669	23.03
21	16.690	1,334,976	79,987	12,027	721	205,218	12,296	24.43
24	2.510	194,040	77,307	3,880	1,546	31,237	12,445	21.64
31	4.664	391,305	83,899	30,791	6,602	63,158	13,542	23.16
34	0.661	54,519	82,480			9,355	14,153	20.72
51	1.820	154,025	84,629			26,299	14,450	23.05
52	0.240	22,216	92,567			2,987	12,445	22.31
53	0.230	22,113	96,143			2,875	12,498	22.66
55	5.750	462,363	80,411	1,018	177	84,601	14,713	22.20
58	0.260	24,068	92,569			3,236	12,445	22.31
65	2.710	217,727	80,342			33,701	12,436	22.93
74	0.100	14,774	147,740			1,203	12,025	22.56
89	0.336	41,342	123,042			4,040	12,025	23.80
97	1.000	199,277	199,277	33,600	33,600	12,025	12,025	16.20
Program 21 Instructional	15.690	1,205,487	76,832	12,027	767	193,193	12,313	24.55
Program 21 Administrative	1.000	129,489	129,489			12,025	12,025	23.39
K-12 Program 21 Instructional	14.833	1,121,984	75,641			182,528	12,306	24.74
Program 31 Instructional	4.288	346,527	80,813	30,791	7,181	58,479	13,638	23.26

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.376	44,778	119,090			4,679	12,445	22.40
Program 34 Instructional	0.661	54,519	82,480			9,355	14,153	20.72
K-3 BEA Instructional	42.699	3,042,757	71,261			544,195	12,745	23.08
4-6 BEA Instructional	23.428	1,739,205	74,236			298,977	12,762	23.56
7-8 BEA Instructional	14.510	1,163,356	80,176	10,096	696	187,961	12,954	23.37
9-12 BEA Instructional	22.845	1,878,903	82,246	53,714	2,351	287,887	12,602	22.30
K-12 BEA Instructional	103.482	7,824,221	75,609	63,810	617	1,319,021	12,746	23.03
BEA	111.696	8,951,235	80,139	148,673	1,331	1,419,474	12,708	22.81
Instructional	132.342	10,084,260	76,198	131,998	997	1,692,940	12,792	23.12
Administrative	10.000	1,354,619	135,462	33,600	3,360	121,930	12,193	21.67
Active	142.342	11,438,879	80,362	165,598	1,163	1,814,870	12,750	22.95
Certificated Total	142.342	11,438,879	80,362	165,598	1,163	1,814,870	12,750	22.95
Instructional for Funding Purposes	132.342	10,084,260	76,198	131,998	997	1,692,940	12,792	23.12
Instructional for Compliance Purposes	132.342	10,084,260	76,198	131,998	997	1,692,940	12,792	23.12

**North Beach School District (14064)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	41.022	3,110,668	75,829	18,249	445	565,014	13,773	23.71
21	8.349	612,120	73,317	30,000	3,593	96,000	11,498	19.94
24	0.250	14,856	59,424			3,540	14,160	29.89
31	0.900	58,417	64,908			21,600	24,000	20.12
34	0.600	38,944	64,907			14,400	24,000	20.12
51	0.615	56,087	91,198			12,024	19,551	24.31
52				29,999				
53	0.050	5,671	113,420			1,114	22,272	23.02
55	1.836	143,881	78,367			17,976	9,791	25.14
58	0.189	14,681	77,677			8,419	44,544	24.95
74	0.142	11,011	77,542			6,325	44,544	24.95
88	0.250	14,856	59,424			3,540	14,160	29.89
97	1.000	178,600	178,600			12,000	12,000	19.47
Program 21 Instructional	8.349	612,120	73,317			96,000	11,498	19.94
Program 21 Administrative				30,000				
K-12 Program 21 Instructional	8.349	612,120	73,317			96,000	11,498	19.94
Program 31 Instructional	0.900	58,417	64,908			21,600	24,000	20.12

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.600	38,944	64,907			14,400	24,000	20.12
K-3 BEA Instructional	16.250	1,140,536	70,187			212,583	13,082	24.46
4-6 BEA Instructional	6.500	502,969	77,380			81,984	12,613	24.58
7-8 BEA Instructional	8.646	598,272	69,196			110,952	12,833	22.47
9-12 BEA Instructional	6.850	474,118	69,214			93,000	13,577	23.27
K-12 BEA Instructional	38.246	2,715,895	71,011			498,519	13,035	23.85
K-12 BEA Administrative	3.476	404,390	116,338			84,678	24,361	21.74
BEA	43.522	3,386,629	77,814	18,249	419	613,014	14,085	23.33
Instructional	49.927	3,589,058	71,886	34,999	701	647,456	12,968	23.22
Administrative	5.276	670,734	127,129	30,000	5,686	114,496	21,701	21.38
Other				13,249				
Active	55.203	4,259,792	77,166	78,248	1,417	761,952	13,803	22.91
Certificated Total	55.203	4,259,792	77,166	78,248	1,417	761,952	13,803	22.91
Instructional for Funding Purposes	49.927	3,589,058	71,886	34,999	701	647,456	12,968	23.22
Instructional for Compliance Purposes	49.927	3,589,058	71,886	34,999	701	647,456	12,968	23.22





**North Franklin School District (11051)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	103.388	8,043,982	77,804	156,457	1,513	1,250,892	12,099	22.01
02	2.600	201,068	77,334	500	192	31,200	12,000	22.44
21	19.979	1,390,577	69,602	24,386	1,221	240,000	12,013	21.94
31	5.160	389,925	75,567	48,619	9,422	61,920	12,000	23.84
34	0.170	15,596	91,741	3,466	20,388	2,040	12,000	24.43
51	2.941	261,002	88,746	21,198	7,208	35,292	12,000	22.51
52	0.120	15,991	133,258	3,500	29,167	1,440	12,000	23.35
53	0.150	19,583	130,553	1,002	6,680	1,800	12,000	23.84
55	3.657	316,302	86,492	36,130	9,880	43,884	12,000	21.15
58				116,523				
65	3.720	332,694	89,434	2,338	628	44,640	12,000	21.90
74	0.425	27,971	65,814			5,100	12,000	21.70
97	1.855	273,349	147,358	30,981	16,701	22,260	12,000	21.85
K-12 Program 02 Instructional	2.600	201,068	77,334	500	192	31,200	12,000	22.44
Program 21 Instructional	18.979	1,268,006	66,811	18,115	954	228,000	12,013	21.88
Program 21 Administrative	1.000	122,571	122,571	6,271	6,271	12,000	12,000	22.62
K-12 Program 21 Instructional	17.979	1,215,020	67,580			216,000	12,014	21.84

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	4.960	366,209	73,832	48,619	9,802	59,520	12,000	23.88
Program 31 Administrative	0.200	23,716	118,580			2,400	12,000	23.29
Program 34 Instructional	0.170	15,596	91,741	3,466	20,388	2,040	12,000	24.43
K-3 BEA Instructional	38.848	2,812,831	72,406	1,240	32	469,116	12,076	21.94
4-6 BEA Instructional	20.625	1,543,706	74,846			250,992	12,169	22.11
7-8 BEA Instructional	14.700	1,132,755	77,058	8,063	549	176,400	12,000	21.91
9-12 BEA Instructional	29.879	2,287,294	76,552	102,473	3,430	362,352	12,127	22.09
K-12 BEA Instructional	104.052	7,776,586	74,737	111,776	1,074	1,258,860	12,098	22.01
K-12 BEA Administrative	4.266	507,094	118,869			51,192	12,000	22.84
BEA	113.173	8,923,920	78,852	240,023	2,121	1,368,312	12,090	22.11
Instructional	132.899	9,868,258	74,254	348,554	2,623	1,605,276	12,079	21.96
Administrative	10.266	1,307,371	127,350	95,586	9,311	123,192	12,000	22.80
Other	1.000	112,411	112,411	960	960	12,000	12,000	23.54
Active	144.165	11,288,040	78,299	445,100	3,087	1,740,468	12,073	22.06
Certificated Total	144.165	11,288,040	78,299	445,100	3,087	1,740,468	12,073	22.06
Instructional for Funding Purposes	132.899	9,868,258	74,254	348,554	2,623	1,605,276	12,079	21.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	132.899	9,868,258	74,254	348,554	2,623	1,605,276	12,079	21.96

**North Kitsap School District (18400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	269.813	22,487,576	83,345	3,306,503	12,255	3,309,588	12,266	22.48
02	1.658	146,707	88,484	20,268	12,224	19,896	12,000	22.74
21	62.192	5,037,535	81,000	691,092	11,112	644,724	10,367	19.67
24	0.390	30,352	77,826			4,680	12,000	21.27
31	16.225	1,265,858	78,019	216,339	13,334	199,500	12,296	22.24
34	4.500	414,216	92,048	71,737	15,942	54,000	12,000	22.70
38	0.270	21,132	78,267	3,987	14,767	3,240	12,000	22.94
51	3.431	255,733	74,536	28,525	8,314	41,172	12,000	22.72
52	1.000	96,401	96,401	12,992	12,992	12,000	12,000	21.43
55	7.100	626,689	88,266	93,128	13,117	85,200	12,000	22.27
58				182,932				
62	0.250	35,906	143,624			3,000	12,000	22.98
64	0.402	31,130	77,438	6,550	16,294	4,824	12,000	22.28
65	1.198	99,086	82,710	15,022	12,539	11,976	9,997	15.54
74	1.100	80,819	73,472	10,038	9,125	13,200	12,000	21.22
97	2.000	359,165	179,583	40,975	20,488	24,000	12,000	19.21
K-12 Program 02 Instructional	1.600	137,110	85,694	678	424	19,200	12,000	22.80
Program 21 Instructional	60.323	4,752,297	78,781	688,692	11,417	622,296	10,316	19.56

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.869	285,238	152,615	2,400	1,284	22,428	12,000	21.49
K-12 Program 21 Instructional	55.025	4,356,506	79,173	16,879	307	569,373	10,348	19.63
Program 31 Instructional	15.430	1,151,458	74,625	216,339	14,021	189,960	12,311	22.18
Program 31 Administrative	0.795	114,400	143,899			9,540	12,000	22.91
Program 34 Instructional	4.400	399,854	90,876	71,737	16,304	52,800	12,000	22.69
Program 34 Administrative	0.100	14,362	143,620			1,200	12,000	22.98
K-3 BEA Instructional	98.958	7,547,643	76,271	10,309	104	1,217,016	12,298	22.67
4-6 BEA Instructional	55.974	4,359,536	77,885	18,702	334	677,712	12,108	22.56
7-8 BEA Instructional	40.290	3,418,795	84,855	51,466	1,277	490,032	12,163	22.58
9-12 BEA Instructional	72.408	5,710,769	78,869	83,346	1,151	884,724	12,219	22.07
K-12 BEA Instructional	267.630	21,036,743	78,604	163,823	612	3,269,484	12,216	22.47
K-12 BEA Administrative	2.876	420,250	146,123			34,572	12,021	23.01
BEA	294.196	24,673,522	83,868	3,655,822	12,426	3,606,984	12,260	22.43
Instructional	342.213	26,948,860	78,749	4,537,814	13,260	4,060,500	11,865	21.94
Administrative	22.794	3,510,455	154,008	111,895	4,909	276,000	12,108	22.21
Other	1.600	128,759	80,474	50,379	31,487	19,200	12,000	19.30
Active	366.607	30,588,074	83,436	4,700,088	12,821	4,355,700	11,881	21.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	4.922	400,231	81,315			75,300	15,299	22.48
Certificated Total	371.529	30,988,305	83,407	4,700,088	12,651	4,431,000	11,926	21.96
Instructional for Funding Purposes	342.213	26,948,860	78,749	4,537,814	13,260	4,060,500	11,865	21.94
Instructional for Compliance Purposes	342.213	26,948,860	78,749	4,537,814	13,260	4,060,500	11,865	21.94

**North Mason School District (23403)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	92.520	8,101,155	87,561	173,449	1,875	1,118,196	12,086	23.98
02	5.526	467,079	84,524	5,324	963	68,712	12,434	23.99
21	13.750	1,141,448	83,014	11,704	851	171,000	12,436	23.94
24	4.000	351,845	87,961			48,000	12,000	23.98
31	7.505	622,742	82,977	17,367	2,314	92,760	12,360	23.38
34	3.944	343,788	87,167	3,097	785	47,328	12,000	23.97
51	5.643	445,937	79,025			67,764	12,009	24.12
55	12.258	1,011,456	82,514	281	23	147,180	12,007	23.98
58	0.823	66,969	81,372	79,930	97,120	9,876	12,000	24.03
65	5.000	432,629	86,526			60,000	12,000	23.47
74	0.432	37,339	86,433			5,184	12,000	24.12
97	1.000	167,660	167,660	21,566	21,566	12,000	12,000	20.03
K-12 Program 02 Instructional	5.176	416,814	80,528			64,512	12,464	24.11
Program 21 Instructional	12.500	965,874	77,270	11,704	936	156,000	12,480	24.03
Program 21 Administrative	1.250	175,574	140,459			15,000	12,000	23.43
K-12 Program 21 Instructional	10.000	771,135	77,114	562	56	120,000	12,000	24.10
Program 31 Instructional	6.905	536,574	77,708	17,367	2,515	85,560	12,391	23.44



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.600	86,168	143,613			7,200	12,000	22.98
Program 34 Instructional	3.744	316,837	84,625	3,097	827	44,928	12,000	24.00
Program 34 Administrative	0.200	26,951	134,755			2,400	12,000	23.62
K-3 BEA Instructional	38.783	3,165,363	81,617	2,785	72	466,632	12,032	24.37
4-6 BEA Instructional	13.469	1,147,800	85,218	281	21	162,180	12,041	23.76
7-8 BEA Instructional	12.766	1,089,577	85,350	281	22	153,192	12,000	24.02
9-12 BEA Instructional	34.727	2,871,572	82,690	843	24	427,992	12,324	23.73
K-12 BEA Instructional	99.745	8,274,312	82,955	4,190	42	1,209,996	12,131	24.01
K-12 BEA Administrative	3.500	451,047	128,871			42,000	12,000	23.28
BEA	110.495	9,702,424	87,809	220,803	1,998	1,338,996	12,118	23.86
Instructional	140.401	11,586,361	82,523	281,738	2,007	1,704,000	12,137	23.99
Administrative	12.000	1,603,686	133,641	30,980	2,582	144,000	12,000	23.04
Active	152.401	13,190,047	86,548	312,718	2,052	1,848,000	12,126	23.88
Certificated Total	152.401	13,190,047	86,548	312,718	2,052	1,848,000	12,126	23.88
Instructional for Funding Purposes	140.401	11,586,361	82,523	281,738	2,007	1,704,000	12,137	23.99
Instructional for Compliance Purposes	140.401	11,586,361	82,523	281,738	2,007	1,704,000	12,137	23.99

**North River School District (25200)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.274	770,569	83,089	115,045	12,405	114,000	12,292	21.87
21	0.563	29,601	52,577			9,000	15,986	21.78
55	0.250	13,572	54,288			3,000	12,000	23.92
58				10,505				
97	0.500	57,396	114,792	83,634	167,268	6,000	12,000	12.94
Program 21 Instructional	0.563	29,601	52,577			9,000	15,986	21.78
K-12 Program 21 Instructional	0.563	29,601	52,577			9,000	15,986	21.78
K-3 BEA Instructional	2.398	167,423	69,818			34,800	14,512	26.29
4-6 BEA Instructional	1.076	97,714	90,812			13,200	12,268	20.90
7-8 BEA Instructional	2.000	149,760	74,880			24,000	12,000	23.96
9-12 BEA Instructional	3.300	298,276	90,387			36,000	10,909	22.81
K-12 BEA Instructional	8.774	713,173	81,283			108,000	12,309	23.43
BEA	9.774	827,965	84,711	198,679	20,327	120,000	12,277	20.72
Instructional	9.587	756,346	78,893	17,767	1,853	120,000	12,517	23.37
Administrative	1.000	114,792	114,792	160,832	160,832	12,000	12,000	12.94
Active	10.587	871,138	82,284	178,599	16,870	132,000	12,468	20.79
On Leave				30,585				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	10.587	871,138	82,284	209,184	19,759	132,000	12,468	20.79
Instructional for Funding Purposes	9.587	756,346	78,893	17,767	1,853	120,000	12,517	23.37
Instructional for Compliance Purposes	9.587	756,346	78,893	17,767	1,853	120,000	12,517	23.37

**North Thurston Public Schools (34003)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	760.152	67,023,569	88,171	3,607,332	4,746	9,259,680	12,181	23.79
21	182.079	14,910,342	81,889	947,833	5,206	2,219,880	12,192	23.96
24	8.000	573,861	71,733	7,751	969	96,000	12,000	29.75
31	41.187	3,578,141	86,875	321,187	7,798	554,412	13,461	23.11
34	10.665	884,292	82,915	45,183	4,237	127,980	12,000	23.73
51	14.428	1,340,270	92,894	34,582	2,397	174,000	12,060	22.28
52	2.000	203,089	101,545	12,182	6,091	24,000	12,000	22.11
55	23.004	1,930,220	83,908	21,400	930	280,848	12,209	24.07
58				762,856				
65	6.100	458,719	75,200			73,200	12,000	25.04
68	0.500	40,234	80,468			6,000	12,000	24.18
74	3.000	268,399	89,466			36,000	12,000	23.03
97	4.000	593,568	148,392	547,278	136,820	36,000	9,000	21.05
Program 21 Instructional	179.179	14,482,678	80,828	947,833	5,290	2,185,080	12,195	24.03
Program 21 Administrative	2.900	427,664	147,470			34,800	12,000	21.59
K-12 Program 21 Instructional	156.679	12,823,151	81,843	5,790	37	1,910,280	12,192	23.95
Program 31 Instructional	40.187	3,431,232	85,382	321,187	7,992	542,412	13,497	23.17

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.000	146,909	146,909			12,000	12,000	21.60
Program 34 Instructional	10.665	884,292	82,915	45,183	4,237	127,980	12,000	23.73
K-3 BEA Instructional	290.649	24,510,102	84,329			3,535,368	12,164	24.43
4-6 BEA Instructional	148.106	12,353,119	83,407	180	1	1,814,124	12,249	23.95
7-8 BEA Instructional	111.705	9,076,876	81,258	3,686	33	1,340,100	11,997	24.17
9-12 BEA Instructional	202.566	17,728,504	87,520	12,230	60	2,519,280	12,437	23.28
K-12 BEA Instructional	753.026	63,668,601	84,550	60,685	81	9,208,872	12,229	23.97
BEA	816.004	72,079,570	88,332	4,520,980	5,540	9,978,072	12,228	23.73
Instructional	989.237	82,966,071	83,869	5,760,306	5,823	12,084,000	12,215	23.99
Administrative	64.878	8,749,358	134,859			792,000	12,208	21.85
Active	1,054.115	91,715,429	87,007	5,760,306	5,465	12,876,000	12,215	23.79
On Leave	1.000	89,275	89,275	547,278	547,278	12,000	12,000	24.04
Certificated Total	1,055.115	91,804,704	87,009	6,307,584	5,978	12,888,000	12,215	23.79
Instructional for Funding Purposes	989.237	82,966,071	83,869	5,760,306	5,823	12,084,000	12,215	23.99
Instructional for Compliance Purposes	989.237	82,966,071	83,869	5,760,306	5,823	12,084,000	12,215	23.99

**Northport School District (33211)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	14.311	930,512	65,021	20,374	1,424	159,732	11,161	22.62
02	4.000	281,410	70,353			48,000	12,000	23.88
21	1.690	102,484	60,641	4,246	2,512	20,280	12,000	22.37
31	1.000	47,315	47,315			12,000	12,000	22.85
51	0.570	37,540	65,860			6,840	12,000	22.34
55	0.629	36,211	57,569	4,293	6,825	7,548	12,000	22.67
58				20,000				
97	0.800	85,190	106,488			9,600	12,000	21.62
K-12 Program 02 Instructional	4.000	281,410	70,353			48,000	12,000	23.88
Program 21 Instructional	1.290	62,737	48,633	4,246	3,291	15,480	12,000	22.36
Program 21 Administrative	0.400	39,747	99,368			4,800	12,000	22.38
K-12 Program 21 Instructional	1.290	62,737	48,633	4,246	3,291	15,480	12,000	22.36
Program 31 Instructional	1.000	47,315	47,315			12,000	12,000	22.85
K-3 BEA Instructional	5.407	374,662	69,292	10,500	1,942	64,884	12,000	23.02
4-6 BEA Instructional	3.969	303,680	76,513	1,500	378	47,628	12,000	23.35
7-8 BEA Instructional	3.435	203,529	59,252	1,500	437	41,220	12,000	21.75

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	5.800	312,790	53,929			57,600	9,931	23.02
K-12 BEA Instructional	18.611	1,194,661	64,191	13,500	725	211,332	11,355	22.87
K-12 BEA Administrative	0.350	32,288	92,251			4,200	12,000	23.34
BEA	20.111	1,344,427	66,850	20,374	1,013	229,332	11,403	22.81
Instructional	21.000	1,321,924	62,949	42,039	2,002	240,000	11,429	22.82
Administrative	2.000	198,738	99,369			24,000	12,000	22.38
Other				6,874				
Active	23.000	1,520,662	66,116	48,913	2,127	264,000	11,478	22.76
Certificated Total	23.000	1,520,662	66,116	48,913	2,127	264,000	11,478	22.76
Instructional for Funding Purposes	21.000	1,321,924	62,949	42,039	2,002	240,000	11,429	22.82
Instructional for Compliance Purposes	21.000	1,321,924	62,949	42,039	2,002	240,000	11,429	22.82

**Northshore School District (17417)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,174.866	99,092,972	84,344	25,437,093	21,651	14,477,688	12,323	22.99
02	17.993	1,617,524	89,897	285,522	15,869	226,800	12,605	23.39
21	243.077	19,387,209	79,757	4,316,384	17,757	3,039,996	12,506	22.56
24	15.800	1,412,600	89,405	272,631	17,255	198,000	12,532	23.10
31	46.689	3,707,118	79,400	1,033,720	22,141	605,328	12,965	22.55
34	9.879	845,988	85,635	224,733	22,749	118,596	12,005	22.66
51	1.950	169,480	86,913	28,143	14,432	31,896	16,357	22.21
52	0.200	37,004	185,020	120	600	2,400	12,000	20.63
55	11.699	984,561	84,158	203,160	17,366	190,740	16,304	21.87
56	1.200	93,702	78,085	20,122	16,768	14,400	12,000	23.63
58	0.500	47,799	95,598	13,419	26,838	12,000	24,000	15.40
64	1.000	76,760	76,760	19,418	19,418	12,000	12,000	22.26
65	23.801	2,043,750	85,868	410,477	17,246	294,756	12,384	22.58
74	1.000	182,548	182,548	670	670	12,000	12,000	19.55
79	9.250	730,187	78,939	194,847	21,065	117,000	12,649	23.22
97	4.700	1,097,871	233,590	68,197	14,510	56,400	12,000	16.28
CP	0.500	103,308	206,616	31,891	63,782	6,000	12,000	16.53
SB				2,177				



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	15.993	1,299,354	81,245			202,800	12,681	23.63
Program 21 Instructional	237.427	18,298,725	77,071	4,194,552	17,667	2,972,196	12,518	22.75
Program 21 Administrative	5.650	1,088,484	192,652	3,390	600	67,800	12,000	18.32
K-12 Program 21 Instructional	215.890	16,546,064	76,641			2,694,480	12,481	22.76
Program 26, 56, and 59 Instructional	1.200	93,702	78,085	20,122	16,768	14,400	12,000	23.63
Program 31 Instructional	46.189	3,617,565	78,321	1,023,707	22,163	599,328	12,976	22.57
Program 31 Administrative	0.500	89,553	179,106	300	600	6,000	12,000	21.46
Program 34 Instructional	9.379	756,435	80,652	213,332	22,746	112,596	12,005	22.77
Program 34 Administrative	0.500	89,553	179,106	300	600	6,000	12,000	21.46
K-3 BEA Instructional	399.968	30,818,622	77,053			4,921,044	12,304	23.50
4-6 BEA Instructional	270.090	21,442,847	79,391			3,288,864	12,177	23.23
7-8 BEA Instructional	162.859	13,320,914	81,794			2,007,000	12,324	22.96
9-12 BEA Instructional	336.283	26,807,439	79,717			4,236,504	12,598	22.71
K-12 BEA Instructional	1,169.200	92,389,822	79,020			14,453,412	12,362	23.12
BEA Instructional	1,254.127	106,361,473	84,809	27,049,265	21,568	15,484,812	12,347	22.92
Instructional	1,467.527	115,665,827	78,817	31,294,359	21,325	18,244,800	12,432	23.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	90.977	15,474,458	170,092	108,990	1,198	1,104,000	12,135	20.84
Other	4.600	407,515	88,590	200,981	43,692	55,200	12,000	23.62
Active	1,563.104	131,547,800	84,158	31,604,330	20,219	19,404,000	12,414	22.84
On Leave	1.000	82,581	82,581	948,301	948,301	12,000	12,000	23.51
Certificated Total	1,564.104	131,630,381	84,157	32,552,631	20,812	19,416,000	12,413	22.84
Instructional for Funding Purposes	1,466.327	115,572,125	78,817	31,274,237	21,328	18,230,400	12,433	23.05
Instructional for Compliance Purposes	1,466.327	115,572,125	78,817	31,274,237	21,328	18,230,400	12,433	23.05



**Oak Harbor School District (15201)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	273.915	24,543,382	89,602	610,955	2,230	3,298,632	12,043	23.25
02	9.340	881,167	94,343	13,326	1,427	112,080	12,000	23.00
21	76.761	6,557,462	85,427	108,774	1,417	962,760	12,542	22.52
31	15.448	1,415,967	91,660	39,533	2,559	185,376	12,000	22.63
34	2.150	192,091	89,345	2,310	1,074	25,800	12,000	22.64
51	4.550	406,494	89,339	4,151	912	65,400	14,374	22.29
52	1.151	102,885	89,387	1,405	1,221	13,812	12,000	21.94
55	4.650	453,151	97,452	6,836	1,470	55,800	12,000	22.82
64	0.276	25,180	91,232	344	1,246	3,312	12,000	23.31
65	3.268	299,502	91,647	3,895	1,192	44,004	13,465	22.99
74	0.200	16,536	82,680	226	1,130	2,400	12,000	22.62
79	0.552	47,985	86,929			6,624	12,000	22.33
97	2.000	382,447	191,224	9,520	4,760	24,000	12,000	22.00
K-12 Program 02 Instructional	9.000	828,976	92,108			108,000	12,000	23.04
Program 21 Instructional	74.531	6,248,302	83,835	108,774	1,459	936,000	12,559	22.52
Program 21 Administrative	2.230	309,160	138,637			26,760	12,000	22.41
K-12 Program 21 Instructional	62.888	5,297,902	84,243			789,072	12,547	22.54

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	14.848	1,323,866	89,161	39,533	2,663	178,176	12,000	22.63
Program 31 Administrative	0.600	92,101	153,502			7,200	12,000	22.56
Program 34 Instructional	2.000	169,066	84,533	2,310	1,155	24,000	12,000	22.65
Program 34 Administrative	0.150	23,025	153,500			1,800	12,000	22.56
K-3 BEA Instructional	114.435	9,636,109	84,206			1,374,072	12,007	23.44
4-6 BEA Instructional	55.200	4,510,851	81,718			662,400	12,000	24.31
7-8 BEA Instructional	37.600	3,367,189	89,553			456,000	12,128	22.71
9-12 BEA Instructional	77.748	7,136,546	91,791	858	11	932,976	12,000	22.77
K-12 BEA Instructional	284.983	24,650,695	86,499	858	3	3,425,448	12,020	23.29
BEA	302.853	27,415,054	90,523	675,644	2,231	3,645,888	12,038	23.19
Instructional	373.761	32,190,350	86,125	792,335	2,120	4,548,000	12,168	23.11
Administrative	19.500	2,986,622	153,160	8,940	458	240,000	12,308	22.26
Other	1.000	147,277	147,277			12,000	12,000	22.78
Active	394.261	35,324,249	89,596	801,275	2,032	4,800,000	12,175	23.04
Certificated Total	394.261	35,324,249	89,596	801,275	2,032	4,800,000	12,175	23.04
Instructional for Funding Purposes	373.761	32,190,350	86,125	792,335	2,120	4,548,000	12,168	23.11

Salary and Benefits by Program for 2020-2021

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	373.761	32,190,350	86,125	792,335	2,120	4,548,000	12,168	23.11

**Oakesdale School District (38324)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.376	720,701	69,458	68,811	6,632	136,488	13,154	22.72
21	0.775	66,393	85,668			9,300	12,000	22.10
31	0.750	48,707	64,943			9,000	12,000	22.66
34	0.125	8,118	64,944			1,500	12,000	22.66
55	0.226	21,992	97,310			2,712	12,000	20.77
74				10,000				
97	0.750	93,360	124,480	39,784	53,045	9,000	12,000	19.19
Program 21 Instructional	0.562	42,949	76,422			6,744	12,000	23.77
Program 21 Administrative	0.213	23,444	110,066			2,556	12,000	19.87
K-12 Program 21 Instructional	0.562	42,949	76,422			6,744	12,000	23.77
Program 31 Instructional	0.750	48,707	64,943			9,000	12,000	22.66
Program 34 Instructional	0.125	8,118	64,944			1,500	12,000	22.66
K-3 BEA Instructional	3.348	221,309	66,102	1,000	299	43,176	12,896	22.70
4-6 BEA Instructional	2.391	172,039	71,953			34,344	14,364	22.82
7-8 BEA Instructional	1.810	126,712	70,007	6,250	3,453	23,052	12,736	22.73
9-12 BEA Instructional	3.702	257,466	69,548	37,661	10,173	46,416	12,538	22.67

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	11.251	777,526	69,107	44,911	3,992	146,988	13,064	22.72
BEA	12.001	870,886	72,568	108,595	9,049	155,988	12,998	22.24
Instructional	11.876	825,247	69,489	78,811	6,636	154,488	13,008	22.77
Administrative	1.126	134,024	119,027	39,784	35,332	13,512	12,000	19.42
Active	13.002	959,271	73,779	118,595	9,121	168,000	12,921	22.19
Certificated Total	13.002	959,271	73,779	118,595	9,121	168,000	12,921	22.19
Instructional for Funding Purposes	11.876	825,247	69,489	78,811	6,636	154,488	13,008	22.77
Instructional for Compliance Purposes	11.876	825,247	69,489	78,811	6,636	154,488	13,008	22.77



**Oakville School District (14400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.224	1,108,968	68,354	3,378	208	202,188	12,462	23.58
02	0.984	67,257	68,351			11,808	12,000	24.12
21	1.500	110,720	73,813	1,852	1,235	30,000	20,000	23.47
31	3.199	203,705	63,678			26,196	8,189	22.40
34	0.684	52,629	76,943			7,008	10,246	23.43
51	0.370	31,433	84,954			4,440	12,000	22.98
52	0.162	8,079	49,870			3,600	22,222	22.71
55	0.100	8,495	84,950			1,200	12,000	22.98
65	0.040	3,398	84,950			480	12,000	22.98
68	0.050	4,248	84,960			600	12,000	22.98
74	0.040	3,398	84,950			480	12,000	22.98
97	1.000	120,515	120,515			12,000	12,000	23.93
K-12 Program 02 Instructional	0.984	67,257	68,351			11,808	12,000	24.12
Program 21 Instructional	1.500	110,720	73,813	1,852	1,235	30,000	20,000	23.47
K-12 Program 21 Instructional	1.500	110,720	73,813	1,852	1,235	30,000	20,000	23.47
Program 31 Instructional	3.199	203,705	63,678			26,196	8,189	22.40
Program 34 Instructional	0.684	52,629	76,943			7,008	10,246	23.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	6.394	434,402	67,939			84,336	13,190	23.51
4-6 BEA Instructional	2.651	152,232	57,424			31,812	12,000	24.35
7-8 BEA Instructional	0.592	33,468	56,534			8,796	14,858	23.83
9-12 BEA Instructional	10.054	684,540	68,086			105,456	10,489	23.15
K-12 BEA Instructional	19.691	1,304,642	66,256			230,400	11,701	23.43
K-12 BEA Administrative	0.400	33,982	84,955			4,800	12,000	22.98
BEA	22.091	1,553,074	70,303	3,378	153	259,200	11,733	23.47
Instructional	21.433	1,430,237	66,731	1,852	86	264,960	12,362	23.43
Administrative	2.920	292,608	100,208			35,040	12,000	23.58
Other				3,378				
Active	24.353	1,722,845	70,745	5,230	215	300,000	12,319	23.45
Certificated Total	24.353	1,722,845	70,745	5,230	215	300,000	12,319	23.45
Instructional for Funding Purposes	21.433	1,430,237	66,731	1,852	86	264,960	12,362	23.43
Instructional for Compliance Purposes	21.433	1,430,237	66,731	1,852	86	264,960	12,362	23.43

**Ocean Beach School District (25101)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	47.230	3,692,148	78,174	37,162	787	568,800	12,043	25.24
02	4.200	290,032	69,055	500	119	52,456	12,490	23.59
11				3,000				
31	2.000	165,227	82,614	7,739	3,870	38,400	19,200	21.96
55	4.983	327,563	65,736			60,000	12,041	23.32
58				48,465				
64	0.100	8,000	80,000			1,200	12,000	25.00
65	0.300	23,999	79,997			3,600	12,000	25.00
76				15,000				
79				1,410				
97	0.800	102,819	128,524			17,826	22,282	24.41
K-12 Program 02 Instructional	4.000	264,327	66,082			48,000	12,000	23.51
Program 31 Instructional	1.650	133,435	80,870	4,600	2,788	27,888	16,902	22.61
Program 31 Administrative	0.350	31,792	90,834	3,139	8,969	10,512	30,034	19.57
K-3 BEA Instructional	16.830	1,231,504	73,173			192,000	11,408	26.08
4-6 BEA Instructional	6.000	419,089	69,848			72,000	12,000	23.52
7-8 BEA Instructional	11.000	808,650	73,514	1,857	169	132,000	12,000	26.87

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	12.450	935,535	75,143	5,000	402	169,488	13,613	23.53
K-12 BEA Instructional	46.280	3,394,778	73,353	6,857	148	565,488	12,219	25.20
K-12 BEA Administrative	1.750	136,117	77,781	8,139	4,651	23,712	13,550	21.76
BEA	54.230	4,250,226	78,374	45,401	837	677,482	12,493	24.96
Instructional	51.663	3,754,340	72,670	100,137	1,938	630,288	12,200	25.03
Administrative	7.950	855,448	107,604	13,139	1,653	111,994	14,087	24.04
Active	59.613	4,609,788	77,329	113,276	1,900	742,282	12,452	24.84
Certificated Total	59.613	4,609,788	77,329	113,276	1,900	742,282	12,452	24.84
Instructional for Funding Purposes	51.663	3,754,340	72,670	100,137	1,938	630,288	12,200	25.03
Instructional for Compliance Purposes	51.663	3,754,340	72,670	100,137	1,938	630,288	12,200	25.03

**Ocosta School District (14172)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	34.102	2,596,233	76,131	84,033	2,464	409,224	12,000	23.93
21	4.800	356,480	74,267	1,965	409	57,600	12,000	25.18
24	0.300	26,525	88,417	3,000	10,000	3,600	12,000	20.53
31	1.748	131,392	75,167			20,976	12,000	22.45
34	0.800	59,855	74,819			9,600	12,000	23.18
51	1.150	93,519	81,321	19,367	16,841	13,800	12,000	24.96
55	1.900	148,999	78,421	61,020	32,116	22,800	12,000	24.51
58	0.300	26,525	88,417	112,286	374,287	3,600	12,000	20.53
65	0.750	56,201	74,935	416	555	9,000	12,000	24.27
74	0.150	7,767	51,780			1,800	12,000	59.30
97	1.000	128,000	128,000	5,872	5,872	12,000	12,000	22.41
Program 21 Instructional	4.400	314,619	71,504	1,965	447	52,800	12,000	25.50
Program 21 Administrative	0.400	41,861	104,653			4,800	12,000	22.91
K-12 Program 21 Instructional	4.000	279,252	69,813	1,965	491	48,000	12,000	26.38
Program 31 Instructional	1.600	115,904	72,440			19,200	12,000	22.01
Program 31 Administrative	0.148	15,488	104,649			1,776	12,000	26.66
Program 34 Instructional	0.800	59,855	74,819			9,600	12,000	23.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	12.878	839,065	65,155	21,355	1,658	154,536	12,000	24.70
4-6 BEA Instructional	6.771	547,251	80,823	9,690	1,431	81,252	12,000	24.11
7-8 BEA Instructional	4.470	332,676	74,424	8,348	1,868	53,640	12,000	23.60
9-12 BEA Instructional	10.131	816,168	80,561	23,908	2,360	121,572	12,000	22.86
K-12 BEA Instructional	34.250	2,535,160	74,019	63,301	1,848	411,000	12,000	23.80
BEA	37.650	2,915,480	77,436	89,905	2,388	451,800	12,000	23.78
Instructional	43.000	3,188,385	74,148	266,377	6,195	516,000	12,000	24.00
Administrative	4.000	443,111	110,778			48,000	12,000	23.53
Active	47.000	3,631,496	77,266	266,377	5,668	564,000	12,000	23.95
On Leave				21,582				
Certificated Total	47.000	3,631,496	77,266	287,959	6,127	564,000	12,000	23.95
Instructional for Funding Purposes	43.000	3,188,385	74,148	266,377	6,195	516,000	12,000	24.00
Instructional for Compliance Purposes	43.000	3,188,385	74,148	266,377	6,195	516,000	12,000	24.00

**Odessa School District (22105)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.343	1,328,524	76,603	10,034	579	212,748	12,267	23.36
21	1.000	56,765	56,765	1,551	1,551	12,000	12,000	24.00
31	1.524	109,631	71,936	21,176	13,895	35,316	23,173	24.27
51	0.328	28,320	86,341			3,936	12,000	22.91
88	0.814	55,329	67,972			12,000	14,742	24.05
97				102,950				
Program 21 Instructional	1.000	56,765	56,765	1,551	1,551	12,000	12,000	24.00
K-12 Program 21 Instructional	1.000	56,765	56,765	1,551	1,551	12,000	12,000	24.00
Program 31 Instructional	1.524	109,631	71,936	21,176	13,895	35,316	23,173	24.27
K-3 BEA Instructional	4.788	334,809	69,927			57,456	12,000	23.66
4-6 BEA Instructional	3.674	281,980	76,750			46,032	12,529	23.59
7-8 BEA Instructional	2.291	169,747	74,093			30,180	13,173	23.11
9-12 BEA Instructional	6.950	532,866	76,671	31,210	4,491	100,428	14,450	23.41
K-12 BEA Instructional	17.703	1,319,402	74,530	31,210	1,763	234,096	13,224	23.47
K-12 BEA Administrative	1.000	104,593	104,593	650	650	12,000	12,000	23.79
BEA	18.867	1,438,155	76,226	134,160	7,111	248,064	13,148	23.49

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	19.845	1,459,816	73,561	32,761	1,651	262,032	13,204	23.50
Administrative	1.000	104,593	104,593	102,950	102,950	12,000	12,000	23.79
Other	0.164	14,160	86,341			1,968	12,000	23.83
Active	21.009	1,578,569	75,138	135,711	6,460	276,000	13,137	23.52
Certificated Total	21.009	1,578,569	75,138	135,711	6,460	276,000	13,137	23.52
Instructional for Funding Purposes	19.845	1,459,816	73,561	32,761	1,651	262,032	13,204	23.50
Instructional for Compliance Purposes	19.845	1,459,816	73,561	32,761	1,651	262,032	13,204	23.50





**Okanogan School District (24105)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	51.530	3,791,209	73,573	282,558	5,483	617,432	11,982	22.63
02	2.550	201,642	79,075	6,524	2,558	30,600	12,000	20.79
21	7.200	537,647	74,673	87,802	12,195	86,400	12,000	22.42
31	3.384	201,169	59,447	35,813	10,583	40,608	12,000	21.01
34	0.330	19,928	60,388			3,960	12,000	22.82
51	1.500	124,128	82,752	11,653	7,769	18,000	12,000	22.61
52				2,393				
55	1.300	109,653	84,348	63,742	49,032	15,600	12,000	21.71
56	0.450	58,220	129,378			5,400	12,000	20.64
58				42,597				
65	0.250	24,399	97,596			3,000	12,000	20.44
74				5,002				
79				4,193				
97	1.000	154,722	154,722	2,975	2,975	11,616	11,616	21.41
K-12 Program 02 Instructional	2.000	130,484	65,242	6,524	3,262	24,000	12,000	20.86
Program 21 Instructional	7.000	518,128	74,018	87,802	12,543	84,000	12,000	22.49
Program 21 Administrative	0.200	19,519	97,595			2,400	12,000	20.44
K-12 Program 21 Instructional	6.857	508,408	74,144	69,697	10,164	82,284	12,000	22.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 26, 56, and 59 Administrative	0.450	58,220	129,378			5,400	12,000	20.64
Program 31 Instructional	3.384	201,169	59,447	35,813	10,583	40,608	12,000	21.01
Program 34 Instructional	0.330	19,928	60,388			3,960	12,000	22.82
K-3 BEA Instructional	15.828	1,074,548	67,889	85,397	5,395	189,008	11,941	23.09
4-6 BEA Instructional	9.666	700,820	72,504			115,992	12,000	22.71
7-8 BEA Instructional	10.022	654,766	65,333	49,383	4,927	120,264	12,000	23.10
9-12 BEA Instructional	17.764	1,246,382	70,163	150,474	8,471	213,168	12,000	22.13
K-12 BEA Instructional	53.280	3,676,516	69,004	285,254	5,354	638,432	11,983	22.68
K-12 BEA Administrative	3.550	455,622	128,344			42,600	12,000	20.64
BEA	58.794	4,368,670	74,305	327,870	5,577	704,216	11,978	22.41
Instructional	62.780	4,399,146	70,072	515,315	8,208	752,432	11,985	22.64
Administrative	6.000	766,160	127,693			71,616	11,936	20.76
Other	0.714	57,411	80,408			8,568	12,000	22.46
Active	69.494	5,222,717	75,153	515,315	7,415	832,616	11,981	22.37
On Leave				29,937				
Certificated Total	69.494	5,222,717	75,153	545,252	7,846	832,616	11,981	22.37
Instructional for Funding Purposes	62.780	4,399,146	70,072	515,315	8,208	752,432	11,985	22.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	62.780	4,399,146	70,072	515,315	8,208	752,432	11,985	22.64

**Olympia School District (34111)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	471.693	38,832,232	82,325	2,893,202	6,134	5,755,964	12,203	11.73
02	28.918	2,493,723	86,234	103,168	3,568	359,064	12,417	13.44
21	96.495	7,425,044	76,947	298,131	3,090	1,215,960	12,601	13.95
22	4.200	382,274	91,018	11,762	2,800	56,400	13,429	11.12
24	14.297	1,077,609	75,373	11,378	796	174,216	12,185	12.46
31	29.970	2,421,630	80,802	95,508	3,187	370,440	12,360	10.08
34	6.082	492,180	80,924	10,670	1,754	76,200	12,529	11.63
51	11.556	991,776	85,823	2,124	184	143,604	12,427	12.08
52	1.000	92,057	92,057	1,544	1,544	12,000	12,000	7.82
55	9.300	719,259	77,340	772	83	128,976	13,868	14.11
56	1.000	92,057	92,057			12,000	12,000	7.04
58	0.280	23,173	82,761	413,882	1,478,150	4,200	15,000	22.48
65	2.700	217,858	80,688			35,388	13,107	8.62
74	1.199	112,988	94,235			14,388	12,000	11.26
79	0.100	6,850	68,500			1,200	12,000	22.12
97	3.000	561,697	187,232	36,355	12,118	36,000	12,000	16.37
K-12 Program 02 Instructional	25.918	2,064,942	79,672	2,849	110	323,064	12,465	13.64
Program 21 Instructional	93.295	7,003,451	75,068	204,062	2,187	1,177,560	12,622	13.91

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	3.200	421,593	131,748			38,400	12,000	14.74
K-12 Program 21 Instructional	89.582	6,702,582	74,821	28,716	321	1,133,004	12,648	13.87
Program 26, 56, and 59 Instructional	1.000	92,057	92,057			12,000	12,000	7.04
Program 31 Instructional	29.300	2,336,026	79,728	93,974	3,207	362,400	12,369	10.13
Program 31 Administrative	0.670	85,604	127,767			8,040	12,000	8.47
Program 34 Instructional	5.802	456,405	78,663	9,264	1,597	72,840	12,554	11.85
Program 34 Administrative	0.280	35,775	127,768			3,360	12,000	8.47
K-3 BEA Instructional	181.186	13,820,696	76,279	27,674	153	2,227,260	12,293	12.53
4-6 BEA Instructional	90.123	6,949,374	77,110			1,092,836	12,126	12.25
7-8 BEA Instructional	80.533	6,290,824	78,115	12,352	153	989,040	12,281	12.15
9-12 BEA Instructional	150.071	12,357,321	82,343	109,458	729	1,840,332	12,263	10.97
K-12 BEA Instructional	501.913	39,418,215	78,536	149,484	298	6,149,468	12,252	11.92
K-12 BEA Administrative	23.071	3,157,487	136,860	37,020	1,605	272,052	11,792	10.23
BEA	539.663	44,801,462	83,017	3,138,903	5,816	6,597,668	12,226	11.78
Instructional	639.238	49,938,654	78,122	3,117,795	4,877	7,890,176	12,343	12.23
Administrative	42.552	6,003,753	141,092	71,843	1,688	505,824	11,887	10.98

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	681.790	55,942,407	82,052	3,189,638	4,678	8,396,000	12,315	12.10
On Leave				688,858				
Certificated Total	681.790	55,942,407	82,052	3,878,496	5,689	8,396,000	12,315	12.10
Instructional for Funding Purposes	638.238	49,846,597	78,100	3,117,795	4,885	7,878,176	12,344	12.24
Instructional for Compliance Purposes	638.238	49,846,597	78,100	3,117,795	4,885	7,878,176	12,344	12.24





**Omak School District (24019)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	83.250	5,621,844	67,530	268,133	3,221	943,800	11,337	24.77
02	137.515	10,377,226	75,463	590,576	4,295	1,452,324	10,561	24.14
21	64.518	4,476,195	69,379	35,014	543	663,276	10,280	24.63
24	7.000	471,996	67,428			84,000	12,000	22.97
31	6.400	459,262	71,760	34,868	5,448	76,800	12,000	24.21
34	1.000	54,368	54,368			12,000	12,000	23.60
51	0.480	44,763	93,256	1,500	3,125	5,760	12,000	23.20
52	0.200	19,000	95,000	10,799	53,995	2,400	12,000	23.25
55	11.000	883,722	80,338	20,655	1,878	132,000	12,000	21.92
58	0.270	22,824	84,533	2,531	9,374	3,240	12,000	22.97
64				3,823				
65	1.000	76,046	76,046	6,000	6,000	12,000	12,000	24.24
74	1.850	145,427	78,609			12,000	6,486	30.47
88	0.700	59,172	84,531	1,500	2,143	8,400	12,000	23.56
97	1.000	152,000	152,000			12,000	12,000	22.68
K-12 Program 02 Instructional	137.415	10,364,997	75,428	569,431	4,144	1,449,924	10,551	24.14
Program 21 Instructional	63.538	4,362,448	68,659	35,014	551	651,276	10,250	24.64
Program 21 Administrative	0.980	113,747	116,068			12,000	12,245	23.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	63.238	4,337,088	68,584	24,272	384	647,676	10,242	24.65
Program 31 Instructional	6.400	459,262	71,760	34,868	5,448	76,800	12,000	24.21
Program 34 Instructional	1.000	54,368	54,368			12,000	12,000	23.60
K-3 BEA Instructional	74.444	5,074,665	68,168	194,438	2,612	787,608	10,580	24.37
4-6 BEA Instructional	31.661	2,140,615	67,610	79,612	2,515	367,932	11,621	24.48
7-8 BEA Instructional	42.494	3,190,083	75,071	205,277	4,831	451,260	10,619	24.08
9-12 BEA Instructional	75.066	5,577,983	74,308	311,277	4,147	818,124	10,899	24.52
K-12 BEA Instructional	223.665	15,983,346	71,461	790,604	3,535	2,424,924	10,842	24.38
K-12 BEA Administrative	4.500	529,354	117,634			60,000	13,333	23.71
BEA	229.165	16,664,700	72,719	893,577	3,899	2,496,924	10,896	24.34
Instructional	308.703	21,973,744	71,181	975,399	3,160	3,324,000	10,768	24.33
Administrative	7.480	890,101	118,997			96,000	12,834	23.53
Active	316.183	22,863,845	72,312	975,399	3,085	3,420,000	10,817	24.30
Certificated Total	316.183	22,863,845	72,312	975,399	3,085	3,420,000	10,817	24.30
Instructional for Funding Purposes	308.703	21,973,744	71,181	975,399	3,160	3,324,000	10,768	24.33
Instructional for Compliance Purposes	308.703	21,973,744	71,181	975,399	3,160	3,324,000	10,768	24.33

**Onalaska School District (21300)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	39.240	2,837,552	72,313	30,061	766	470,940	12,002	24.12
21	3.844	251,108	65,325			47,688	12,406	26.25
31	5.550	396,611	71,461	22,630	4,077	66,600	12,000	24.61
34	0.840	54,352	64,705			10,080	12,000	24.12
51	0.150	15,016	100,107			1,800	12,000	23.72
52				500				
55	2.540	198,522	78,158			30,480	12,000	24.19
65	0.300	17,571	58,570			3,600	12,000	24.33
74				2,500				
97	0.901	119,771	132,931	5,327	5,912	10,812	12,000	22.98
Program 21 Instructional	3.745	237,801	63,498			46,500	12,417	26.45
Program 21 Administrative	0.099	13,307	134,414			1,188	12,000	22.98
K-12 Program 21 Instructional	3.745	237,801	63,498			46,500	12,417	26.45
Program 31 Instructional	5.350	374,450	69,991	22,630	4,230	64,200	12,000	24.65
Program 31 Administrative	0.200	22,161	110,805			2,400	12,000	23.91
Program 34 Instructional	0.840	54,352	64,705			10,080	12,000	24.12
K-3 BEA Instructional	12.016	815,523	67,870			144,216	12,002	24.07

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	9.555	658,676	68,935			114,678	12,002	24.13
7-8 BEA Instructional	6.316	419,541	66,425			75,798	12,001	24.09
9-12 BEA Instructional	14.893	1,098,111	73,733	20,250	1,360	178,728	12,001	24.41
K-12 BEA Instructional	42.780	2,991,851	69,936	20,250	473	513,420	12,001	24.21
BEA	46.531	3,408,286	73,248	58,018	1,247	558,432	12,001	24.13
Instructional	49.365	3,445,745	69,801	42,624	863	594,000	12,033	24.35
Administrative	4.000	444,758	111,190	5,494	1,374	48,000	12,000	23.55
Active	53.365	3,890,503	72,904	48,118	902	642,000	12,030	24.26
On Leave				12,900				
Certificated Total	53.365	3,890,503	72,904	61,018	1,143	642,000	12,030	24.26
Instructional for Funding Purposes	49.365	3,445,745	69,801	42,624	863	594,000	12,033	24.35
Instructional for Compliance Purposes	49.365	3,445,745	69,801	42,624	863	594,000	12,033	24.35

**Onion Creek School District (33030)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.900	223,671	57,352	12,460	3,195	40,800	10,462	23.55
21	0.941	26,687	28,360			5,292	5,624	23.87
55	0.159	4,251	26,736			1,908	12,000	23.82
58				10,505				
97	0.750	22,500	30,000					23.93
99	0.250	7,500	30,000					23.93
Program 21 Instructional	0.441	11,687	26,501			5,292	12,000	23.82
Program 21 Administrative	0.500	15,000	30,000					23.93
K-12 Program 21 Instructional	0.441	11,687	26,501			5,292	12,000	23.82
K-3 BEA Instructional	1.333	78,287	58,730			15,996	12,000	23.38
4-6 BEA Instructional	1.298	86,606	66,723			15,576	12,000	23.53
7-8 BEA Instructional	0.769	43,778	56,928	12,460	16,203	9,228	12,000	23.73
K-12 BEA Instructional	3.400	208,671	61,374	12,460	3,665	40,800	12,000	23.52
BEA	4.650	246,171	52,940	12,460	2,680	40,800	8,774	23.58
Instructional	4.000	224,609	56,152	22,965	5,741	48,000	12,000	23.55
Administrative	2.000	60,000	30,000					23.93
Active	6.000	284,609	47,435	22,965	3,828	48,000	8,000	23.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	6.000	284,609	47,435	22,965	3,828	48,000	8,000	23.62
Instructional for Funding Purposes	4.000	224,609	56,152	22,965	5,741	48,000	12,000	23.55
Instructional for Compliance Purposes	4.000	224,609	56,152	22,965	5,741	48,000	12,000	23.55

**Orcas Island School District (28137)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	42.253	3,532,406	83,601	55,191	1,306	552,770	13,082	22.99
02	0.500	56,676	113,352	12,011	24,022	6,010	12,020	22.68
21	5.400	467,837	86,636	4,494	832	69,710	12,909	21.92
24	1.000	82,916	82,916	906	906	12,740	12,740	21.86
31	1.300	92,526	71,174	5,105	3,927	24,760	19,046	22.10
51	1.000	103,243	103,243	1,128	1,128	12,740	12,740	21.33
65	0.500	34,186	68,372	515	1,030	6,370	12,740	23.46
97	1.000	159,219	159,219			12,020	12,020	21.85
K-12 Program 02 Instructional				10,883				
Program 21 Instructional	4.900	411,161	83,910	4,494	917	63,700	13,000	21.82
Program 21 Administrative	0.500	56,676	113,352			6,010	12,020	22.68
K-12 Program 21 Instructional	4.350	361,102	83,012	3,590	825	56,566	13,004	21.76
Program 31 Instructional	1.300	92,526	71,174	1,148	883	24,760	19,046	22.10
Program 31 Administrative				3,957				
K-3 BEA Instructional	11.771	989,941	84,100	14,782	1,256	153,091	13,006	22.91
4-6 BEA Instructional	10.162	815,215	80,222	6,892	678	127,336	12,531	23.19

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	5.915	488,251	82,545	5,616	949	86,759	14,668	23.02
9-12 BEA Instructional	12.757	1,036,692	81,265	11,927	935	180,264	14,131	22.85
K-12 BEA Instructional	40.605	3,330,099	82,012	39,217	966	547,451	13,482	22.97
K-12 BEA Administrative	0.150	17,003	113,353	3,957	26,380	1,803	12,020	22.68
BEA	45.053	3,840,827	85,251	72,307	1,605	595,560	13,219	22.91
Instructional	48.005	3,961,605	82,525	48,442	1,009	643,001	13,394	22.79
Administrative	4.000	525,722	131,431	3,957	989	48,080	12,020	22.41
Other	0.948	41,682	43,968	26,951	28,429	6,039	6,370	23.87
Active	52.953	4,529,009	85,529	79,350	1,498	697,120	13,165	22.75
Certificated Total	52.953	4,529,009	85,529	79,350	1,498	697,120	13,165	22.75
Instructional for Funding Purposes	48.005	3,961,605	82,525	48,442	1,009	643,001	13,394	22.79
Instructional for Compliance Purposes	48.005	3,961,605	82,525	48,442	1,009	643,001	13,394	22.79



**Orchard Prairie School District (32123)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	5.270	328,017	62,242	7,872	1,494	64,416	12,223	22.92
21	1.000	50,643	50,643	622	622	12,000	12,000	38.82
51	0.380	25,641	67,476	622	1,637	4,560	12,000	23.30
52	0.350	16,467	47,049			4,200	12,000	20.72
97	0.892	48,706	54,603			12,000	13,453	5.75
Program 21 Instructional	1.000	50,643	50,643	622	622	12,000	12,000	38.82
K-12 Program 21 Instructional	1.000	50,643	50,643	622	622	12,000	12,000	38.82
K-3 BEA Instructional	3.333	206,485	61,952	5,643	1,693	40,290	12,088	22.81
4-6 BEA Instructional	1.525	95,901	62,886			18,987	12,450	23.10
7-8 BEA Instructional	0.412	25,631	62,211	2,229	5,410	5,139	12,474	23.11
K-12 BEA Instructional	5.270	328,017	62,242	7,872	1,494	64,416	12,223	22.92
K-12 BEA Administrative	0.892	48,706	54,603			12,000	13,453	5.75
BEA	6.162	376,723	61,136	7,872	1,278	76,416	12,401	20.12
Instructional	7.000	420,768	60,110	9,116	1,302	85,176	12,168	24.76
Administrative	0.892	48,706	54,603			12,000	13,453	5.75
Active	7.892	469,474	59,487	9,116	1,155	97,176	12,313	22.25
Certificated Total	7.892	469,474	59,487	9,116	1,155	97,176	12,313	22.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	7.000	420,768	60,110	9,116	1,302	85,176	12,168	24.76
Instructional for Compliance Purposes	7.000	420,768	60,110	9,116	1,302	85,176	12,168	24.76

**Orient School District (10065)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.258	201,496	89,236	25,000	11,072	27,096	12,000	20.62
21	0.500	47,891	95,782			12,000	24,000	18.62
51	0.571	50,934	89,201			6,852	12,000	20.68
55	0.171	15,643	91,480			2,052	12,000	21.49
97				59,908				
Program 21 Instructional	0.500	47,891	95,782			12,000	24,000	18.62
K-12 Program 21 Instructional	0.500	47,891	95,782			12,000	24,000	18.62
K-3 BEA Instructional	0.724	69,348	95,785			8,688	12,000	21.20
4-6 BEA Instructional	0.829	71,423	86,156			9,948	12,000	21.50
7-8 BEA Instructional	0.705	60,725	86,135			8,460	12,000	19.12
K-12 BEA Instructional	2.258	201,496	89,236			27,096	12,000	20.62
BEA	2.258	201,496	89,236	84,908	37,603	27,096	12,000	20.62
Instructional	3.500	315,964	90,275			48,000	13,714	20.41
Administrative				84,908				
Active	3.500	315,964	90,275	84,908	24,259	48,000	13,714	20.41
Certificated Total	3.500	315,964	90,275	84,908	24,259	48,000	13,714	20.41
Instructional for Funding Purposes	3.500	315,964	90,275			48,000	13,714	20.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	3.500	315,964	90,275			48,000	13,714	20.41

**Orondo School District (09013)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.092	717,440	71,090	14,017	1,389	122,592	12,147	21.45
51	0.343	29,313	85,461			4,152	12,105	23.16
53	0.037	4,246	114,757			444	12,000	23.53
55	0.938	71,160	75,864			11,312	12,060	21.18
65	0.625	40,137	64,219			7,500	12,000	22.35
97	0.332	52,000	156,627	6,709	20,208			8.10
99	0.083	13,000	156,627					8.10
K-3 BEA Instructional	5.136	362,341	70,549	4,874	949	61,632	12,000	21.66
4-6 BEA Instructional	2.042	129,356	63,348	4,476	2,192	24,984	12,235	18.27
7-8 BEA Instructional	1.809	104,504	57,769	2,802	1,549	22,020	12,172	23.34
K-12 BEA Instructional	8.987	596,201	66,340	12,152	1,352	108,636	12,088	21.07
BEA	10.424	769,440	73,814	20,726	1,988	122,592	11,761	20.53
Instructional	10.430	683,681	65,549	13,017	1,248	126,044	12,085	21.06
Administrative	2.020	243,615	120,601	7,709	3,816	19,956	9,879	19.04
Active	12.450	927,296	74,482	20,726	1,665	146,000	11,727	20.57
Certificated Total	12.450	927,296	74,482	20,726	1,665	146,000	11,727	20.57
Instructional for Funding Purposes	10.430	683,681	65,549	13,017	1,248	126,044	12,085	21.06

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	10.430	683,681	65,549	13,017	1,248	126,044	12,085	21.06

**Oroville School District (24410)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	28.607	1,818,748	63,577	59,113	2,066	348,084	12,168	24.26
02	1.000	57,622	57,622	1,601	1,601	12,000	12,000	23.82
21	3.901	238,984	61,262	11,475	2,942	46,812	12,000	24.59
24	0.166	8,189	49,331			1,992	12,000	23.51
31	3.200	191,689	59,903	14,357	4,487	45,600	14,250	25.20
51	3.480	212,607	61,094	4,641	1,334	41,760	12,000	23.94
55	3.415	198,007	57,982	11,845	3,469	40,980	12,000	24.37
65	0.231	18,742	81,134	2,603	11,268	2,772	12,000	24.31
97	1.000	133,542	133,542			12,000	12,000	24.20
K-12 Program 02 Instructional	1.000	57,622	57,622			12,000	12,000	23.82
Program 21 Instructional	3.501	206,530	58,992	10,574	3,020	42,012	12,000	24.63
Program 21 Administrative	0.400	32,454	81,135	901	2,253	4,800	12,000	24.31
K-12 Program 21 Instructional	3.334	198,291	59,475	5,056	1,516	40,008	12,000	24.68
Program 31 Instructional	3.200	191,689	59,903	14,357	4,487	45,600	14,250	25.20
K-3 BEA Instructional	9.605	567,528	59,087	18,698	1,947	115,260	12,000	24.65
4-6 BEA Instructional	4.334	264,018	60,918	9,612	2,218	52,008	12,000	24.10
7-8 BEA Instructional	6.602	367,067	55,599	7,351	1,113	86,424	13,091	24.37

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	10.197	629,050	61,690	36,489	3,578	127,164	12,471	24.28
K-12 BEA Instructional	30.738	1,827,663	59,459	72,150	2,347	380,856	12,390	24.38
BEA	33.807	2,201,601	65,123	75,071	2,221	417,684	12,355	24.35
Instructional	41.000	2,428,656	59,236	103,380	2,521	504,000	12,293	24.36
Administrative	4.000	449,474	112,369	2,255	564	48,000	12,000	24.19
Active	45.000	2,878,130	63,958	105,635	2,347	552,000	12,267	24.34
Certificated Total	45.000	2,878,130	63,958	105,635	2,347	552,000	12,267	24.34
Instructional for Funding Purposes	41.000	2,428,656	59,236	103,380	2,521	504,000	12,293	24.36
Instructional for Compliance Purposes	41.000	2,428,656	59,236	103,380	2,521	504,000	12,293	24.36



**Orting School District (27344)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	112.117	8,738,513	77,941	685,288	6,112	1,357,800	12,111	23.57
02	10.300	808,624	78,507	39,325	3,818	126,000	12,233	22.94
14				3,000				
21	22.650	1,827,012	80,663	172,538	7,618	282,600	12,477	23.65
24	1.000	93,218	93,218	7,282	7,282	12,000	12,000	23.50
31	10.300	806,308	78,282	55,608	5,399	123,600	12,000	23.89
34	2.800	217,038	77,514	21,910	7,825	33,600	12,000	23.50
51	2.000	165,950	82,975	9,688	4,844	24,000	12,000	25.26
55	1.050	97,002	92,383	4,472	4,259	12,600	12,000	23.34
58				77,258				
65	0.650	60,591	93,217	1,950	3,000	7,800	12,000	23.95
74				3,000				
97	2.000	354,453	177,227	57,424	28,712	24,000	12,000	6.42
K-12 Program 02 Instructional	9.800	747,519	76,277	15,297	1,561	120,000	12,245	22.93
Program 21 Instructional	21.900	1,712,604	78,201	161,802	7,388	273,600	12,493	23.72
Program 21 Administrative	0.750	114,408	152,544	10,736	14,315	9,000	12,000	22.62
K-12 Program 21 Instructional	19.270	1,522,255	78,996	59,520	3,089	241,320	12,523	23.57

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	9.900	757,424	76,507	53,608	5,415	118,800	12,000	23.95
Program 31 Administrative	0.400	48,884	122,210			4,800	12,000	23.02
Program 34 Instructional	2.500	180,422	72,169	21,910	8,764	30,000	12,000	23.61
Program 34 Administrative	0.300	36,616	122,053			3,600	12,000	22.88
K-3 BEA Instructional	43.092	3,031,506	70,350	146,855	3,408	521,304	12,097	24.35
4-6 BEA Instructional	24.518	1,806,944	73,699	45,527	1,857	296,616	12,098	23.92
7-8 BEA Instructional	20.167	1,547,151	76,717	35,709	1,771	243,600	12,079	23.68
9-12 BEA Instructional	38.740	3,003,855	77,539	39,833	1,028	471,480	12,170	22.79
K-12 BEA Instructional	126.517	9,389,456	74,215	267,924	2,118	1,533,000	12,117	23.63
K-12 BEA Administrative	3.000	410,189	136,730	19,378	6,459	36,000	12,000	22.60
BEA	137.517	10,924,936	79,444	859,555	6,251	1,665,000	12,108	23.00
Instructional	152.867	11,480,685	75,102	966,660	6,324	1,860,000	12,167	23.67
Administrative	12.000	1,688,024	140,669	134,743	11,229	144,000	12,000	19.37
Other				37,340				
Active	164.867	13,168,709	79,875	1,138,743	6,907	2,004,000	12,155	23.13
Certificated Total	164.867	13,168,709	79,875	1,138,743	6,907	2,004,000	12,155	23.13
Instructional for Funding Purposes	152.867	11,480,685	75,102	966,660	6,324	1,860,000	12,167	23.67

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	152.867	11,480,685	75,102	966,660	6,324	1,860,000	12,167	23.67

**Othello School District (01147)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	239.280	17,628,337	73,672	1,755,342	7,336	2,871,360	12,000	22.34
02	0.600	38,291	63,818	3,829	6,382	7,200	12,000	20.32
21	31.400	2,162,481	68,869	254,633	8,109	384,000	12,229	22.01
31	10.550	781,541	74,080	128,605	12,190	126,600	12,000	23.93
34	0.650	47,284	72,745	4,443	6,835	7,800	12,000	19.05
51	3.201	266,622	83,293	24,608	7,688	38,412	12,000	22.67
53	0.750	62,771	83,695	6,673	8,897	9,000	12,000	23.49
55	5.450	545,218	100,040	40,269	7,389	65,400	12,000	22.24
64	1.000	90,774	90,774	9,079	9,079	12,000	12,000	20.51
65	13.019	1,071,746	82,322	107,579	8,263	156,228	12,000	22.18
74	1.000	88,245	88,245	8,825	8,825	12,000	12,000	23.08
88	0.500	60,812	121,624	3,041	6,082	6,000	12,000	22.17
97	2.000	329,837	164,919	28,367	14,184	24,000	12,000	25.02
K-12 Program 02 Instructional	0.600	38,291	63,818	3,829	6,382	7,200	12,000	20.32
Program 21 Instructional	30.400	2,048,286	67,378	248,923	8,188	372,000	12,237	21.95
Program 21 Administrative	1.000	114,195	114,195	5,710	5,710	12,000	12,000	23.21
K-12 Program 21 Instructional	28.000	1,890,774	67,528	230,946	8,248	336,000	12,000	21.83

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	9.600	673,055	70,110	123,181	12,831	115,200	12,000	23.96
Program 31 Administrative	0.950	108,486	114,196	5,424	5,709	11,400	12,000	23.71
Program 34 Instructional	0.600	41,574	69,290	4,158	6,930	7,200	12,000	18.57
Program 34 Administrative	0.050	5,710	114,200	285	5,700	600	12,000	23.71
K-3 BEA Instructional	88.654	6,292,119	70,974	667,831	7,533	1,063,848	12,000	22.47
4-6 BEA Instructional	53.647	3,764,330	70,169	364,256	6,790	643,764	12,000	22.57
7-8 BEA Instructional	33.399	2,308,681	69,124	246,203	7,372	400,788	12,000	21.75
9-12 BEA Instructional	59.630	4,302,063	72,146	505,233	8,473	715,560	12,000	22.16
K-12 BEA Instructional	235.330	16,667,193	70,825	1,801,129	7,654	2,823,960	12,000	22.31
K-12 BEA Administrative	10.500	1,225,198	116,686	60,938	5,804	126,000	12,000	23.36
BEA	253.080	18,825,290	74,385	1,920,586	7,589	3,036,960	12,000	22.43
Instructional	286.400	20,407,409	71,255	2,225,411	7,770	3,444,000	12,025	22.25
Administrative	22.000	2,653,205	120,600	144,215	6,555	264,000	12,000	23.37
Other	1.000	113,345	113,345	5,667	5,667	12,000	12,000	23.13
Active	309.400	23,173,959	74,900	2,375,293	7,677	3,720,000	12,023	22.37
Certificated Total	309.400	23,173,959	74,900	2,375,293	7,677	3,720,000	12,023	22.37
Instructional for Funding Purposes	286.400	20,407,409	71,255	2,225,411	7,770	3,444,000	12,025	22.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	286.400	20,407,409	71,255	2,225,411	7,770	3,444,000	12,025	22.25

**Palisades School District (09102)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.140	110,572	51,669	6,760	3,159	25,680	12,000	23.71
21	0.151	7,846	51,960			1,812	12,000	23.71
51	0.306	15,733	51,415			3,672	12,000	23.71
52	0.130	6,699	51,531			1,560	12,000	23.71
55	0.214	11,209	52,379			2,568	12,000	23.71
65	0.059	3,368	57,085			708	12,000	23.71
Program 21 Instructional	0.151	7,846	51,960			1,812	12,000	23.71
K-12 Program 21 Instructional	0.094	4,870	51,809			1,128	12,000	23.71
K-3 BEA Instructional	1.450	71,839	49,544	5,581	3,849	17,400	12,000	23.72
4-6 BEA Instructional	0.690	38,733	56,135			8,280	12,000	23.71
K-12 BEA Instructional	2.140	110,572	51,669	5,581	2,608	25,680	12,000	23.71
BEA	2.140	110,572	51,669	6,760	3,159	25,680	12,000	23.71
Instructional	3.000	155,427	51,809	6,760	2,253	36,000	12,000	23.71
Active	3.000	155,427	51,809	6,760	2,253	36,000	12,000	23.71
Certificated Total	3.000	155,427	51,809	6,760	2,253	36,000	12,000	23.71
Instructional for Funding Purposes	3.000	155,427	51,809	6,760	2,253	36,000	12,000	23.71

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	3.000	155,427	51,809	6,760	2,253	36,000	12,000	23.71



**Palouse School District (38301)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.530	1,080,222	69,557			195,840	12,610	22.19
21	1.000	50,373	50,373			12,000	12,000	21.34
31	1.000	52,227	52,227	16,400	16,400	12,000	12,000	37.14
51	0.400	34,105	85,263			4,800	12,000	23.29
52				2,831				
55	0.280	23,874	85,264			3,360	12,000	23.29
97	1.000	91,771	91,771			12,000	12,000	23.56
Program 21 Instructional	1.000	50,373	50,373			12,000	12,000	21.34
K-12 Program 21 Instructional	1.000	50,373	50,373			12,000	12,000	21.34
Program 31 Instructional	1.000	52,227	52,227	16,400	16,400	12,000	12,000	37.14
K-3 BEA Instructional	6.347	403,598	63,589			77,844	12,265	24.09
4-6 BEA Instructional	1.576	86,980	55,190			25,032	15,883	17.97
9-12 BEA Instructional	7.607	522,563	68,695			92,964	12,221	22.51
K-12 BEA Instructional	15.530	1,013,141	65,238			195,840	12,610	22.72
K-12 BEA Administrative	1.000	119,308	119,308			12,000	12,000	23.26
BEA	17.530	1,224,220	69,836	16,400	936	219,840	12,541	22.83
Instructional	17.210	1,121,493	65,165	19,231	1,117	216,000	12,551	22.68

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	2.000	211,079	105,540			24,000	12,000	23.39
Active	19.210	1,332,572	69,369	19,231	1,001	240,000	12,493	22.79
Certificated Total	19.210	1,332,572	69,369	19,231	1,001	240,000	12,493	22.79
Instructional for Funding Purposes	17.210	1,121,493	65,165	19,231	1,117	216,000	12,551	22.68
Instructional for Compliance Purposes	17.210	1,121,493	65,165	19,231	1,117	216,000	12,551	22.68

**Pasco School District (11001)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
0								
01	965.737	79,210,464	82,021	6,078,617	6,294	11,703,936	12,119	23.06
02	6.902	566,016	82,008	118,030	17,101	82,824	12,000	27.41
12				24,004				
13				6,274				
21	159.687	12,850,494	80,473	602,158	3,771	1,943,762	12,172	22.86
24	7.440	532,174	71,529	10,436	1,403	89,280	12,000	24.01
31	47.580	3,671,691	77,169	278,178	5,847	576,000	12,106	24.05
34	12.972	1,087,668	83,847	51,498	3,970	144,000	11,101	22.03
51	12.083	1,096,249	90,727	59,789	4,948	155,124	12,838	23.53
52	2.000	190,082	95,041	22,681	11,341	24,000	12,000	22.30
53	4.117	404,690	98,297	18,966	4,607	60,000	14,574	23.13
55	56.190	4,922,345	87,602	239,368	4,260	706,272	12,569	22.87
58	1.000	95,041	95,041	31,385	31,385	12,000	12,000	22.77
64	1.000	88,829	88,829	1,480	1,480	12,000	12,000	23.15
65	24.286	1,884,780	77,608	538,733	22,183	314,376	12,945	23.97
74	2.962	230,123	77,692	7,299	2,464	35,544	12,000	23.17
97	2.000	331,475	165,738	31,901	15,951	24,000	12,000	19.53

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	5.746	445,777	77,580			68,952	12,000	28.65
Program 21 Instructional	156.852	12,445,144	79,343	485,936	3,098	1,907,762	12,163	22.82
Program 21 Administrative	2.835	405,350	142,981			36,000	12,698	24.24
K-12 Program 21 Instructional	141.104	11,315,698	80,194			1,718,666	12,180	22.83
Program 31 Instructional	46.680	3,538,165	75,796	241,358	5,170	565,200	12,108	24.09
Program 31 Administrative	0.900	133,526	148,362			10,800	12,000	23.09
Program 34 Instructional	12.972	1,087,668	83,847	38,164	2,942	144,000	11,101	22.03
K-3 BEA Instructional	335.318	25,218,399	75,207			4,090,920	12,200	22.81
4-6 BEA Instructional	134.507	10,175,605	75,651			1,618,080	12,030	22.78
7-8 BEA Instructional	222.089	17,627,318	79,371			2,689,476	12,110	23.35
9-12 BEA Instructional	260.452	20,984,729	80,570			3,141,792	12,063	23.29
K-12 BEA Instructional	953.366	74,101,092	77,726			11,552,268	12,117	23.07
BEA	1,035.191	84,867,314	81,982	6,558,224	6,335	12,530,760	12,105	23.10
Instructional	1,223.008	95,927,687	78,436	6,866,594	5,615	14,893,118	12,177	23.06
Administrative	82.948	11,234,434	135,439	25,561	308	990,000	11,935	23.27
Active	1,305.956	107,162,121	82,056	6,892,155	5,277	15,883,118	12,162	23.09
On Leave				1,228,642				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	1,305.956	107,162,121	82,056	8,120,797	6,218	15,883,118	12,162	23.09
Instructional for Funding Purposes	1,223.008	95,927,687	78,436	6,866,594	5,615	14,893,118	12,177	23.06
Instructional for Compliance Purposes	1,223.008	95,927,687	78,436	6,866,594	5,615	14,893,118	12,177	23.06

**Pateros School District (24122)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	19.909	1,393,024	69,970	17,300	869	240,984	12,104	22.80
21	1.515	122,237	80,684	11,383	7,514	20,400	13,465	23.18
31	1.000	85,801	85,801	19,066	19,066	12,000	12,000	19.47
51	0.700	44,904	64,149			8,400	12,000	23.76
52				3,500				
53	0.080	6,572	82,150			960	12,000	23.51
55	1.198	85,084	71,022	10,498	8,763	14,376	12,000	23.69
65	0.120	9,859	82,158			1,440	12,000	23.51
74				2,571				
79	0.120	6,913	57,608			1,440	12,000	24.03
97	1.000	100,584	100,584			12,000	12,000	23.81
Program 21 Instructional	1.515	122,237	80,684	2,383	1,573	20,400	13,465	23.18
Program 21 Administrative				9,000				
K-12 Program 21 Instructional	1.515	122,237	80,684	2,383	1,573	20,400	13,465	23.18
Program 31 Instructional	1.000	85,801	85,801	19,066	19,066	12,000	12,000	19.47
K-3 BEA Instructional	5.631	376,147	66,799	7,590	1,348	67,572	12,000	21.87
4-6 BEA Instructional	3.996	252,978	63,308	2,210	553	47,952	12,000	24.10

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	2.310	172,940	74,866			27,720	12,000	22.09
9-12 BEA Instructional	8.145	578,208	70,989	26,566	3,262	97,740	12,000	22.53
K-12 BEA Instructional	20.082	1,380,273	68,732	36,366	1,811	240,984	12,000	22.55
BEA	21.909	1,579,409	72,090	36,366	1,660	264,984	12,095	22.61
Instructional	23.735	1,649,270	69,487	55,318	2,331	287,040	12,094	22.70
Administrative	1.907	205,708	107,870	9,000	4,719	24,960	13,089	23.08
Active	25.642	1,854,978	72,341	64,318	2,508	312,000	12,168	22.74
Certificated Total	25.642	1,854,978	72,341	64,318	2,508	312,000	12,168	22.74
Instructional for Funding Purposes	23.735	1,649,270	69,487	55,318	2,331	287,040	12,094	22.70
Instructional for Compliance Purposes	23.735	1,649,270	69,487	55,318	2,331	287,040	12,094	22.70

**Paterson School District (03050)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.000	489,451	61,181	12,250	1,531	96,000	12,000	22.94
21	0.909	63,016	69,325			13,800	15,182	22.97
51	0.125	4,995	39,960					22.50
53				4,400				
55	1.000	42,199	42,199			12,000	12,000	21.61
65	0.100	10,202	102,020	5,580	55,800	1,200	12,000	21.92
97	0.450	45,910	102,022			5,400	12,000	21.92
99	0.300	30,607	102,023			3,600	12,000	21.92
Program 21 Instructional	0.759	47,713	62,863			12,000	15,810	23.33
Program 21 Administrative	0.150	15,303	102,020			1,800	12,000	21.92
K-12 Program 21 Instructional	0.504	37,572	74,548			12,000	23,810	23.57
K-3 BEA Instructional	4.000	241,716	60,429			48,000	12,000	22.73
4-6 BEA Instructional	2.670	163,459	61,221			32,040	12,000	23.32
7-8 BEA Instructional	1.330	84,276	63,365	2,400	1,805	15,960	12,000	22.80
K-12 BEA Instructional	8.000	489,451	61,181	2,400	300	96,000	12,000	22.94
BEA	8.450	535,361	63,356	12,250	1,450	101,400	12,000	22.85
Instructional	9.884	584,358	59,122	16,650	1,685	120,000	12,141	22.86



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	1.000	102,022	102,022	5,580	5,580	12,000	12,000	21.92
Active	10.884	686,380	63,063	22,230	2,042	132,000	12,128	22.73
Certificated Total	10.884	686,380	63,063	22,230	2,042	132,000	12,128	22.73
Instructional for Funding Purposes	9.884	584,358	59,122	16,650	1,685	120,000	12,141	22.86
Instructional for Compliance Purposes	9.884	584,358	59,122	16,650	1,685	120,000	12,141	22.86

**Pe Ell School District (21301)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	18.179	1,445,140	79,495	25,553	1,406	255,742	14,068	22.68
21	1.000	84,208	84,208			14,000	14,000	20.07
31	1.680	132,207	78,695			23,020	13,702	22.06
34	0.930	77,718	83,568			12,020	12,925	21.65
51	0.251	20,460	81,514			3,012	12,000	23.51
52	0.211	16,057	76,100			2,743	13,000	23.34
55	0.749	61,383	81,953			8,988	12,000	23.51
74				1,338				
97	1.000	106,880	106,880	40,000	40,000	12,000	12,000	23.90
Program 21 Instructional	1.000	84,208	84,208			14,000	14,000	20.07
K-12 Program 21 Instructional	1.000	84,208	84,208			14,000	14,000	20.07
Program 31 Instructional	1.680	132,207	78,695			23,020	13,702	22.06
Program 34 Instructional	0.930	77,718	83,568			12,020	12,925	21.65
K-3 BEA Instructional	4.850	381,692	78,699			65,365	13,477	21.34
4-6 BEA Instructional	3.546	289,632	81,679			46,185	13,025	22.90
7-8 BEA Instructional	3.449	256,557	74,386			44,837	13,000	22.79
9-12 BEA Instructional	7.944	625,978	78,799			122,395	15,407	22.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	19.789	1,553,859	78,521			278,782	14,088	22.50
BEA	21.789	1,761,945	80,864	65,553	3,009	302,782	13,896	22.68
Instructional	22.000	1,735,967	78,908	25,105	1,141	307,525	13,978	22.42
Administrative	2.000	208,086	104,043	40,000	20,000	24,000	12,000	23.90
Other				1,786				
Active	24.000	1,944,053	81,002	66,891	2,787	331,525	13,814	22.59
Certificated Total	24.000	1,944,053	81,002	66,891	2,787	331,525	13,814	22.59
Instructional for Funding Purposes	22.000	1,735,967	78,908	25,105	1,141	307,525	13,978	22.42
Instructional for Compliance Purposes	22.000	1,735,967	78,908	25,105	1,141	307,525	13,978	22.42

**Peninsula School District (27401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	500.528	44,799,364	89,504	2,161,941	4,319	6,133,340	12,254	23.84
02	2.201	238,058	108,159	45,947	20,876	26,412	12,000	23.37
21	108.289	9,218,734	85,131	19,496	180	1,358,576	12,546	24.23
24	0.500	44,015	88,030	281,957	563,914	6,000	12,000	24.20
31	22.006	1,865,345	84,765	76,553	3,479	267,600	12,160	23.04
34	4.127	380,781	92,266	17,342	4,202	57,900	14,030	22.70
51	0.900	103,109	114,566	60,062	66,736	10,800	12,000	23.36
52	0.298	26,721	89,668	1,200	4,027	3,576	12,000	23.98
55	9.102	910,027	99,981	2,160	237	109,224	12,000	24.39
58	0.211	21,858	103,592	441,505	2,092,441	2,532	12,000	23.43
65	2.700	249,505	92,409	2,520	933	32,400	12,000	23.89
73				102,381				
74	1.320	139,264	105,503	6,340	4,803	17,640	13,364	23.60
97	2.000	401,637	200,819	17,238	8,619	24,000	12,000	12.62
K-12 Program 02 Instructional	1.201	123,094	102,493			14,412	12,000	24.26
Program 21 Instructional	104.249	8,723,672	83,681	6,134	59	1,312,039	12,586	24.33
Program 21 Administrative	3.712	472,596	127,316	13,362	3,600	45,600	12,284	22.61
K-12 Program 21 Instructional	94.956	7,911,807	83,321			1,196,155	12,597	24.35

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	21.406	1,771,865	82,774	74,393	3,475	260,400	12,165	23.10
Program 31 Administrative	0.600	93,480	155,800	2,160	3,600	7,200	12,000	21.85
Program 34 Instructional	3.727	318,461	85,447	15,902	4,267	53,100	14,247	22.85
Program 34 Administrative	0.400	62,320	155,800	1,440	3,600	4,800	12,000	21.85
K-3 BEA Instructional	176.852	14,756,240	83,438	1,186	7	2,167,648	12,257	24.08
4-6 BEA Instructional	91.056	7,619,261	83,677			1,113,166	12,225	24.04
7-8 BEA Instructional	75.118	6,403,633	85,248	338	4	938,292	12,491	23.65
9-12 BEA Instructional	145.515	12,883,717	88,539	12,622	87	1,778,692	12,223	23.89
K-12 BEA Instructional	488.541	41,662,851	85,280	14,146	29	5,997,798	12,277	23.95
K-12 BEA Administrative	3.000	417,585	139,195			36,000	12,000	22.84
BEA	530.862	47,685,185	89,826	2,319,021	4,368	6,509,252	12,262	23.71
Instructional	605.561	51,595,598	85,203	2,833,439	4,679	7,463,089	12,324	24.02
Administrative	43.693	6,307,418	144,358	91,562	2,096	528,000	12,084	22.12
Other	2.000	236,826	118,413	7,200	3,600	24,000	12,000	24.64
Active	651.254	58,139,842	89,274	2,932,201	4,502	8,015,089	12,307	23.82
On Leave	2.928	258,576	88,311	304,441	103,976	34,911	11,923	19.97
Certificated Total	654.182	58,398,418	89,269	3,236,642	4,948	8,050,000	12,305	23.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	605.561	51,595,598	85,203	2,833,439	4,679	7,463,089	12,324	24.02
Instructional for Compliance Purposes	605.561	51,595,598	85,203	2,833,439	4,679	7,463,089	12,324	24.02



**Pioneer School District (23402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	46.780	3,513,234	75,101	151,606	3,241	562,550	12,025	24.74
21	10.860	746,285	68,719	27,896	2,569	130,576	12,024	24.99
24				5,003				
51	0.930	67,670	72,763	22,454	24,144	11,184	12,026	24.22
52				49,677				
55	2.430	229,947	94,628			29,223	12,026	23.86
58				21,779				
74				3,868				
79				4,000				
89	1.000	61,583	61,583	799	799	12,026	12,026	24.26
97	1.000	151,680	151,680			12,026	12,026	23.22
Program 21 Instructional	9.860	616,092	62,484	27,896	2,829	118,550	12,023	24.12
Program 21 Administrative	1.000	130,193	130,193			12,026	12,026	30.83
K-12 Program 21 Instructional	8.860	554,509	62,586	25,396	2,866	106,524	12,023	24.11
K-3 BEA Instructional	17.940	1,241,661	69,212	62,913	3,507	215,746	12,026	25.47
4-6 BEA Instructional	14.800	1,040,338	70,293	47,283	3,195	177,959	12,024	24.47
7-8 BEA Instructional	10.540	810,586	76,906	37,121	3,522	126,754	12,026	23.88



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	43.280	3,092,585	71,455	147,317	3,404	520,459	12,025	24.70
K-12 BEA Administrative	2.320	293,291	126,419			27,900	12,026	23.94
BEA	47.780	3,664,914	76,704	151,606	3,173	574,576	12,025	24.67
Instructional	57.000	4,010,249	70,355	285,102	5,002	685,430	12,025	24.56
Administrative	6.000	760,150	126,692			72,156	12,026	25.33
Active	63.000	4,770,399	75,721	285,102	4,525	757,586	12,025	24.67
On Leave				1,980				
Certificated Total	63.000	4,770,399	75,721	287,082	4,557	757,586	12,025	24.67
Instructional for Funding Purposes	57.000	4,010,249	70,355	285,102	5,002	685,430	12,025	24.56
Instructional for Compliance Purposes	57.000	4,010,249	70,355	285,102	5,002	685,430	12,025	24.56

**Pomeroy School District (12110)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	18.738	1,244,955	66,440	45,592	2,433	228,277	12,183	23.27
21	2.177	179,610	82,503			23,724	10,898	22.06
24	0.737	57,134	77,522			8,844	12,000	22.34
31	1.858	110,908	59,692	22,937	12,345	22,296	12,000	23.13
34	1.142	64,665	56,624			13,704	12,000	23.19
51	0.048	5,331	111,063			939	19,568	23.16
55	0.048	5,331	111,063			939	19,568	23.16
97	0.452	50,669	112,100			8,845	19,568	23.16
Program 21 Instructional	1.891	154,250	81,571			20,292	10,731	22.28
Program 21 Administrative	0.286	25,360	88,671			3,432	12,000	20.93
K-12 Program 21 Instructional	1.891	154,250	81,571			20,292	10,731	22.28
Program 31 Instructional	1.858	110,908	59,692	18,873	10,158	22,296	12,000	23.13
Program 31 Administrative				4,064				
Program 34 Instructional	1.142	64,665	56,624			13,704	12,000	23.19
K-3 BEA Instructional	6.284	369,199	58,752	1,860	296	75,408	12,000	22.46
4-6 BEA Instructional	3.213	210,697	65,576			38,556	12,000	22.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	1.144	80,707	70,548			13,728	12,000	23.84
9-12 BEA Instructional	9.645	618,832	64,161	23,603	2,447	115,740	12,000	23.73
K-12 BEA Instructional	20.286	1,279,435	63,070	25,463	1,255	243,432	12,000	23.25
K-12 BEA Administrative	1.452	141,093	97,171	4,064	2,799	20,845	14,356	23.33
BEA	22.190	1,471,197	66,300	68,529	3,088	273,121	12,308	23.25
Instructional	22.914	1,490,819	65,061	26,773	1,168	272,568	11,895	23.11
Administrative	2.286	227,784	99,643	4,064	1,778	35,000	15,311	22.96
Other				37,692				
Active	25.200	1,718,603	68,199	68,529	2,719	307,568	12,205	23.09
Certificated Total	25.200	1,718,603	68,199	68,529	2,719	307,568	12,205	23.09
Instructional for Funding Purposes	22.914	1,490,819	65,061	26,773	1,168	272,568	11,895	23.11
Instructional for Compliance Purposes	22.914	1,490,819	65,061	26,773	1,168	272,568	11,895	23.11

**Port Angeles School District (05121)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	155.503	12,846,664	82,614	474,578	3,052	1,887,204	12,136	22.81
02	26.199	2,172,724	82,932	57,975	2,213	320,352	12,228	22.27
21	27.728	2,234,521	80,587	77,734	2,803	340,740	12,289	23.37
24	9.749	704,175	72,230	26,197	2,687	116,988	12,000	23.36
29	0.120	10,630	88,583	295	2,458	1,440	12,000	23.57
31	13.077	1,010,383	77,264	87,879	6,720	158,832	12,146	23.64
34	3.219	276,292	85,832	12,672	3,937	39,696	12,332	22.55
51	3.530	307,312	87,057	8,537	2,418	42,360	12,000	21.20
52	0.951	87,433	91,938	2,429	2,554	11,412	12,000	17.21
55	6.248	536,293	85,834	14,898	2,384	74,976	12,000	22.19
65	1.000	92,035	92,035	2,557	2,557	12,000	12,000	23.80
74	3.500	305,879	87,394	8,497	2,428	42,000	12,000	22.17
79				17,657				
97	2.000	313,388	156,694	10,320	5,160	24,000	12,000	21.29
K-12 Program 02 Instructional	24.770	1,987,660	80,245	984	40	303,204	12,241	22.22
Program 21 Instructional	26.728	2,093,923	78,342	75,334	2,819	328,740	12,299	23.41
Program 21 Administrative	1.000	140,598	140,598	2,400	2,400	12,000	12,000	22.78
K-12 Program 21 Instructional	25.978	2,033,180	78,265	3,248	125	319,740	12,308	23.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	12.533	945,271	75,423	86,316	6,887	151,596	12,096	23.92
Program 31 Administrative	0.544	65,112	119,691	1,563	2,873	7,236	13,301	19.77
Program 34 Instructional	2.800	226,510	80,896	10,175	3,634	34,080	12,171	23.28
Program 34 Administrative	0.419	49,782	118,811	2,497	5,959	5,616	13,403	19.59
K-3 BEA Instructional	65.733	5,146,705	78,297	4,925	75	794,664	12,089	22.77
4-6 BEA Instructional	38.011	2,907,321	76,486	2,341	62	457,260	12,030	22.72
7-8 BEA Instructional	25.128	2,017,072	80,272	4,621	184	303,984	12,097	22.77
9-12 BEA Instructional	54.499	4,390,943	80,569	109,377	2,007	663,300	12,171	23.16
K-12 BEA Instructional	183.371	14,462,041	78,868	124,884	681	2,219,208	12,102	22.88
K-12 BEA Administrative	4.963	625,442	126,021			60,852	12,261	21.74
BEA	199.998	16,619,451	83,098	643,424	3,217	2,430,084	12,151	22.76
Instructional	235.197	18,599,721	79,081	768,885	3,269	2,849,124	12,114	22.86
Administrative	17.127	2,240,280	130,804	33,340	1,947	216,876	12,663	21.95
Other	0.500	57,728	115,456			6,000	12,000	23.06
Active	252.824	20,897,729	82,657	802,225	3,173	3,072,000	12,151	22.77
Certificated Total	252.824	20,897,729	82,657	802,225	3,173	3,072,000	12,151	22.77
Instructional for Funding Purposes	235.197	18,599,721	79,081	768,885	3,269	2,849,124	12,114	22.86

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	235.197	18,599,721	79,081	768,885	3,269	2,849,124	12,114	22.86

**Port Townsend School District (16050)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	55.449	4,378,064	78,957	223,273	4,027	702,280	12,665	23.56
02	4.853	386,198	79,579	15,360	3,165	62,600	12,899	23.96
21	11.410	928,572	81,382	28,736	2,518	141,720	12,421	24.32
24	1.150	80,866	70,318	2,694	2,343	13,800	12,000	24.05
31	2.956	258,187	87,343	8,764	2,965	36,720	12,422	22.91
51	1.700	144,954	85,267	4,094	2,408	20,400	12,000	24.03
52	0.200	18,381	91,905			2,400	12,000	24.16
55	2.700	226,788	83,996	6,822	2,527	32,400	12,000	23.09
58				61,523				
65	0.600	43,173	71,955	1,440	2,400	12,000	20,000	22.93
74				4,250				
79	0.640	47,012	73,456	1,568	2,450	7,680	12,000	24.19
97	2.000	223,891	111,946	13,200	6,600	24,000	12,000	23.62
K-12 Program 02 Instructional	4.753	374,999	78,897	12,360	2,600	61,400	12,918	23.83
Program 21 Instructional	10.810	862,058	79,746	28,736	2,658	134,520	12,444	24.37
Program 21 Administrative	0.600	66,514	110,857			7,200	12,000	23.68
K-12 Program 21 Instructional	10.100	799,736	79,182	26,658	2,639	126,000	12,475	24.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	2.756	232,877	84,498	8,764	3,180	34,320	12,453	22.87
Program 31 Administrative	0.200	25,310	126,550			2,400	12,000	23.31
K-3 BEA Instructional	18.748	1,427,363	76,134	48,185	2,570	240,216	12,813	23.13
4-6 BEA Instructional	12.085	934,250	77,307	45,665	3,779	156,444	12,945	23.75
7-8 BEA Instructional	10.195	774,070	75,926	31,829	3,122	126,180	12,377	23.77
9-12 BEA Instructional	18.630	1,487,037	79,819	71,353	3,830	235,560	12,644	23.41
K-12 BEA Instructional	59.658	4,622,720	77,487	197,032	3,303	758,400	12,712	23.45
K-12 BEA Administrative	2.000	238,542	119,271	10,841	5,421	24,000	12,000	25.76
BEA	65.258	5,246,340	80,394	260,597	3,993	825,600	12,651	23.56
Instructional	76.558	5,960,109	77,851	324,135	4,234	970,800	12,681	23.61
Administrative	6.500	723,032	111,236	36,310	5,586	78,000	12,000	24.11
Other	0.600	52,945	88,242	11,279	18,798	7,200	12,000	24.14
Active	83.658	6,736,086	80,519	371,724	4,443	1,056,000	12,623	23.66
Certificated Total	83.658	6,736,086	80,519	371,724	4,443	1,056,000	12,623	23.66
Instructional for Funding Purposes	76.558	5,960,109	77,851	324,135	4,234	970,800	12,681	23.61
Instructional for Compliance Purposes	76.558	5,960,109	77,851	324,135	4,234	970,800	12,681	23.61



**Prescott School District (36402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.650	1,216,673	73,073	84,645	5,084	200,100	12,018	22.69
21	1.000	55,574	55,574			12,018	12,018	23.00
24	0.071	9,750	137,324			853	12,018	23.33
31	0.800	44,458	55,573			9,614	12,018	22.13
34	0.200	11,114	55,570			2,404	12,018	22.13
52	0.400	34,359	85,898			4,807	12,018	22.21
55	0.924	63,595	68,826			11,105	12,018	22.88
65	0.663	54,611	82,370			7,968	12,018	22.93
97	0.292	32,500	111,301			3,509	12,018	23.33
Program 21 Instructional	1.000	55,574	55,574			12,018	12,018	23.00
K-12 Program 21 Instructional	1.000	55,574	55,574			12,018	12,018	23.00
Program 31 Instructional	0.800	44,458	55,573			9,614	12,018	22.13
Program 34 Instructional	0.200	11,114	55,570			2,404	12,018	22.13
K-3 BEA Instructional	5.421	382,827	70,619	2,350	433	65,150	12,018	22.93
4-6 BEA Instructional	3.691	268,789	72,823	6,084	1,648	44,358	12,018	21.51
7-8 BEA Instructional	1.700	98,043	57,672	2,408	1,416	20,431	12,018	24.00
9-12 BEA Instructional	6.001	417,656	69,598	38,295	6,381	72,120	12,018	22.78

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	16.813	1,167,315	69,429	49,137	2,923	202,059	12,018	22.63
BEA	17.942	1,304,745	72,720	84,645	4,718	215,627	12,018	22.68
Instructional	19.871	1,385,204	69,710	70,793	3,563	238,810	12,018	22.66
Administrative	0.929	120,250	129,440			11,165	12,018	23.33
Other	0.200	17,180	85,900	13,852	69,260	2,404	12,018	22.21
Active	21.000	1,522,634	72,506	84,645	4,031	252,378	12,018	22.70
Certificated Total	21.000	1,522,634	72,506	84,645	4,031	252,378	12,018	22.70
Instructional for Funding Purposes	19.871	1,385,204	69,710	70,793	3,563	238,810	12,018	22.66
Instructional for Compliance Purposes	19.871	1,385,204	69,710	70,793	3,563	238,810	12,018	22.66

**PRIDE Prep Charter School District (32907)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	29.040	1,674,632	57,666			316,227	10,889	23.92
21	8.000	474,227	59,278			88,000	11,000	23.54
24	1.000	51,623	51,623			11,000	11,000	24.18
31	1.193	55,791	46,765			13,123	11,000	24.29
51	0.750	48,155	64,207			8,250	11,000	24.24
52	0.250	16,051	64,204			2,750	11,000	24.24
55	1.538	85,171	55,378			15,250	9,915	23.84
97	1.000	143,040	143,040			11,000	11,000	23.67
Program 21 Instructional	8.000	474,227	59,278			88,000	11,000	23.54
K-12 Program 21 Instructional	8.000	474,227	59,278			88,000	11,000	23.54
Program 31 Instructional	1.193	55,791	46,765			13,123	11,000	24.29
4-6 BEA Instructional	1.000	63,206	63,206			11,000	11,000	23.85
7-8 BEA Instructional	14.093	818,699	58,093			151,550	10,754	23.87
9-12 BEA Instructional	15.140	848,518	56,045			166,800	11,017	24.00
K-12 BEA Instructional	30.233	1,730,423	57,236			329,350	10,894	23.93
BEA	31.233	1,873,463	59,983			340,350	10,897	23.91
Instructional	40.771	2,341,444	57,429			443,600	10,880	23.86

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	2.000	207,246	103,623			22,000	11,000	23.85
Active	42.771	2,548,690	59,589			465,600	10,886	23.85
Certificated Total	42.771	2,548,690	59,589			465,600	10,886	23.85
Instructional for Funding Purposes	40.771	2,341,444	57,429			443,600	10,880	23.86
Instructional for Compliance Purposes	40.771	2,341,444	57,429			443,600	10,880	23.86

**Prosser School District (03116)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	123.108	9,291,242	75,472	148,720	1,208	1,494,024	12,136	21.39
21	12.080	785,794	65,049	18,870	1,562	156,000	12,914	22.08
31	10.312	769,599	74,631	73,002	7,079	123,744	12,000	22.17
34	1.340	90,862	67,807	4,556	3,400	16,080	12,000	22.91
51	3.200	273,762	85,551			38,400	12,000	20.93
53	0.570	59,224	103,902	412	723	6,840	12,000	20.50
55	9.447	690,149	73,055			128,736	13,627	21.17
58				102,477				
65	3.950	289,890	73,390	764	193	47,400	12,000	21.43
71				22,078				
74	0.273	22,980	84,176			4,776	17,495	20.30
97	1.000	145,000	145,000			12,000	12,000	21.26
Program 21 Instructional	11.080	680,711	61,436	18,870	1,703	144,000	12,996	22.01
Program 21 Administrative	1.000	105,083	105,083			12,000	12,000	22.56
K-12 Program 21 Instructional	10.830	670,047	61,870	2,370	219	141,000	13,019	22.00
Program 31 Instructional	9.312	634,826	68,173	71,826	7,713	111,744	12,000	22.06
Program 31 Administrative	1.000	134,773	134,773	1,176	1,176	12,000	12,000	22.77

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.340	90,862	67,807	4,556	3,400	16,080	12,000	22.91
K-3 BEA Instructional	37.811	2,572,103	68,025			458,160	12,117	21.35
4-6 BEA Instructional	23.660	1,679,923	71,003	2,859	121	291,012	12,300	20.61
7-8 BEA Instructional	24.842	1,817,177	73,149			301,476	12,136	21.80
9-12 BEA Instructional	38.447	2,833,629	73,702	6,218	162	463,200	12,048	21.78
K-12 BEA Instructional	124.760	8,902,832	71,360	9,077	73	1,513,848	12,134	21.44
K-12 BEA Administrative	8.000	995,989	124,499			96,000	12,000	22.15
BEA	135.760	10,296,703	75,845	226,278	1,667	1,645,848	12,123	21.47
Instructional	152.280	10,805,852	70,960	298,235	1,958	1,872,000	12,293	21.44
Administrative	13.000	1,612,650	124,050	12,936	995	156,000	12,000	21.67
Other				59,708				
Active	165.280	12,418,502	75,136	370,879	2,244	2,028,000	12,270	21.47
Certificated Total	165.280	12,418,502	75,136	370,879	2,244	2,028,000	12,270	21.47
Instructional for Funding Purposes	152.280	10,805,852	70,960	298,235	1,958	1,872,000	12,293	21.44
Instructional for Compliance Purposes	152.280	10,805,852	70,960	298,235	1,958	1,872,000	12,293	21.44



**Pullman School District (38267)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	148.398	10,943,482	73,744	693,130	4,671	1,821,804	12,276	22.98
02	0.920	59,652	64,839			12,000	13,043	23.24
21	19.011	1,378,760	72,524	77,699	4,087	237,000	12,466	23.19
24	5.000	289,398	57,880	17,687	3,537	60,000	12,000	23.23
31	5.600	408,002	72,858	75,424	13,469	64,800	11,571	23.55
34	1.833	130,807	71,362	12,353	6,739	21,996	12,000	23.30
51	2.000	161,341	80,671	6,275	3,138	24,000	12,000	22.94
52	0.800	68,006	85,008	2,644	3,305	9,600	12,000	20.87
55	2.936	177,547	60,472	9,745	3,319	38,400	13,079	19.51
58				106,267				
65	2.000	150,530	75,265	5,856	2,928	24,000	12,000	22.71
74	0.200	17,001	85,005	661	3,305	2,400	12,000	20.87
97	2.000	322,778	161,389	18,476	9,238	24,000	12,000	20.68
K-12 Program 02 Instructional	0.920	59,652	64,839			12,000	13,043	23.24
Program 21 Instructional	17.761	1,224,911	68,966	75,650	4,259	222,000	12,499	23.24
Program 21 Administrative	1.250	153,849	123,079	2,049	1,639	15,000	12,000	22.78
K-12 Program 21 Instructional	15.267	1,074,986	70,412	1,760	115	188,376	12,339	23.22



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	5.600	408,002	72,858	75,424	13,469	64,800	11,571	23.55
Program 34 Instructional	1.833	130,807	71,362	12,353	6,739	21,996	12,000	23.30
K-3 BEA Instructional	55.364	3,716,651	67,131	1,186	21	686,088	12,392	23.03
4-6 BEA Instructional	23.935	1,687,646	70,510			281,928	11,779	22.99
7-8 BEA Instructional	27.437	1,938,032	70,636	7,266	265	345,204	12,582	22.86
9-12 BEA Instructional	40.265	2,969,306	73,744	5,434	135	490,380	12,179	23.06
K-12 BEA Instructional	147.001	10,311,635	70,147	13,886	94	1,803,600	12,269	23.00
K-12 BEA Administrative	0.250	30,035	120,140			3,000	12,000	27.57
BEA	158.751	11,864,721	74,738	799,383	5,035	1,944,600	12,249	22.94
Instructional	177.698	12,400,369	69,783	985,759	5,547	2,184,000	12,291	22.95
Administrative	13.000	1,706,935	131,303	40,458	3,112	156,000	12,000	22.57
Active	190.698	14,107,304	73,977	1,026,217	5,381	2,340,000	12,271	22.91
Certificated Total	190.698	14,107,304	73,977	1,026,217	5,381	2,340,000	12,271	22.91
Instructional for Funding Purposes	177.698	12,400,369	69,783	985,759	5,547	2,184,000	12,291	22.95
Instructional for Compliance Purposes	177.698	12,400,369	69,783	985,759	5,547	2,184,000	12,291	22.95

**Puyallup School District (27003)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,089.204	92,376,829	84,811	5,653,617	5,191	13,833,649	12,701	22.72
02	8.023	640,911	79,884	10,387	1,295	96,498	12,028	22.64
03	3.821	271,457	71,043	8,025	2,100	46,542	12,181	22.36
21	197.398	15,929,688	80,698	181,620	920	2,533,490	12,834	22.11
24	26.600	2,248,114	84,516	12,100	455	327,984	12,330	22.17
31	66.861	5,445,480	81,445	73,677	1,102	856,221	12,806	22.23
34	17.033	1,303,183	76,509	21,688	1,273	204,476	12,005	22.27
51	14.296	1,254,290	87,737	8,886	622	185,005	12,941	23.90
52	3.194	290,342	90,902	2,414	756	36,616	11,464	20.86
55	29.861	2,762,887	92,525	14,894	499	398,562	13,347	22.93
58	3.000	257,650	85,883			37,662	12,554	21.45
64	1.000	96,028	96,028			11,086	11,086	21.98
65	12.400	1,013,282	81,716	5,500	444	149,224	12,034	24.31
68	1.000	79,268	79,268			11,086	11,086	23.61
74	4.000	387,338	96,835	3,300	825	48,928	12,232	22.74
78	1.000	81,785	81,785			11,086	11,086	22.44
79	1.000	99,313	99,313	1,100	1,100	12,838	12,838	17.31
97	3.250	600,137	184,658	63,605	19,571	38,061	11,711	15.46
CP	0.750	119,253	159,004	6,075	8,100	8,540	11,386	14.52

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	7.356	546,937	74,353			87,471	11,891	23.23
Program 21 Instructional	192.398	15,229,346	79,155	170,520	886	2,467,188	12,823	22.23
Program 21 Administrative	5.000	700,342	140,068	11,100	2,220	66,302	13,260	19.57
K-12 Program 21 Instructional	175.398	13,959,914	79,590			2,238,120	12,760	22.20
Program 31 Instructional	64.961	5,164,825	79,507	69,837	1,075	833,152	12,825	22.43
Program 31 Administrative	1.900	280,655	147,713	3,840	2,021	23,069	12,142	18.65
Program 34 Instructional	17.033	1,303,183	76,509	21,688	1,273	204,476	12,005	22.27
K-3 BEA Instructional	444.943	34,671,177	77,923			5,672,594	12,749	23.40
4-6 BEA Instructional	219.294	17,302,730	78,902			2,768,530	12,625	23.28
7-8 BEA Instructional	158.580	13,356,302	84,224			2,009,721	12,673	22.65
9-12 BEA Instructional	284.882	24,428,268	85,749			3,629,909	12,742	22.35
K-12 BEA Instructional	1,107.699	89,758,477	81,031			14,080,754	12,712	22.97
BEA Instructional	1,188.192	100,637,997	84,698	5,830,999	4,907	15,075,446	12,688	22.64
Administrative	85.989	11,699,532	136,058	210,019	2,442	1,078,666	12,544	19.86
Active	1,481.691	125,058,609	84,403	6,066,888	4,095	18,834,690	12,712	22.57
On Leave	2.000	198,626	99,313			12,862	6,431	25.56

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	1,483.691	125,257,235	84,423	6,066,888	4,089	18,847,552	12,703	22.58
Instructional for Funding Purposes	1,395.702	113,359,077	81,220	5,856,869	4,196	17,756,024	12,722	22.86
Instructional for Compliance Purposes	1,395.702	113,359,077	81,220	5,856,869	4,196	17,756,024	12,722	22.86

**Queets-Clearwater School District (16020)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.342	97,215	72,440			16,221	12,087	23.01
51	0.254	17,858	70,307			3,124	12,299	21.10
52	0.194	13,642	70,320			2,376	12,247	21.10
55	0.104	7,507	72,183			1,279	12,298	21.99
K-3 BEA Instructional	0.540	39,529	73,202			6,480	12,000	23.83
4-6 BEA Instructional	0.679	49,002	72,168			8,223	12,110	22.75
7-8 BEA Instructional	0.123	8,684	70,602			1,518	12,341	21.10
K-12 BEA Instructional	1.342	97,215	72,440			16,221	12,087	23.01
BEA	1.342	97,215	72,440			16,221	12,087	23.01
Instructional	1.894	136,222	71,923			23,000	12,144	22.48
Active	1.894	136,222	71,923			23,000	12,144	22.48
Certificated Total	1.894	136,222	71,923			23,000	12,144	22.48
Instructional for Funding Purposes	1.894	136,222	71,923			23,000	12,144	22.48
Instructional for Compliance Purposes	1.894	136,222	71,923			23,000	12,144	22.48

**Quilcene School District (16048)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	18.224	1,376,193	75,515	62,312	3,419	231,492	12,703	22.50
02	10.383	817,685	78,752	100,046	9,636	140,436	13,526	21.74
21	3.714	285,621	76,904	5,404	1,455	46,872	12,620	21.26
24	0.394	33,966	86,208					9.07
31	1.000	49,400	49,400	1,830	1,830	12,000	12,000	22.16
55	0.050	6,300	126,000			600	12,000	20.77
58				16,779				
74	0.050	6,300	126,000			600	12,000	20.77
97	1.000	129,020	129,020			12,000	12,000	24.12
K-12 Program 02 Instructional	9.799	752,413	76,785	24,029	2,452	134,628	13,739	21.70
Program 21 Instructional	2.814	172,221	61,201	4,654	1,654	36,072	12,819	21.58
Program 21 Administrative	0.900	113,400	126,000	750	833	10,800	12,000	20.77
K-12 Program 21 Instructional	2.814	172,221	61,201			36,072	12,819	21.58
Program 31 Instructional	1.000	49,400	49,400	1,830	1,830	12,000	12,000	22.16
K-3 BEA Instructional	9.347	704,873	75,412	13,232	1,416	120,576	12,900	22.40
4-6 BEA Instructional	6.283	446,975	71,140	377	60	81,672	12,999	22.26
7-8 BEA Instructional	4.183	318,659	76,180	10,797	2,581	50,580	12,092	22.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	7.013	506,734	72,256	540	77	98,928	14,106	22.78
K-12 BEA Instructional	26.826	1,977,241	73,706	24,946	930	351,756	13,113	22.46
BEA	30.607	2,372,298	77,508	164,188	5,364	395,928	12,936	22.29
Instructional	30.034	2,183,428	72,699	152,978	5,093	387,828	12,913	22.21
Administrative	3.584	443,168	123,652	750	209	41,808	11,665	22.72
Other	1.197	77,889	65,070	32,643	27,271	14,364	12,000	12.44
Active	34.815	2,704,485	77,682	186,371	5,353	444,000	12,753	22.02
Certificated Total	34.815	2,704,485	77,682	186,371	5,353	444,000	12,753	22.02
Instructional for Funding Purposes	30.034	2,183,428	72,699	152,978	5,093	387,828	12,913	22.21
Instructional for Compliance Purposes	30.034	2,183,428	72,699	152,978	5,093	387,828	12,913	22.21

**Quileute Tribal School District (05903)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	14.156	1,178,739	83,268			163,096	11,521	24.73
31	0.666	72,776	109,273			7,726	11,600	23.06
34	0.334	36,388	108,946			3,874	11,600	23.06
55	0.390	36,043	92,418			4,510	11,563	24.56
68	3.129	364,522	116,498			36,288	11,597	25.58
76	0.325	29,971	92,218			3,758	11,563	24.56
Program 31 Instructional	0.666	72,776	109,273			7,726	11,600	23.06
Program 34 Instructional	0.334	36,388	108,946			3,874	11,600	23.06
K-3 BEA Instructional	4.706	401,543	85,326			54,434	11,567	24.12
4-6 BEA Instructional	3.000	195,663	65,221			34,377	11,459	23.19
7-8 BEA Instructional	2.475	214,793	86,785			28,496	11,514	25.39
9-12 BEA Instructional	3.975	338,489	85,154			45,783	11,518	25.69
K-12 BEA Instructional	14.156	1,150,488	81,272			163,091	11,521	24.62
BEA	15.156	1,287,903	84,976			174,696	11,527	24.58
Instructional	16.000	1,330,067	83,129			184,450	11,528	24.51
Administrative	3.000	388,372	129,457			34,802	11,601	25.80
Active	19.000	1,718,439	90,444			219,252	11,540	24.79



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	19.000	1,718,439	90,444			219,252	11,540	24.79
Instructional for Funding Purposes	16.000	1,330,067	83,129			184,450	11,528	24.51
Instructional for Compliance Purposes	16.000	1,330,067	83,129			184,450	11,528	24.51

**Quillayute Valley School District (05402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	54.212	4,259,718	78,575	37,600	694	650,544	12,000	24.03
02	93.995	5,669,716	60,319			11,460	122	0.23
21	31.126	2,009,455	64,559	26,134	840	135,115	4,341	9.90
24	2.574	141,526	54,983			30,888	12,000	24.20
31	3.100	236,626	76,331			37,200	12,000	24.51
51	0.492	40,003	81,307			5,904	12,000	23.97
53	0.178	9,985	56,096	410	2,303	2,136	12,000	24.23
55	7.629	571,346	74,891	27,166	3,561	78,228	10,254	21.09
58	0.017	1,554	91,412	17,378	1,022,235	204	12,000	23.91
64	0.167	9,405	56,317	410	2,455	2,004	12,000	24.23
65	1.510	100,868	66,800			18,120	12,000	24.10
74	0.850	62,696	73,760			10,200	12,000	24.04
97	1.150	167,762	145,880	828	720	13,800	12,000	23.37
K-12 Program 02 Instructional	93.945	5,663,492	60,285			10,860	116	0.21
Program 21 Instructional	10.426	698,799	67,025	25,522	2,448	124,915	11,981	23.74
Program 21 Administrative	0.850	114,884	135,158	612	720	10,200	12,000	23.63
K-12 Program 21 Instructional	9.724	633,632	65,162			116,528	11,984	23.79

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	3.100	236,626	76,331			37,200	12,000	24.51
K-3 BEA Instructional	17.008	1,350,131	79,382			204,096	12,000	23.99
4-6 BEA Instructional	11.155	840,277	75,327			133,860	12,000	24.03
7-8 BEA Instructional	8.166	596,865	73,091			97,992	12,000	24.22
9-12 BEA Instructional	18.938	1,402,335	74,049			227,256	12,000	24.14
K-12 BEA Instructional	55.267	4,189,608	75,807			663,204	12,000	24.08
BEA	152.457	10,333,822	67,782	38,428	252	713,004	4,677	11.09
Instructional	78.000	5,753,194	73,759	99,252	1,272	935,803	11,997	24.04
Administrative	5.000	643,750	128,750	3,600	720	60,000	12,000	23.68
Other				7,074				
Active	83.000	6,396,944	77,072	109,926	1,324	995,803	11,998	24.00
K-12 Program 21 Contracted	19.850	1,195,772	60,240					
K-12 BEA Contracted	93.040	5,615,348	60,354					
Certificated Total	197.000	13,280,660	67,415	109,926	558	995,803	5,055	11.71
Instructional for Funding Purposes	192.000	12,636,910	65,817	99,252	517	935,803	4,874	11.09
Instructional for Compliance Purposes	78.000	5,753,194	73,759	99,252	1,272	935,803	11,997	24.04

**Quincy School District (13144)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	159.534	11,773,956	73,802	1,136,210	7,122	1,955,928	12,260	23.62
12	1.400	119,280	85,200	4,639	3,314	16,800	12,000	18.94
21	19.350	1,334,466	68,965	51,701	2,672	248,664	12,851	23.28
24	3.000	196,229	65,410	7,631	2,544	36,000	12,000	22.08
31	9.800	765,754	78,138	108,433	11,065	117,600	12,000	22.74
34	2.480	207,063	83,493	12,895	5,200	29,760	12,000	32.53
51	4.126	338,847	82,125	12,966	3,143	49,512	12,000	23.59
52	1.760	111,230	63,199	7,712	4,382	21,120	12,000	22.72
53	1.100	104,890	95,355	3,866	3,515	13,200	12,000	22.74
55	12.876	983,887	76,412	38,049	2,955	154,512	12,000	23.22
58	0.496	43,174	87,044	1,679	3,385	5,952	12,000	21.91
65	12.400	912,530	73,591	32,172	2,595	148,800	12,000	22.22
74	0.786	53,815	68,467	2,005	2,551	10,152	12,916	22.41
97	2.000	350,220	175,110	12,000	6,000	24,000	12,000	19.88
Program 21 Instructional	18.350	1,209,990	65,940	48,806	2,660	236,664	12,897	23.22
Program 21 Administrative	1.000	124,476	124,476	2,895	2,895	12,000	12,000	23.87
K-12 Program 21 Instructional	17.350	1,149,389	66,247	4,852	280	224,664	12,949	22.55
Program 31 Instructional	9.800	765,754	78,138	108,433	11,065	117,600	12,000	22.74

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	2.480	207,063	83,493	12,895	5,200	29,760	12,000	32.53
K-3 BEA Instructional	55.428	3,823,065	68,974	19,868	358	692,280	12,490	23.43
4-6 BEA Instructional	38.121	2,534,783	66,493	6,741	177	462,876	12,142	23.97
7-8 BEA Instructional	24.760	1,725,450	69,687	14,242	575	297,888	12,031	24.25
9-12 BEA Instructional	42.505	3,237,487	76,167	10,970	258	518,244	12,193	23.51
K-12 BEA Instructional	160.814	11,320,785	70,397	51,821	322	1,971,288	12,258	23.70
K-12 BEA Administrative	3.000	381,667	127,222	3,240	1,080	36,000	12,000	23.57
BEA	173.814	13,096,993	75,351	1,269,538	7,304	2,127,288	12,239	23.57
Instructional	216.108	15,258,280	70,605	1,366,686	6,324	2,652,000	12,272	23.45
Administrative	15.000	2,037,061	135,804	65,272	4,351	180,000	12,000	22.82
Active	231.108	17,295,341	74,837	1,431,958	6,196	2,832,000	12,254	23.38
Certificated Total	231.108	17,295,341	74,837	1,431,958	6,196	2,832,000	12,254	23.38
Instructional for Funding Purposes	216.108	15,258,280	70,605	1,366,686	6,324	2,652,000	12,272	23.45
Instructional for Compliance Purposes	216.108	15,258,280	70,605	1,366,686	6,324	2,652,000	12,272	23.45

**Rainier Prep Charter School District (17908)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	20.300	1,318,288	64,940	22,500	1,108	249,406	12,286	22.53
21	2.000	146,715	73,358			24,572	12,286	22.43
24	0.650	46,959	72,245			7,986	12,286	22.40
51	1.000	87,865	87,865	2,000	2,000	12,286	12,286	22.31
52	0.050	6,120	122,400			614	12,286	22.14
55	1.000	90,737	90,737			12,286	12,286	22.29
65	1.800	141,380	78,544	5,000	2,778	24,572	13,651	22.43
Program 21 Instructional	1.700	116,715	68,656			20,886	12,286	22.48
Program 21 Administrative	0.300	30,000	100,000			3,686	12,286	22.24
K-12 Program 21 Instructional	1.700	116,715	68,656			20,886	12,286	22.48
K-3 BEA Instructional	9.800	592,422	60,451	6,250	638	120,403	12,286	22.62
7-8 BEA Instructional	8.850	539,586	60,970	16,250	1,836	108,731	12,286	22.56
K-12 BEA Instructional	18.650	1,132,008	60,697	22,500	1,206	229,134	12,286	22.59
K-12 BEA Administrative	1.650	186,280	112,897			20,272	12,286	22.18
BEA	20.300	1,318,288	64,940	22,500	1,108	249,406	12,286	22.53
Instructional	24.800	1,615,664	65,148	29,500	1,190	307,150	12,385	22.53
Administrative	2.000	222,400	111,200			24,572	12,286	22.19

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	26.800	1,838,064	68,584	29,500	1,101	331,722	12,378	22.49
Certificated Total	26.800	1,838,064	68,584	29,500	1,101	331,722	12,378	22.49
Instructional for Funding Purposes	24.800	1,615,664	65,148	29,500	1,190	307,150	12,385	22.53
Instructional for Compliance Purposes	24.800	1,615,664	65,148	29,500	1,190	307,150	12,385	22.53

**Rainier School District (34307)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	48.400	3,709,522	76,643	230,542	4,763	580,800	12,000	23.66
21	5.351	349,257	65,269	11,985	2,240	64,212	12,000	24.02
31	3.600	321,854	89,404	46,684	12,968	43,200	12,000	23.84
34	1.000	85,200	85,200	5,693	5,693	12,000	12,000	22.81
51	0.300	32,421	108,070			3,600	12,000	23.95
52	0.099	10,808	109,172			1,188	12,000	23.95
55	0.250	27,018	108,072	7,720	30,880	3,000	12,000	23.95
74				3,800				
97	1.000	146,260	146,260	22,163	22,163	12,000	12,000	22.09
Program 21 Instructional	5.000	311,432	62,286	9,911	1,982	60,000	12,000	24.03
Program 21 Administrative	0.351	37,825	107,764			4,212	12,000	23.95
K-12 Program 21 Instructional	4.750	297,477	62,627	8,361	1,760	57,000	12,000	24.03
Program 31 Instructional	3.600	321,854	89,404	44,968	12,491	43,200	12,000	23.84
Program 34 Instructional	1.000	85,200	85,200	5,147	5,147	12,000	12,000	22.81
K-3 BEA Instructional	17.500	1,224,584	69,976	43,173	2,467	210,000	12,000	24.08
4-6 BEA Instructional	10.530	754,743	71,675	16,026	1,522	126,360	12,000	23.65
7-8 BEA Instructional	7.230	557,756	77,145	31,008	4,289	86,760	12,000	23.27



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	14.740	1,215,414	82,457	129,232	8,767	176,880	12,000	23.37
K-12 BEA Instructional	50.000	3,752,497	75,050	219,439	4,389	600,000	12,000	23.63
K-12 BEA Administrative	3.000	364,079	121,360	14,850	4,950	36,000	12,000	23.84
BEA	54.000	4,262,836	78,941	305,082	5,650	648,000	12,000	23.60
Instructional	55.100	4,074,736	73,952	287,442	5,217	661,200	12,000	23.66
Administrative	4.900	607,604	124,001	14,850	3,031	58,800	12,000	23.43
Active	60.000	4,682,340	78,039	302,292	5,038	720,000	12,000	23.64
On Leave				26,295				
Certificated Total	60.000	4,682,340	78,039	328,587	5,476	720,000	12,000	23.64
Instructional for Funding Purposes	55.100	4,074,736	73,952	287,442	5,217	661,200	12,000	23.66
Instructional for Compliance Purposes	55.100	4,074,736	73,952	287,442	5,217	661,200	12,000	23.66

**Rainier Valley Leadership Academy (17910)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.350	596,365	71,421			100,200	12,000	23.00
21	1.100	82,843	75,312			13,200	12,000	26.15
24	0.850	49,371	58,084			10,200	12,000	23.40
51	0.750	46,930	62,573			9,000	12,000	23.39
52	0.100	15,450	154,500			1,200	12,000	18.63
55	2.300	148,198	64,434			27,600	12,000	22.61
65	0.500	41,140	82,280			6,000	12,000	23.37
97	0.500	77,250	154,500			6,000	12,000	18.63
Program 21 Instructional	0.650	36,493	56,143			7,800	12,000	23.44
Program 21 Administrative	0.450	46,350	103,000			5,400	12,000	28.58
K-12 Program 21 Instructional	0.650	36,493	56,143			7,800	12,000	23.44
7-8 BEA Instructional	4.450	287,818	64,678			53,400	12,000	23.17
9-12 BEA Instructional	2.950	190,097	64,440			35,400	12,000	23.10
K-12 BEA Instructional	7.400	477,915	64,583			88,800	12,000	23.14
BEA	8.850	673,615	76,115			106,200	12,000	22.41
Instructional	12.450	800,047	64,261			149,400	12,000	23.10
Administrative	2.000	257,500	128,750			24,000	12,000	21.71

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	14.450	1,057,547	73,187			173,400	12,000	22.75
Certificated Total	14.450	1,057,547	73,187			173,400	12,000	22.75
Instructional for Funding Purposes	12.450	800,047	64,261			149,400	12,000	23.10
Instructional for Compliance Purposes	12.450	800,047	64,261			149,400	12,000	23.10

**Raymond School District (25116)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	33.025	2,429,470	73,565	62,385	1,889	392,694	11,891	23.03
31	3.400	290,747	85,514	14,904	4,384	40,800	12,000	23.54
51	1.087	81,544	75,017	4,968	4,570	13,206	12,149	22.35
55	2.900	194,161	66,952			28,800	9,931	23.27
58	0.125	12,374	98,992	84,744	677,952	1,500	12,000	24.00
64				7,241				
65	0.750	66,490	88,653			9,000	12,000	21.73
74				3,817				
97	1.000	162,395	162,395	83,071	83,071	12,000	12,000	18.91
Program 31 Instructional	3.200	269,167	84,115	14,904	4,658	38,400	12,000	23.50
Program 31 Administrative	0.200	21,580	107,900			2,400	12,000	24.03
K-3 BEA Instructional	11.079	789,959	71,302	1,788	161	132,342	11,945	22.90
4-6 BEA Instructional	5.957	447,972	75,201	447	75	71,484	12,000	22.92
7-8 BEA Instructional	2.967	240,070	80,913	5,587	1,883	35,604	12,000	22.90
9-12 BEA Instructional	14.847	1,080,071	72,747	44,646	3,007	175,164	11,798	23.19
K-12 BEA Instructional	34.850	2,558,072	73,402	52,468	1,506	414,594	11,897	23.03
K-12 BEA Administrative	0.700	75,530	107,900			8,400	12,000	24.03

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	37.425	2,882,612	77,024	160,360	4,285	445,494	11,904	22.83
Instructional	39.287	2,867,897	72,999	153,238	3,900	462,000	11,760	22.98
Administrative	3.000	369,284	123,095	29,935	9,978	36,000	12,000	21.55
Active	42.287	3,237,181	76,553	183,173	4,332	498,000	11,777	22.82
On Leave				77,957				
Certificated Total	42.287	3,237,181	76,553	261,130	6,175	498,000	11,777	22.82
Instructional for Funding Purposes	39.287	2,867,897	72,999	153,238	3,900	462,000	11,760	22.98
Instructional for Compliance Purposes	39.287	2,867,897	72,999	153,238	3,900	462,000	11,760	22.98

**Reardan-Edwall School District (22009)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	34.622	2,349,664	67,866	28,825	833	421,310	12,169	23.26
21	2.875	183,794	63,928	10,383	3,611	35,100	12,209	23.29
24	1.000	77,731	77,731			12,300	12,300	23.25
31	2.793	191,295	68,491	25,024	8,960	33,728	12,076	23.71
34	1.001	59,960	59,900	3,942	3,938	12,173	12,161	23.56
51	0.063	5,724	90,857			756	12,000	22.74
55	0.062	5,633	90,855			744	12,000	22.74
58				6,500				
65	0.335	9,371	27,973			2,288	6,829	23.77
97	1.000	140,000	140,000			12,000	12,000	22.35
Program 21 Instructional	2.000	104,298	52,149	10,383	5,192	24,600	12,300	23.77
Program 21 Administrative	0.875	79,496	90,853			10,500	12,000	22.74
K-12 Program 21 Instructional	1.880	98,607	52,451	10,383	5,523	23,124	12,300	23.78
Program 31 Instructional	2.673	183,795	68,760	25,024	9,362	32,348	12,102	23.71
Program 31 Administrative	0.120	7,500	62,500			1,380	11,503	23.70
Program 34 Instructional	1.001	59,960	59,900	3,942	3,938	12,173	12,161	23.56
K-3 BEA Instructional	9.828	632,080	64,314			121,177	12,330	23.03

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	7.269	425,628	58,554			86,665	11,922	23.36
7-8 BEA Instructional	6.730	449,088	66,729	2,754	409	82,802	12,303	23.75
9-12 BEA Instructional	11.871	851,874	71,761	37,128	3,128	146,341	12,328	23.37
K-12 BEA Instructional	35.698	2,358,670	66,073	39,882	1,117	436,985	12,241	23.35
K-12 BEA Administrative	2.120	231,402	109,152			25,380	11,972	22.87
BEA	39.416	2,740,919	69,538	57,791	1,466	479,212	12,158	23.26
Instructional	39.095	2,555,703	65,372	56,765	1,452	476,916	12,199	23.36
Administrative	4.058	456,622	112,524			48,636	11,985	22.69
Other	0.598	10,847	18,139	17,909	29,948	4,847	8,106	23.14
Active	43.751	3,023,172	69,099	74,674	1,707	530,400	12,123	23.26
Certificated Total	43.751	3,023,172	69,099	74,674	1,707	530,400	12,123	23.26
Instructional for Funding Purposes	39.095	2,555,703	65,372	56,765	1,452	476,916	12,199	23.36
Instructional for Compliance Purposes	39.095	2,555,703	65,372	56,765	1,452	476,916	12,199	23.36

**Renton School District (17403)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	760.080	66,037,714	86,883	9,034,478	11,886	9,218,016	12,128	23.39
02	4.500	375,157	83,368	53,835	11,963	72,000	16,000	23.86
12				9,000				
21	189.202	15,381,687	81,298	99,492	526	2,303,160	12,173	23.92
24	17.750	1,662,961	93,688	198,746	11,197	216,000	12,169	23.04
31	56.154	4,785,725	85,225	464,097	8,265	685,920	12,215	22.83
34	12.000	1,016,300	84,692	105,496	8,791	144,000	12,000	22.47
38	1.000	91,400	91,400	9,546	9,546	12,000	12,000	20.79
51	16.836	1,488,627	88,419	130,155	7,731	202,944	12,054	23.05
52	4.401	400,898	91,092	64,765	14,716	52,812	12,000	24.05
55	27.618	2,564,870	92,870	267,220	9,676	335,040	12,131	23.83
58	0.499	43,943	88,062	3,857	7,729	5,988	12,000	24.46
61	0.170	23,999	141,171			2,040	12,000	23.78
64	0.900	84,638	94,042	7,905	8,783	10,800	12,000	23.15
65	26.998	2,360,179	87,421	327,554	12,133	332,400	12,312	24.35
69	0.250	23,764	95,056	4,961	19,844	3,000	12,000	22.28
74	2.000	161,452	80,726	14,172	7,086	24,000	12,000	24.28
79	3.142	235,404	74,922	34,080	10,847	46,920	14,933	22.63
88	0.080	11,360	142,000			960	12,000	23.62



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	2.000	386,879	193,440	96,571	48,286	24,000	12,000	19.61
CP	1.000	157,814	157,814	69,750	69,750	12,000	12,000	22.35
K-12 Program 02 Instructional	4.500	375,157	83,368			72,000	16,000	23.86
Program 21 Instructional	180.769	14,409,695	79,713	99,492	550	2,240,160	12,392	24.00
Program 21 Administrative	5.250	775,649	147,743			63,000	12,000	22.22
K-12 Program 21 Instructional	153.459	12,099,947	78,848			1,892,760	12,334	24.13
Program 31 Instructional	55.154	4,627,911	83,909	464,097	8,415	673,920	12,219	22.87
Program 31 Administrative	1.000	157,814	157,814			12,000	12,000	21.54
Program 34 Instructional	12.000	1,016,300	84,692	105,496	8,791	144,000	12,000	22.47
K-3 BEA Instructional	319.139	26,213,016	82,137	8,016	25	3,889,344	12,187	23.71
4-6 BEA Instructional	141.214	11,428,092	80,927	3,702	26	1,698,540	12,028	23.56
7-8 BEA Instructional	111.594	8,601,692	77,080	6,251	56	1,358,004	12,169	23.27
9-12 BEA Instructional	198.047	16,634,181	83,991	55,149	278	2,419,968	12,219	23.16
K-12 BEA Instructional	769.994	62,876,981	81,659	73,118	95	9,365,856	12,164	23.47
BEA	834.734	72,601,775	86,976	9,754,477	11,686	10,143,936	12,152	23.32
Instructional	1,051.497	86,300,655	82,074	10,748,307	10,222	12,840,000	12,211	23.58
Administrative	70.900	10,694,960	150,846	218,642	3,084	852,000	12,017	22.24

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	1,122.397	96,995,615	86,418	10,966,949	9,771	13,692,000	12,199	23.44
K-12 Program 21 Contracted	3.183	196,343	61,685					
On Leave	1.000	102,813	102,813	28,731	28,731	12,000	12,000	21.13
Certificated Total	1,126.580	97,294,771	86,363	10,995,680	9,760	13,704,000	12,164	23.44
Instructional for Funding Purposes	1,054.680	86,496,998	82,013	10,748,307	10,191	12,840,000	12,174	23.58
Instructional for Compliance Purposes	1,051.497	86,300,655	82,074	10,748,307	10,222	12,840,000	12,211	23.58



**Republic School District (10309)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.212	1,244,796	72,321	29,648	1,723	214,032	12,435	23.93
02	1.378	93,948	68,177	1,567	1,137	18,048	13,097	23.95
21	2.050	150,611	73,469	5,100	2,488	24,600	12,000	23.96
31	1.000	54,998	54,998	1,117	1,117	12,000	12,000	24.11
51	0.110	9,303	84,573	1,333	12,118	1,320	12,000	23.64
55	0.750	67,074	89,432	6,127	8,169	9,000	12,000	23.74
97	0.750	100,203	133,604	4,675	6,233	9,000	12,000	23.74
K-12 Program 02 Instructional	1.378	93,948	68,177	1,567	1,137	18,048	13,097	23.95
Program 21 Instructional	2.000	143,931	71,966	4,788	2,394	24,000	12,000	23.97
Program 21 Administrative	0.050	6,680	133,600	312	6,240	600	12,000	23.74
K-12 Program 21 Instructional	2.000	143,931	71,966	4,788	2,394	24,000	12,000	23.97
Program 31 Instructional	1.000	54,998	54,998	1,117	1,117	12,000	12,000	24.11
K-3 BEA Instructional	6.000	426,949	71,158	9,738	1,623	72,000	12,000	23.97
4-6 BEA Instructional	2.833	226,291	79,877	3,018	1,065	33,996	12,000	23.88
7-8 BEA Instructional	3.897	248,600	63,793	4,762	1,222	49,020	12,579	23.93
9-12 BEA Instructional	5.860	387,902	66,195	7,351	1,254	77,064	13,151	23.94

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	18.590	1,289,742	69,378	24,869	1,338	232,080	12,484	23.94
BEA	20.340	1,493,945	73,449	37,007	1,819	253,080	12,442	23.93
Instructional	21.250	1,483,329	69,804	41,323	1,945	264,000	12,424	23.93
Administrative	2.000	237,604	118,802	6,234	3,117	24,000	12,000	23.83
Other				2,010				
Active	23.250	1,720,933	74,019	49,567	2,132	288,000	12,387	23.92
Certificated Total	23.250	1,720,933	74,019	49,567	2,132	288,000	12,387	23.92
Instructional for Funding Purposes	21.250	1,483,329	69,804	41,323	1,945	264,000	12,424	23.93
Instructional for Compliance Purposes	21.250	1,483,329	69,804	41,323	1,945	264,000	12,424	23.93

**Richland School District (03400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	711.178	59,893,022	84,217	9,725,019	13,675	8,690,596	12,220	23.19
21	101.059	8,139,811	80,545	656,596	6,497	1,191,675	11,792	23.08
24	20.000	1,509,627	75,481	114,427	5,721	250,000	12,500	24.11
31	24.675	2,052,884	83,197	323,451	13,108	294,500	11,935	23.33
34	3.675	355,941	96,855	24,084	6,553	44,100	12,000	25.31
51	9.900	758,890	76,656	45,102	4,556	133,800	13,515	23.01
55	19.694	1,638,287	83,187	86,216	4,378	242,404	12,309	23.15
56	1.000	95,520	95,520	7,398	7,398	12,000	12,000	25.74
58	0.300	25,786	85,953	774,696	2,582,320	3,600	12,000	22.02
65	2.500	196,806	78,722	15,087	6,035	30,000	12,000	23.32
71				5,000				
74	0.700	53,406	76,294	34,552	49,360	8,400	12,000	24.36
79	4.300	310,448	72,197	13,331	3,100	56,600	13,163	26.47
97	2.915	525,093	180,135	104,186	35,741	35,000	12,007	18.72
99				23,962				
Program 21 Instructional	95.334	7,427,349	77,909	639,004	6,703	1,121,675	11,766	23.08
Program 21 Administrative	5.314	686,660	129,217	17,592	3,311	70,000	13,173	23.83
K-12 Program 21 Instructional	86.293	6,695,349	77,589			1,010,123	11,706	23.02

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 26, 56, and 59 Instructional	1.000	95,520	95,520	7,398	7,398	12,000	12,000	25.74
Program 31 Instructional	24.200	1,984,786	82,016	320,591	13,248	288,800	11,934	23.33
Program 31 Administrative	0.475	68,098	143,364	2,860	6,021	5,700	12,000	23.36
Program 34 Instructional	3.200	287,843	89,951	21,224	6,633	38,400	12,000	25.72
Program 34 Administrative	0.475	68,098	143,364	2,860	6,021	5,700	12,000	23.36
K-3 BEA Instructional	245.569	19,222,303	78,277			2,994,028	12,192	23.40
4-6 BEA Instructional	144.338	11,368,290	78,762			1,775,958	12,304	23.02
7-8 BEA Instructional	107.891	8,985,426	83,282			1,339,070	12,411	22.96
9-12 BEA Instructional	192.917	16,171,577	83,827	2,441	13	2,342,140	12,141	23.28
K-12 BEA Instructional	690.715	55,747,596	80,710	3,241	5	8,451,196	12,235	23.22
BEA Instructional	742.443	62,826,940	84,622	10,176,740	13,707	9,064,196	12,209	23.17
BEA Administrative	844.443	67,763,715	80,247	11,488,911	13,605	10,309,675	12,209	23.24
BEA Other	55.360	7,627,496	137,780	452,362	8,171	671,000	12,121	22.97
BEA Active	1.093	68,790	62,937					
BEA On Leave	900.896	75,460,001	83,761	11,941,273	13,255	10,980,675	12,189	23.20
BEA On Leave	1.000	95,520	95,520	8,119	8,119	12,000	12,000	23.56
Certificated Total	901.896	75,555,521	83,774	11,949,392	13,249	10,992,675	12,188	23.20

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	843.443	67,668,195	80,229	11,481,513	13,613	10,297,675	12,209	23.23
Instructional for Compliance Purposes	843.443	67,668,195	80,229	11,481,513	13,613	10,297,675	12,209	23.23



**Ridgefield School District (06122)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	176.172	13,805,585	78,364	1,254,478	7,121	2,136,984	12,130	25.52
02	0.600	48,606	81,010	3,063	5,105	7,200	12,000	25.18
13				809				
14				31,837				
21	25.379	1,760,543	69,370	308,123	12,141	321,468	12,667	27.12
24	2.211	170,535	77,130			26,532	12,000	24.90
31	8.550	588,880	68,875	58,829	6,881	104,440	12,215	25.94
34	2.918	224,383	76,896	16,631	5,699	35,016	12,000	24.98
51	0.732	55,175	75,376	2,004	2,738	8,880	12,131	25.35
55	1.682	135,781	80,726	29,941	17,801	20,280	12,057	25.08
58				157,522				
65	0.700	58,921	84,173			8,400	12,000	25.00
73				5,460				
74	0.650	59,867	92,103			7,800	12,000	24.85
79				140				
88	1.000	111,736	111,736			12,000	12,000	24.69
97	2.000	332,623	166,312	54,892	27,446	24,000	12,000	23.09
K-12 Program 02 Instructional	0.600	48,606	81,010	3,063	5,105	7,200	12,000	25.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	24.379	1,643,043	67,396	278,615	11,428	309,468	12,694	27.27
Program 21 Administrative	1.000	117,500	117,500	1,740	1,740	12,000	12,000	25.04
K-12 Program 21 Instructional	22.606	1,533,804	67,849	246,199	10,891	288,192	12,748	26.65
Program 31 Instructional	8.230	545,974	66,339	57,509	6,988	100,600	12,224	26.00
Program 31 Administrative	0.320	42,906	134,081			3,840	12,000	25.03
Program 34 Instructional	2.787	206,768	74,190	15,789	5,665	33,444	12,000	25.01
Program 34 Administrative	0.131	17,615	134,466			1,572	12,000	24.67
K-3 BEA Instructional	67.873	4,939,431	72,775	421,271	6,207	824,076	12,141	25.52
4-6 BEA Instructional	37.557	2,971,576	79,122	200,033	5,326	453,084	12,064	25.28
7-8 BEA Instructional	28.330	2,091,762	73,836	188,052	6,638	339,960	12,000	25.49
9-12 BEA Instructional	44.201	3,349,488	75,779	412,211	9,326	536,680	12,142	25.92
K-12 BEA Instructional	177.961	13,352,257	75,029	1,221,567	6,864	2,153,800	12,103	25.56
K-12 BEA Administrative	5.618	725,678	129,170	799	142	73,044	13,002	25.04
BEA	190.240	15,000,077	78,848	1,387,893	7,295	2,307,640	12,130	25.47
Instructional	208.151	15,458,989	74,268	1,726,871	8,296	2,533,000	12,169	25.72
Administrative	14.443	1,893,646	131,112	20,979	1,453	180,000	12,463	24.69

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	222.594	17,352,635	77,956	1,747,850	7,852	2,713,000	12,188	25.61
On Leave				175,879				
Certificated Total	222.594	17,352,635	77,956	1,923,729	8,642	2,713,000	12,188	25.61
Instructional for Funding Purposes	208.151	15,458,989	74,268	1,726,871	8,296	2,533,000	12,169	25.72
Instructional for Compliance Purposes	208.151	15,458,989	74,268	1,726,871	8,296	2,533,000	12,169	25.72

**Ritzville School District (01160)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	21.700	1,622,572	74,773			260,400	12,000	23.51
21	1.000	78,689	78,689			12,000	12,000	22.62
31	2.350	196,200	83,489			28,200	12,000	20.46
34	0.650	55,743	85,758			7,800	12,000	17.71
55	0.803	58,653	73,042			15,600	19,427	24.11
97	0.500	70,986	141,972			12,000	24,000	12.08
Program 21 Instructional	1.000	78,689	78,689			12,000	12,000	22.62
K-12 Program 21 Instructional	1.000	78,689	78,689			12,000	12,000	22.62
Program 31 Instructional	2.350	196,200	83,489			28,200	12,000	20.46
Program 34 Instructional	0.650	55,743	85,758			7,800	12,000	17.71
K-3 BEA Instructional	7.032	472,558	67,201			84,384	12,000	23.68
4-6 BEA Instructional	2.167	159,699	73,696			26,004	12,000	22.77
7-8 BEA Instructional	3.150	262,240	83,251			37,800	12,000	22.21
9-12 BEA Instructional	10.351	764,943	73,900			124,212	12,000	22.56
K-12 BEA Instructional	22.700	1,659,440	73,103			272,400	12,000	22.83
K-12 BEA Administrative	2.000	215,075	107,538			24,000	12,000	23.63

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	25.200	1,945,501	77,202			308,400	12,238	22.19
Instructional	24.503	1,796,782	73,329			300,000	12,243	22.86
Administrative	2.500	286,061	114,424			36,000	14,400	19.08
Active	27.003	2,082,843	77,134			336,000	12,443	22.26
Certificated Total	27.003	2,082,843	77,134			336,000	12,443	22.26
Instructional for Funding Purposes	24.503	1,796,782	73,329			300,000	12,243	22.86
Instructional for Compliance Purposes	24.503	1,796,782	73,329			300,000	12,243	22.86

**Riverside School District (32416)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	67.035	4,850,337	72,355	104,103	1,553	865,444	12,910	21.06
02	4.411	260,815	59,128	21,559	4,888	51,744	11,731	19.52
21	15.889	1,103,525	69,452	4,053	255	202,766	12,761	21.21
24	0.161	11,162	69,329			2,083	12,936	21.39
31	3.667	256,415	69,925	21,500	5,863	47,436	12,936	23.23
34	2.500	193,526	77,410	10,662	4,265	32,340	12,936	21.69
51	2.481	166,833	67,244			32,017	12,905	20.76
55	3.797	246,923	65,031			54,250	14,288	20.64
65				2,221				
88	0.070	7,409	105,843			840	12,000	20.51
97	2.000	300,583	150,292	15,000	7,500	24,000	12,000	19.83
K-12 Program 02 Instructional	4.411	260,815	59,128	21,559	4,888	51,744	11,731	19.52
Program 21 Instructional	15.689	1,079,714	68,820	4,053	258	200,366	12,771	21.13
Program 21 Administrative	0.200	23,811	119,055			2,400	12,000	25.46
K-12 Program 21 Instructional	14.520	995,848	68,585	4,053	279	186,278	12,829	21.17
Program 31 Instructional	3.667	256,415	69,925	21,500	5,863	47,436	12,936	23.23
Program 34 Instructional	2.500	193,526	77,410	10,662	4,265	32,340	12,936	21.69

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	22.460	1,515,872	67,492	32,088	1,429	295,717	13,166	21.42
4-6 BEA Instructional	16.667	1,156,116	69,366	334	20	210,288	12,617	21.25
7-8 BEA Instructional	10.784	782,474	72,559	6,861	636	126,566	11,736	20.26
9-12 BEA Instructional	22.500	1,538,867	68,394	27,666	1,230	296,234	13,166	21.39
K-12 BEA Instructional	72.411	4,993,329	68,958	102,396	1,414	928,805	12,827	21.19
K-12 BEA Administrative	2.647	297,880	112,535			31,764	12,000	21.78
BEA	79.613	5,861,676	73,627	172,824	2,171	1,020,965	12,824	21.04
Instructional	94.411	6,483,642	68,675	164,098	1,738	1,215,984	12,880	21.15
Administrative	7.000	878,224	125,461	15,000	2,143	84,000	12,000	20.71
Other	0.600	35,662	59,437			12,936	21,560	15.62
Active	102.011	7,397,528	72,517	179,098	1,756	1,312,920	12,870	21.04
Certificated Total	102.011	7,397,528	72,517	179,098	1,756	1,312,920	12,870	21.04
Instructional for Funding Purposes	94.411	6,483,642	68,675	164,098	1,738	1,215,984	12,880	21.15
Instructional for Compliance Purposes	94.411	6,483,642	68,675	164,098	1,738	1,215,984	12,880	21.15

**Riverview School District (17407)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	176.860	14,845,957	83,942	1,699,211	9,608	2,148,446	12,148	22.59
02	5.799	500,599	86,325	56,059	9,667	71,472	12,325	22.14
21	20.690	1,640,471	79,288	211,423	10,219	258,000	12,470	22.70
24	0.393	23,298	59,282	2,295	5,840	4,716	12,000	22.68
31	8.429	763,617	90,594	143,068	16,973	100,890	11,969	22.82
34	0.900	63,262	70,291	6,131	6,812	10,800	12,000	22.37
51	0.590	47,586	80,654	4,689	7,947	7,080	12,000	23.22
55	1.103	93,507	84,775	25,030	22,693	24,000	21,759	21.58
65	2.091	166,118	79,444	16,903	8,084	31,092	14,869	22.23
73				4,500				
74	0.786	73,948	94,081	2,500	3,181	9,432	12,000	23.26
88				7,500				
97	2.000	395,633	197,817	20,896	10,448	24,000	12,000	19.03
K-12 Program 02 Instructional	5.799	500,599	86,325			71,472	12,325	22.14
Program 21 Instructional	20.190	1,560,439	77,288	211,423	10,472	252,000	12,481	22.78
Program 21 Administrative	0.500	80,032	160,064			6,000	12,000	21.06
K-12 Program 21 Instructional	19.190	1,471,340	76,672			240,000	12,507	22.94



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	7.700	661,192	85,869	128,381	16,673	93,600	12,156	22.92
Program 31 Administrative	0.729	102,425	140,501	2,500	3,429	7,290	10,000	22.09
Program 34 Instructional	0.900	63,262	70,291	6,131	6,812	10,800	12,000	22.37
K-3 BEA Instructional	68.360	5,284,350	77,302	4,297	63	825,720	12,079	22.73
4-6 BEA Instructional	31.947	2,434,960	76,219			385,764	12,075	23.01
7-8 BEA Instructional	28.223	2,217,456	78,569	14		343,224	12,161	22.78
9-12 BEA Instructional	51.341	4,406,971	85,837	12		629,900	12,269	22.41
K-12 BEA Instructional	179.871	14,343,737	79,745	4,323	24	2,184,608	12,145	22.68
K-12 BEA Administrative	1.000	147,992	147,992			12,000	12,000	21.67
BEA	193.988	16,569,068	85,413	1,925,365	9,925	2,355,608	12,143	22.50
Instructional	205.024	16,308,633	79,545	2,026,052	9,882	2,512,928	12,257	22.68
Administrative	14.617	2,305,363	157,718	103,235	7,063	177,000	12,109	21.30
Other				70,918				
Active	219.641	18,613,996	84,747	2,200,205	10,017	2,689,928	12,247	22.52
Certificated Total	219.641	18,613,996	84,747	2,200,205	10,017	2,689,928	12,247	22.52
Instructional for Funding Purposes	205.024	16,308,633	79,545	2,026,052	9,882	2,512,928	12,257	22.68

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	205.024	16,308,633	79,545	2,026,052	9,882	2,512,928	12,257	22.68

**Rochester School District (34401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	108.477	8,776,247	80,904	378,881	3,493	1,344,351	12,393	23.40
02	1.500	139,994	93,329	6,996	4,664	18,027	12,018	23.30
21	20.067	1,583,912	78,931	16,130	804	243,569	12,138	23.19
24	1.040	71,299	68,557			12,499	12,018	21.52
31	5.700	403,233	70,743	57,686	10,120	78,099	13,702	24.04
51	0.750	80,453	107,271			9,014	12,018	23.31
52	0.820	70,414	85,871			9,855	12,018	22.58
55	2.780	264,399	95,108			33,410	12,018	22.82
64	0.199	16,402	82,422			2,392	12,018	23.48
65	0.541	46,802	86,510			6,502	12,018	23.64
74	0.342	33,118	96,836			4,110	12,018	22.63
97	1.400	216,343	154,531			25,588	18,277	21.76
K-12 Program 02 Instructional	1.500	139,994	93,329			18,027	12,018	23.30
Program 21 Instructional	19.400	1,497,694	77,201	16,130	831	235,553	12,142	23.17
Program 21 Administrative	0.667	86,218	129,262			8,016	12,018	23.55
K-12 Program 21 Instructional	17.040	1,318,818	77,395			206,469	12,117	23.12
Program 31 Instructional	5.700	403,233	70,743	57,686	10,120	78,099	13,702	24.04

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	42.438	3,208,843	75,612			518,701	12,223	23.94
4-6 BEA Instructional	22.037	1,817,479	82,474			276,668	12,555	23.00
7-8 BEA Instructional	17.359	1,328,154	76,511			208,620	12,018	23.91
9-12 BEA Instructional	25.760	1,966,574	76,342			339,346	13,173	22.67
K-12 BEA Instructional	107.594	8,321,050	77,337			1,343,336	12,485	23.41
BEA	117.077	9,535,817	81,449	443,563	3,789	1,466,066	12,522	23.40
Instructional	132.616	10,291,708	77,605	439,023	3,310	1,646,454	12,415	23.33
Administrative	10.000	1,330,083	133,008	6,996	700	128,943	12,894	23.40
Other	1.000	80,825	80,825	13,674	13,674	12,018	12,018	22.90
Active	143.616	11,702,616	81,485	459,693	3,201	1,787,415	12,446	23.34
Certificated Total	143.616	11,702,616	81,485	459,693	3,201	1,787,415	12,446	23.34
Instructional for Funding Purposes	132.616	10,291,708	77,605	439,023	3,310	1,646,454	12,415	23.33
Instructional for Compliance Purposes	132.616	10,291,708	77,605	439,023	3,310	1,646,454	12,415	23.33

**Roosevelt School District (20403)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.800	91,197	50,665	1,688	938	21,600	12,000	25.15
52	0.100	5,089	50,890	2,000	20,000	1,200	12,000	27.53
65	0.100	5,043	50,430			1,200	12,000	23.06
97	0.640	80,000	125,000			9,600	15,000	25.14
99	0.160	20,000	125,000			2,400	15,000	25.14
K-3 BEA Instructional	1.125	56,844	50,528	1,052	935	13,500	12,000	23.86
4-6 BEA Instructional	0.675	34,353	50,893	636	942	8,100	12,000	27.53
K-12 BEA Instructional	1.800	91,197	50,665	1,688	938	21,600	12,000	25.15
BEA	2.440	171,197	70,163	1,688	692	31,200	12,787	25.14
Instructional	2.000	101,329	50,665	3,688	1,844	24,000	12,000	25.15
Administrative	0.800	100,000	125,000			12,000	15,000	25.14
Active	2.800	201,329	71,903	3,688	1,317	36,000	12,857	25.14
Certificated Total	2.800	201,329	71,903	3,688	1,317	36,000	12,857	25.14
Instructional for Funding Purposes	2.000	101,329	50,665	3,688	1,844	24,000	12,000	25.15
Instructional for Compliance Purposes	2.000	101,329	50,665	3,688	1,844	24,000	12,000	25.15



**Rosalia School District (38320)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.174	1,187,656	78,269	25,564	1,685	215,988	14,234	23.20
21	1.074	56,876	52,957			14,400	13,408	21.47
31	0.667	35,311	52,940	4,414	6,618	8,004	12,000	24.39
34	0.333	17,653	53,012	4,414	13,255	3,996	12,000	24.39
51	0.335	28,977	86,499	2,000	5,970	4,020	12,000	23.95
55	0.666	57,963	87,032			7,992	12,000	24.14
58				31,515				
79				3,368				
97	0.296	49,440	167,027			9,600	32,432	10.07
Program 21 Instructional	1.000	44,516	44,516			12,000	12,000	24.13
Program 21 Administrative	0.074	12,360	167,027			2,400	32,432	10.07
K-12 Program 21 Instructional	1.000	44,516	44,516			12,000	12,000	24.13
Program 31 Instructional	0.667	35,311	52,940	4,414	6,618	8,004	12,000	24.39
Program 34 Instructional	0.333	17,653	53,012	4,414	13,255	3,996	12,000	24.39
K-3 BEA Instructional	5.296	387,146	73,102			62,016	11,710	23.26
4-6 BEA Instructional	2.397	196,283	81,887			27,996	11,680	22.07
7-8 BEA Instructional	2.029	148,394	73,137	7,826	3,857	22,068	10,876	22.69

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	5.452	400,648	73,486	23,166	4,249	103,908	19,059	23.89
K-12 BEA Instructional	15.174	1,132,471	74,632	30,992	2,042	215,988	14,234	23.19
K-12 BEA Administrative	1.000	108,149	108,149			12,000	12,000	23.90
BEA	16.470	1,290,060	78,328	34,392	2,088	237,588	14,426	22.84
Instructional	17.175	1,263,927	73,591	70,375	4,098	240,000	13,974	23.29
Administrative	1.370	169,949	124,050	900	657	24,000	17,518	19.43
Active	18.545	1,433,876	77,319	71,275	3,843	264,000	14,236	22.87
Certificated Total	18.545	1,433,876	77,319	71,275	3,843	264,000	14,236	22.87
Instructional for Funding Purposes	17.175	1,263,927	73,591	70,375	4,098	240,000	13,974	23.29
Instructional for Compliance Purposes	17.175	1,263,927	73,591	70,375	4,098	240,000	13,974	23.29



**Royal School District (13160)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	93.970	7,048,842	75,012	198,445	2,112	1,150,279	12,241	21.44
12				38,579				
21	9.362	765,661	81,784			114,169	12,195	21.66
24	0.138	8,366	60,623			1,692	12,259	20.45
31	5.000	338,249	67,650			61,295	12,259	19.14
34	1.000	46,786	46,786			12,259	12,259	18.36
51	2.130	161,088	75,628			26,088	12,248	21.75
52				29,000				
53	0.100	12,243	122,430			1,202	12,019	20.72
55	2.200	198,142	90,065	60,190	27,359	26,922	12,237	21.18
58				10,000				
65	0.100	12,243	122,430	180,565	1,805,650	1,202	12,019	20.72
74	1.000	62,541	62,541			12,259	12,259	22.49
97	1.000	158,989	158,989			12,019	12,019	21.46
Program 21 Instructional	7.862	594,947	75,674			96,140	12,228	21.68
Program 21 Administrative	1.500	170,714	113,809			18,029	12,019	21.59
K-12 Program 21 Instructional	7.862	594,947	75,674			96,140	12,228	21.68
Program 31 Instructional	5.000	338,249	67,650			61,295	12,259	19.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.000	46,786	46,786			12,259	12,259	18.36
K-3 BEA Instructional	36.016	2,681,667	74,458			441,261	12,252	21.91
4-6 BEA Instructional	19.701	1,450,136	73,607	3,126	159	241,515	12,259	21.45
7-8 BEA Instructional	12.891	852,881	66,161			158,031	12,259	20.63
9-12 BEA Instructional	25.362	1,773,449	69,925			310,913	12,259	20.53
K-12 BEA Instructional	93.970	6,758,133	71,918	3,126	33	1,151,719	12,256	21.27
K-12 BEA Administrative	5.000	557,547	111,509			60,095	12,019	21.89
BEA	100.970	7,592,866	75,199	198,445	1,965	1,235,852	12,240	21.30
Instructional	107.000	7,746,488	72,397	478,200	4,469	1,311,214	12,254	21.32
Administrative	9.000	1,066,662	118,518	38,579	4,287	108,171	12,019	21.55
Active	116.000	8,813,150	75,975	516,779	4,455	1,419,385	12,236	21.35
Certificated Total	116.000	8,813,150	75,975	516,779	4,455	1,419,385	12,236	21.35
Instructional for Funding Purposes	107.000	7,746,488	72,397	478,200	4,469	1,311,214	12,254	21.32
Instructional for Compliance Purposes	107.000	7,746,488	72,397	478,200	4,469	1,311,214	12,254	21.32

**San Juan Island School District (28149)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	44.814	3,995,720	89,162	160,826	3,589	554,400	12,371	23.80
02	1.617	145,885	90,220	5,308	3,283	14,400	8,905	19.40
21	6.744	631,539	93,645	15,049	2,231	70,656	10,477	23.81
24	1.502	139,367	92,788	1,967	1,310	18,024	12,000	23.79
31	1.200	89,601	74,668	20,770	17,308	16,800	14,000	22.37
51	1.000	60,435	60,435	1,343	1,343	12,000	12,000	23.93
55	0.910	81,817	89,909	1,817	1,997	10,920	12,000	23.80
58	0.100	8,849	88,490	22,020	220,200	1,200	12,000	23.79
65	0.800	61,351	76,689	1,363	1,704	9,600	12,000	23.85
97	1.000	162,291	162,291			16,869	16,869	22.61
K-12 Program 02 Instructional	1.617	145,885	90,220	188	116	14,400	8,905	19.40
Program 21 Instructional	5.744	498,505	86,787	15,049	2,620	58,656	10,212	23.81
Program 21 Administrative	1.000	133,034	133,034			12,000	12,000	23.81
K-12 Program 21 Instructional	5.744	498,505	86,787			58,656	10,212	23.81
Program 31 Instructional	1.200	89,601	74,668	20,770	17,308	16,800	14,000	22.37
K-3 BEA Instructional	14.150	1,158,317	81,860	2,419	171	172,776	12,210	23.26
4-6 BEA Instructional	5.437	485,774	89,346	1,158	213	66,792	12,285	23.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	10.194	851,324	83,512	1,388	136	129,432	12,697	23.82
9-12 BEA Instructional	14.850	1,342,587	90,410	1,301	88	180,600	12,162	23.64
K-12 BEA Instructional	44.631	3,838,002	85,994	6,266	140	549,600	12,314	23.59
BEA	48.631	4,393,497	90,344	186,904	3,843	602,469	12,389	23.57
Instructional	54.687	4,688,326	85,730	230,463	4,214	660,000	12,069	23.63
Administrative	5.000	688,529	137,706			64,869	12,974	23.48
Active	59.687	5,376,855	90,084	230,463	3,861	724,869	12,145	23.61
Certificated Total	59.687	5,376,855	90,084	230,463	3,861	724,869	12,145	23.61
Instructional for Funding Purposes	54.687	4,688,326	85,730	230,463	4,214	660,000	12,069	23.63
Instructional for Compliance Purposes	54.687	4,688,326	85,730	230,463	4,214	660,000	12,069	23.63

**Satsop School District (14104)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	3.000	228,424	76,141	23,557	7,852	36,000	12,000	20.70
21	0.428	40,101	93,694					8.70
97				13,340				
Program 21 Instructional	0.428	40,101	93,694					8.70
K-12 Program 21 Instructional	0.428	40,101	93,694					8.70
K-3 BEA Instructional	2.000	138,827	69,414			24,000	12,000	21.41
4-6 BEA Instructional	1.000	89,597	89,597			12,000	12,000	19.86
K-12 BEA Instructional	3.000	228,424	76,141			36,000	12,000	20.70
K-12 BEA Administrative				13,340				
BEA	3.000	228,424	76,141	36,897	12,299	36,000	12,000	20.70
Instructional	3.428	268,525	78,333			36,000	10,502	19.23
Administrative				13,340				
Active	3.428	268,525	78,333	13,340	3,891	36,000	10,502	19.23
On Leave				23,557				
Certificated Total	3.428	268,525	78,333	36,897	10,763	36,000	10,502	19.23
Instructional for Funding Purposes	3.428	268,525	78,333			36,000	10,502	19.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	3.428	268,525	78,333			36,000	10,502	19.23



**Seattle Public Schools (17001)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2,905.202	238,461,451	82,081	40,116,041	13,808	35,679,528	12,281	24.31
02	55.703	4,777,811	85,773	701,812	12,599	709,632	12,740	24.24
03	1.251	90,454	72,305	9,730	7,778	15,012	12,000	24.34
12	112.487	7,782,117	69,182	1,232,055	10,953	1,373,952	12,214	24.43
13				164,043				
21	713.655	55,240,370	77,405	11,973,943	16,778	8,863,860	12,420	24.12
24	64.202	5,481,328	85,376	997,195	15,532	810,024	12,617	24.11
31	90.891	6,882,250	75,720	1,219,688	13,419	1,109,532	12,207	24.51
34	12.588	1,031,256	81,924	182,580	14,504	154,080	12,240	24.40
45	7.500	538,659	71,821	72,340	9,645	120,000	16,000	24.19
51	42.497	3,553,795	83,625	664,455	15,635	526,332	12,385	24.25
52	8.249	741,867	89,934	175,126	21,230	100,488	12,182	24.77
55	86.689	6,959,563	80,282	1,256,949	14,500	1,075,512	12,407	24.47
56	5.749	472,291	82,152	67,657	11,768	68,988	12,000	24.20
58	3.303	302,011	91,435	3,309,123	1,001,854	40,056	12,127	23.73
61	2.000	162,201	81,101	38,270	19,135	24,000	12,000	28.00
64	4.500	421,125	93,583	105,102	23,356	54,000	12,000	24.38
65	141.191	11,598,268	82,146	2,101,487	14,884	1,790,172	12,679	24.44
74	5.000	519,537	103,907	65,083	13,017	60,000	12,000	23.87



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
79	105.287	8,151,207	77,419	1,846,116	17,534	1,321,032	12,547	25.27
97	10.500	1,130,313	107,649	156,486	14,903	126,000	12,000	22.25
CP	1.000	84,827	84,827	18,830	18,830	12,000	12,000	24.61
K-12 Program 02 Instructional	48.503	3,717,329	76,641			621,636	12,816	24.67
Program 21 Instructional	685.456	52,181,445	76,127	11,825,814	17,252	8,518,272	12,427	24.16
Program 21 Administrative	14.000	2,068,057	147,718			168,000	12,000	23.90
K-12 Program 21 Instructional	659.011	50,313,439	76,347			8,200,932	12,444	24.18
Program 26, 56, and 59 Instructional	5.000	364,357	72,871	67,657	13,531	60,000	12,000	24.20
Program 26, 56, and 59 Administrative	0.749	107,934	144,104			8,988	12,000	24.19
Program 31 Instructional	88.691	6,594,422	74,353	1,213,547	13,683	1,083,132	12,212	24.58
Program 31 Administrative	1.800	253,498	140,832			21,600	12,000	22.28
Program 34 Instructional	12.388	1,005,256	81,148	182,580	14,738	151,680	12,244	24.41
Program 34 Administrative	0.200	26,000	130,000			2,400	12,000	24.35
K-3 BEA Instructional	1,070.254	80,687,161	75,391			13,148,099	12,285	24.56
4-6 BEA Instructional	548.345	42,473,911	77,458			6,765,164	12,337	24.56

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	496.891	38,055,614	76,587			6,121,930	12,320	24.52
9-12 BEA Instructional	692.711	54,710,137	78,980			8,556,571	12,352	24.46
K-12 BEA Instructional	2,808.201	215,926,823	76,892			34,591,764	12,318	24.53
K-12 BEA Administrative	229.641	33,780,069	147,099			2,773,092	12,076	22.58
BEA	3,083.635	252,912,194	82,018	42,458,677	13,769	37,913,784	12,295	24.31
Instructional	4,047.255	310,839,797	76,803	65,345,861	16,146	50,016,480	12,358	24.47
Administrative	266.900	39,005,674	146,143	270,712	1,014	3,228,000	12,094	22.74
Other	62.289	4,302,493	69,073	758,206	12,172	753,720	12,100	24.16
Active	4,376.444	354,147,964	80,921	66,374,779	15,166	53,998,200	12,338	24.31
On Leave	3.000	234,737	78,246	99,332	33,111	36,000	12,000	26.48
Certificated Total	4,379.444	354,382,701	80,920	66,474,111	15,179	54,034,200	12,338	24.31
Instructional for Funding Purposes	4,042.255	310,475,440	76,807	65,278,204	16,149	49,956,480	12,359	24.47
Instructional for Compliance Purposes	4,042.255	310,475,440	76,807	65,278,204	16,149	49,956,480	12,359	24.47

**Sedro-Woolley School District (29101)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	219.855	20,504,629	93,264	643,995	2,929	2,699,156	12,277	23.52
02	1.100	133,465	121,332	2,160	1,964	13,200	12,000	23.52
21	44.133	3,853,136	87,307	176,170	3,992	549,672	12,455	23.24
22	2.191	178,049	81,264	2,599	1,186	26,292	12,000	22.94
24	6.400	547,536	85,553	18,609	2,908	76,800	12,000	23.83
31	15.546	1,516,650	97,559	79,789	5,132	187,320	12,049	23.80
34	1.296	100,114	77,248	2,297	1,772	15,564	12,009	23.27
51	4.381	326,230	74,465	6,434	1,469	53,772	12,274	22.93
52	0.700	74,512	106,446			8,400	12,000	20.91
53	0.350	36,206	103,446			4,200	12,000	25.03
55	7.803	662,293	84,877	9,461	1,212	94,824	12,152	22.66
58				252,295				
65	5.805	490,874	84,561	9,083	1,565	79,800	13,747	22.69
71				4,535				
74	1.000	78,845	78,845	1,314	1,314	12,000	12,000	22.89
89	1.500	145,352	96,901	11,385	7,590	18,000	12,000	22.98
97	2.981	567,670	190,429	85,578	28,708	36,000	12,076	18.59
K-12 Program 02 Instructional	0.812	91,506	112,692			9,744	12,000	23.57

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	43.202	3,693,032	85,483	143,021	3,311	538,500	12,465	23.30
Program 21 Administrative	0.931	160,104	171,970	1,080	1,160	11,172	12,000	21.74
K-12 Program 21 Instructional	38.170	3,254,273	85,257			477,216	12,502	23.33
Program 31 Instructional	14.274	1,320,718	92,526	56,255	3,941	171,840	12,039	23.92
Program 31 Administrative	1.272	195,932	154,035	378	297	15,480	12,170	22.98
Program 34 Instructional	1.237	91,104	73,649	639	517	14,844	12,000	23.29
Program 34 Administrative	0.059	9,010	152,712			720	12,203	23.10
K-3 BEA Instructional	80.932	6,764,807	83,586			992,712	12,266	23.85
4-6 BEA Instructional	46.137	4,221,898	91,508			560,268	12,144	23.44
7-8 BEA Instructional	29.731	2,593,814	87,243			356,772	12,000	23.55
9-12 BEA Instructional	60.473	5,680,757	93,939	9,174	152	756,372	12,508	23.68
K-12 BEA Instructional	217.273	19,261,276	88,650	9,174	42	2,666,124	12,271	23.67
BEA Instructional	240.778	22,822,528	94,787	813,819	3,380	2,951,240	12,257	23.40
BEA Administrative	290.036	25,429,079	87,676	954,755	3,292	3,571,884	12,315	23.54
BEA Other	22.333	3,575,158	160,084	23,760	1,064	270,912	12,131	22.00
BEA Active	2.172	158,101	72,791			26,204	12,064	20.73
BEA Total	314.541	29,162,338	92,714	978,515	3,111	3,869,000	12,300	23.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave	0.500	53,223	106,446	327,189	654,378	6,000	12,000	23.30
Certificated Total	315.041	29,215,561	92,736	1,305,704	4,145	3,875,000	12,300	23.34
Instructional for Funding Purposes	290.036	25,429,079	87,676	954,755	3,292	3,571,884	12,315	23.54
Instructional for Compliance Purposes	290.036	25,429,079	87,676	954,755	3,292	3,571,884	12,315	23.54

**Selah School District (39119)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	183.406	14,594,865	79,577	447,759	2,441	2,426,717	13,231	23.52
21	30.387	2,269,567	74,689	35,982	1,184	397,019	13,065	23.34
31	18.484	1,408,568	76,205	64,445	3,487	248,930	13,467	24.84
34	0.670	66,761	99,643			8,861	13,226	23.09
51	5.000	408,515	81,703			65,790	13,158	23.93
52	1.000	93,420	93,420			13,020	13,020	23.51
53	0.125	16,787	134,296			1,800	14,400	28.36
55	10.779	815,510	75,657			140,688	13,052	23.39
58				2,440				
64	0.125	16,787	134,296			1,800	14,400	28.36
65	2.000	169,641	84,821			26,040	13,020	22.92
69	3.500	193,641	55,326			45,570	13,020	21.59
74	0.850	68,020	80,024			11,067	13,020	23.59
79	4.122	328,020	79,578	204,508	49,614	71,896	17,442	18.95
97	3.000	538,068	179,356	14,634	4,878	43,200	14,400	19.15
Program 21 Instructional	29.387	2,113,323	71,914	35,982	1,224	382,619	13,020	23.50
Program 21 Administrative	1.000	156,244	156,244			14,400	14,400	21.16
K-12 Program 21 Instructional	27.237	1,957,106	71,855			354,626	13,020	23.58

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	16.984	1,200,859	70,705	64,445	3,794	227,330	13,385	25.07
Program 31 Administrative	1.500	207,709	138,473			21,600	14,400	23.31
Program 34 Instructional	0.570	53,250	93,421			7,421	13,020	23.00
Program 34 Administrative	0.100	13,511	135,110			1,440	14,400	23.49
K-3 BEA Instructional	72.162	5,309,135	73,572	34,870	483	949,017	13,151	23.49
4-6 BEA Instructional	36.006	2,788,795	77,454	16,202	450	468,798	13,020	23.89
7-8 BEA Instructional	28.189	2,269,464	80,509	22,540	800	371,821	13,190	23.41
9-12 BEA Instructional	50.953	3,653,840	71,710	18,899	371	675,617	13,260	23.83
K-12 BEA Instructional	187.310	14,021,234	74,856	92,511	494	2,465,253	13,161	23.65
K-12 BEA Administrative	4.000	554,217	138,554			57,600	14,400	23.22
BEA	205.560	16,608,262	80,795	526,838	2,563	2,727,708	13,270	23.49
Instructional	242.939	18,082,867	74,434	746,995	3,075	3,199,143	13,169	23.51
Administrative	20.259	2,882,925	142,303	14,634	722	300,000	14,808	22.50
Other	0.250	22,378	89,512	8,139	32,556	3,255	13,020	24.18
Active	263.448	20,988,170	79,667	769,768	2,922	3,502,398	13,294	23.37
Certificated Total	263.448	20,988,170	79,667	769,768	2,922	3,502,398	13,294	23.37
Instructional for Funding Purposes	242.939	18,082,867	74,434	746,995	3,075	3,199,143	13,169	23.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	242.939	18,082,867	74,434	746,995	3,075	3,199,143	13,169	23.51



**Selkirk School District (26070)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.832	1,085,076	64,465	43,663	2,594	191,352	11,368	22.29
21	2.926	170,212	58,172			26,976	9,219	22.78
24	0.428	32,103	75,007			5,592	13,065	22.24
31	1.700	104,746	61,615	7,375	4,338	19,200	11,294	24.62
34	0.510	35,243	69,104	1,022	2,004	5,520	10,824	24.71
51	0.630	46,335	73,548			7,560	12,000	23.55
52	0.052	3,746	72,038			624	12,000	23.55
55	0.598	30,733	51,393			7,176	12,000	23.50
58				5,505				
97	0.650	82,203	126,466					21.99
98	0.100	13,359	133,590					21.39
99	0.150	20,036	133,573					21.39
Program 21 Instructional	2.826	156,854	55,504			26,976	9,546	22.91
Program 21 Administrative	0.100	13,358	133,580					21.39
K-12 Program 21 Instructional	2.826	156,854	55,504			26,976	9,546	22.91
Program 31 Instructional	1.600	96,010	60,006	5,300	3,313	19,200	12,000	24.33
Program 31 Administrative	0.100	8,736	87,360	2,075	20,750			28.75

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.460	30,875	67,120			5,520	12,000	24.26
Program 34 Administrative	0.050	4,368	87,360	1,022	20,440			28.75
K-3 BEA Instructional	5.716	373,414	65,328			73,728	12,899	23.30
4-6 BEA Instructional	2.704	175,913	65,057			32,448	12,000	22.65
7-8 BEA Instructional	2.961	178,730	60,361	13,552	4,577	35,532	12,000	22.75
9-12 BEA Instructional	6.661	405,028	60,806	31,928	4,793	74,364	11,164	20.95
K-12 BEA Instructional	18.042	1,133,085	62,803	45,480	2,521	216,072	11,976	22.24
K-12 BEA Administrative				1,022				
BEA	19.692	1,307,268	66,386	52,060	2,644	216,072	10,973	22.52
Instructional	22.576	1,402,856	62,139	54,468	2,413	264,000	11,694	22.38
Administrative	2.000	220,936	110,468	3,097	1,549			23.81
Active	24.576	1,623,792	66,072	57,565	2,342	264,000	10,742	22.56
Certificated Total	24.576	1,623,792	66,072	57,565	2,342	264,000	10,742	22.56
Instructional for Funding Purposes	22.576	1,402,856	62,139	54,468	2,413	264,000	11,694	22.38
Instructional for Compliance Purposes	22.576	1,402,856	62,139	54,468	2,413	264,000	11,694	22.38

**Sequim School District (05323)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	131.535	10,855,988	82,533	481,355	3,660	1,608,816	12,231	23.06
02	6.685	536,644	80,276	14,391	2,153	88,836	13,289	22.87
21	27.328	2,103,297	76,965	115,949	4,243	352,260	12,890	22.67
24	0.368	31,154	84,658	1,762	4,788	4,416	12,000	23.11
31	11.589	950,577	82,024	103,938	8,969	147,768	12,751	23.21
34	0.800	74,112	92,640	4,427	5,534	9,600	12,000	22.39
51	2.901	231,846	79,919	5,612	1,935	34,812	12,000	23.79
52	0.003	234	78,000	45,989	15,329,667	36	12,000	23.33
55	3.283	314,996	95,948	10,439	3,180	39,492	12,029	21.93
58				8,575				
65	1.000	61,008	61,008	1,834	1,834	12,000	12,000	24.01
74	0.801	57,412	71,675	1,726	2,155	11,964	14,936	23.33
97	1.000	155,000	155,000			12,000	12,000	22.36
K-12 Program 02 Instructional	6.085	462,680	76,036	6,378	1,048	81,636	13,416	23.15
Program 21 Instructional	26.328	1,971,610	74,886	115,949	4,404	340,260	12,924	22.73
Program 21 Administrative	1.000	131,687	131,687			12,000	12,000	21.79
K-12 Program 21 Instructional	26.310	1,970,416	74,892	19,896	756	340,044	12,925	22.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	11.189	901,268	80,549	103,938	9,289	142,968	12,778	23.31
Program 31 Administrative	0.400	49,309	123,273			4,800	12,000	21.24
Program 34 Instructional	0.800	74,112	92,640	4,427	5,534	9,600	12,000	22.39
K-3 BEA Instructional	54.034	4,222,981	78,154	45,674	845	664,972	12,307	23.04
4-6 BEA Instructional	25.346	2,003,111	79,031	27,048	1,067	305,256	12,044	23.09
7-8 BEA Instructional	21.905	1,714,197	78,256	36,480	1,665	278,336	12,707	23.35
9-12 BEA Instructional	39.225	3,308,526	84,347	80,237	2,046	485,268	12,371	23.26
K-12 BEA Instructional	140.510	11,248,815	80,057	193,091	1,374	1,733,832	12,340	23.16
BEA	151.609	12,572,321	82,926	604,111	3,985	1,867,020	12,315	23.05
Instructional	174.704	13,843,392	79,239	795,997	4,556	2,170,932	12,426	23.07
Administrative	12.000	1,476,526	123,044			144,000	12,000	22.15
Other	0.589	52,350	88,879			7,068	12,000	24.23
Active	187.293	15,372,268	82,076	795,997	4,250	2,322,000	12,398	22.99
Certificated Total	187.293	15,372,268	82,076	795,997	4,250	2,322,000	12,398	22.99
Instructional for Funding Purposes	174.704	13,843,392	79,239	795,997	4,556	2,170,932	12,426	23.07
Instructional for Compliance Purposes	174.704	13,843,392	79,239	795,997	4,556	2,170,932	12,426	23.07

**Shaw Island School District (28010)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.800	112,322	62,401	16,000	8,889	23,058	12,810	24.01
K-3 BEA Instructional	1.000	67,025	67,025			12,058	12,058	23.98
4-6 BEA Instructional	0.534	30,198	56,551			7,337	13,740	24.06
7-8 BEA Instructional	0.266	15,099	56,763			3,663	13,771	24.06
K-12 BEA Instructional	1.800	112,322	62,401	16,000	8,889	23,058	12,810	24.01
BEA	1.800	112,322	62,401	16,000	8,889	23,058	12,810	24.01
Instructional	1.800	112,322	62,401	16,000	8,889	23,058	12,810	24.01
Active	1.800	112,322	62,401	16,000	8,889	23,058	12,810	24.01
Certificated Total	1.800	112,322	62,401	16,000	8,889	23,058	12,810	24.01
Instructional for Funding Purposes	1.800	112,322	62,401	16,000	8,889	23,058	12,810	24.01
Instructional for Compliance Purposes	1.800	112,322	62,401	16,000	8,889	23,058	12,810	24.01

**Shelton School District (23309)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	205.640	16,059,929	78,097	1,039,885	5,057	2,480,196	12,061	23.55
02	6.200	540,403	87,162	14,391	2,321	79,200	12,774	22.76
14				155,258				
21	47.482	3,356,033	70,680	108,234	2,279	578,268	12,179	23.09
24	4.218	347,582	82,404	27,787	6,588	50,616	12,000	22.14
31	31.620	2,169,825	68,622	55,067	1,742	385,440	12,190	22.90
34	4.040	311,190	77,027	9,367	2,319	48,480	12,000	23.13
51	5.200	410,470	78,937	7,863	1,512	62,400	12,000	23.10
55	16.400	1,356,740	82,728	30,074	1,834	196,800	12,000	22.62
56	1.000	55,841	55,841			12,000	12,000	16.74
58				284,909				
65	7.600	601,618	79,160	9,198	1,210	91,200	12,000	22.23
74	0.200	22,910	114,550			2,400	12,000	23.95
79	1.000	66,434	66,434	6,000	6,000	12,000	12,000	21.53
89	0.750	52,524	70,032			9,000	12,000	22.25
97	1.000	201,371	201,371	38,474	38,474	12,000	12,000	22.50
K-12 Program 02 Instructional	5.200	409,847	78,817			67,200	12,923	22.66
Program 21 Instructional	46.582	3,232,332	69,390	108,234	2,324	567,468	12,182	23.09

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	0.900	123,701	137,446			10,800	12,000	23.08
K-12 Program 21 Instructional	41.412	2,854,788	68,936	8,277	200	505,428	12,205	23.12
Program 26, 56, and 59 Instructional	1.000	55,841	55,841			12,000	12,000	16.74
Program 31 Instructional	31.500	2,156,977	68,475	55,067	1,748	384,000	12,190	22.90
Program 31 Administrative	0.120	12,848	107,067			1,440	12,000	23.97
Program 34 Instructional	4.000	306,907	76,727	9,367	2,342	48,000	12,000	23.12
Program 34 Administrative	0.040	4,283	107,075			480	12,000	23.97
K-3 BEA Instructional	75.554	5,199,579	68,819			907,164	12,007	24.18
4-6 BEA Instructional	38.046	2,927,329	76,942			456,552	12,000	23.54
7-8 BEA Instructional	26.700	2,143,243	80,271	25,285	947	325,200	12,180	22.74
9-12 BEA Instructional	87.100	6,368,103	73,113	19,023	218	1,063,200	12,207	23.03
K-12 BEA Instructional	227.400	16,638,254	73,167	44,892	197	2,752,116	12,103	23.42
K-12 BEA Administrative	9.000	1,112,194	123,577			108,000	12,000	23.38
BEA	248.500	19,282,718	77,596	1,157,184	4,657	3,005,316	12,094	23.43
Instructional	309.350	22,670,154	73,283	1,585,195	5,124	3,744,000	12,103	23.23
Administrative	22.000	2,770,784	125,945	44,474	2,022	264,000	12,000	23.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other	1.000	111,932	111,932			12,000	12,000	27.94
Active	332.350	25,552,870	76,885	1,629,669	4,903	4,020,000	12,096	23.26
On Leave				156,838				
Certificated Total	332.350	25,552,870	76,885	1,786,507	5,375	4,020,000	12,096	23.26
Instructional for Funding Purposes	308.350	22,614,313	73,340	1,585,195	5,141	3,732,000	12,103	23.25
Instructional for Compliance Purposes	308.350	22,614,313	73,340	1,585,195	5,141	3,732,000	12,103	23.25



**Shoreline School District (17412)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	493.445	44,371,042	89,921	9,476,034	19,204	6,419,592	13,010	23.27
02	2.500	238,034	95,214	60,014	24,006	36,000	14,400	21.08
21	90.773	7,654,001	84,320	1,800,904	19,840	1,238,148	13,640	23.24
24	8.976	711,483	79,265	162,531	18,107	107,712	12,000	26.04
26	0.017	2,627	154,529			204	12,000	21.89
31	16.180	1,522,172	94,077	331,418	20,483	217,836	13,463	23.39
34	1.090	110,251	101,148	18,694	17,150	13,404	12,297	24.52
51	4.300	387,775	90,180	86,602	20,140	80,280	18,670	23.01
52	0.962	96,611	100,427	26,587	27,637	11,544	12,000	21.90
55	8.872	778,383	87,735	177,225	19,976	136,668	15,404	23.38
58				746,276				
64	0.500	50,714	101,428	14,404	28,808	6,000	12,000	23.80
65	7.461	674,022	90,339	128,730	17,254	90,612	12,145	22.85
74	0.782	51,912	66,384	10,147	12,976	12,000	15,345	12.34
88	0.400	61,708	154,270	240	600	4,800	12,000	22.43
89	0.100	16,574	165,740	60	600	1,200	12,000	20.92
97	3.000	699,668	233,223	1,200	400	36,000	12,000	20.07
K-12 Program 02 Instructional	2.500	238,034	95,214	5,635	2,254	36,000	14,400	21.08

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	88.990	7,370,504	82,824	1,795,974	20,182	1,216,752	13,673	23.29
Program 21 Administrative	1.783	283,497	159,000	4,930	2,765	21,396	12,000	21.47
K-12 Program 21 Instructional	79.516	6,616,927	83,215	24,970	314	1,085,364	13,650	23.07
Program 26, 56, and 59 Administrative	0.017	2,627	154,529			204	12,000	21.89
Program 31 Instructional	15.380	1,403,362	91,246	330,938	21,517	208,236	13,539	23.45
Program 31 Administrative	0.800	118,810	148,513	480	600	9,600	12,000	22.42
Program 34 Instructional	0.890	80,549	90,504	18,574	20,870	11,004	12,364	25.14
Program 34 Administrative	0.200	29,702	148,510	120	600	2,400	12,000	22.42
K-3 BEA Instructional	191.595	16,113,808	84,103	96,407	503	2,499,900	13,048	23.26
4-6 BEA Instructional	63.958	5,653,889	88,400			808,584	12,642	23.49
7-8 BEA Instructional	97.841	8,405,144	85,906	27,625	282	1,268,568	12,966	23.44
9-12 BEA Instructional	129.133	11,335,675	87,783	8,340	65	1,740,180	13,476	23.45
K-12 BEA Instructional	482.527	41,508,516	86,023	132,372	274	6,317,232	13,092	23.38
BEA	516.215	46,941,167	90,933	9,887,360	19,154	6,722,832	13,023	23.23
Instructional	602.470	51,488,375	85,462	13,010,966	21,596	7,968,000	13,226	23.38
Administrative	35.888	5,855,284	163,154	30,100	839	432,000	12,037	21.74

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	638.358	57,343,659	89,830	13,041,066	20,429	8,400,000	13,159	23.25
On Leave	1.000	83,318	83,318			12,000	12,000	24.31
Certificated Total	639.358	57,426,977	89,820	13,041,066	20,397	8,412,000	13,157	23.25
Instructional for Funding Purposes	602.470	51,488,375	85,462	13,010,966	21,596	7,968,000	13,226	23.38
Instructional for Compliance Purposes	602.470	51,488,375	85,462	13,010,966	21,596	7,968,000	13,226	23.38

**Skamania School District (30002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	6.737	384,540	57,079	15,433	2,291	86,844	12,891	25.33
52	0.120	7,119	59,325			1,440	12,000	24.16
55	0.343	16,471	48,020			4,116	12,000	23.83
97	0.300	25,476	84,920			3,600	12,000	24.92
K-3 BEA Instructional	3.361	170,420	50,705			40,332	12,000	24.15
4-6 BEA Instructional	1.676	80,312	47,919			26,112	15,580	29.42
7-8 BEA Instructional	1.000	74,364	74,364			12,000	12,000	24.69
K-12 BEA Instructional	6.037	325,096	53,851			78,444	12,994	25.41
BEA	7.037	410,016	58,266	15,433	2,193	90,444	12,853	25.30
Instructional	6.500	348,686	53,644	15,433	2,374	84,000	12,923	25.30
Administrative	1.000	84,920	84,920			12,000	12,000	24.92
Active	7.500	433,606	57,814	15,433	2,058	96,000	12,800	25.23
Certificated Total	7.500	433,606	57,814	15,433	2,058	96,000	12,800	25.23
Instructional for Funding Purposes	6.500	348,686	53,644	15,433	2,374	84,000	12,923	25.30
Instructional for Compliance Purposes	6.500	348,686	53,644	15,433	2,374	84,000	12,923	25.30

**Skykomish School District (17404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.000	860,606	86,061	10,500	1,050	120,000	12,000	24.63
21	1.000	104,107	104,107	7,776	7,776	12,000	12,000	24.42
51				1,000				
55				999				
97	1.000	117,185	117,185			15,456	15,456	24.89
Program 21 Instructional	1.000	104,107	104,107	7,776	7,776	12,000	12,000	24.42
K-12 Program 21 Instructional	1.000	104,107	104,107	4,000	4,000	12,000	12,000	24.42
K-3 BEA Instructional	2.680	243,256	90,767			32,160	12,000	23.77
4-6 BEA Instructional	2.500	189,555	75,822			30,000	12,000	24.66
7-8 BEA Instructional	1.500	117,681	78,454			18,000	12,000	27.89
9-12 BEA Instructional	3.320	310,114	93,408			39,840	12,000	24.24
K-12 BEA Instructional	10.000	860,606	86,061			120,000	12,000	24.63
BEA	11.000	977,791	88,890	10,500	955	135,456	12,314	24.66
Instructional	11.000	964,713	87,701	20,275	1,843	132,000	12,000	24.61
Administrative	1.000	117,185	117,185			15,456	15,456	24.89
Active	12.000	1,081,898	90,158	20,275	1,690	147,456	12,288	24.64
Certificated Total	12.000	1,081,898	90,158	20,275	1,690	147,456	12,288	24.64

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	11.000	964,713	87,701	20,275	1,843	132,000	12,000	24.61
Instructional for Compliance Purposes	11.000	964,713	87,701	20,275	1,843	132,000	12,000	24.61

**Snohomish School District (31201)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	461.067	41,394,828	89,781	7,685,733	16,669	5,709,120	12,382	23.76
02	20.030	1,676,348	83,692	344,452	17,197	254,400	12,701	23.23
21	85.901	6,860,639	79,867	1,360,168	15,834	1,082,796	12,605	23.67
24	6.800	556,838	81,888	99,047	14,566	81,600	12,000	23.28
31	18.814	1,632,655	86,779	404,784	21,515	240,336	12,774	23.64
34	5.882	592,643	100,755	88,384	15,026	69,288	11,780	24.51
51	1.300	118,014	90,780	21,574	16,595	16,404	12,618	23.60
52	1.300	105,810	81,392	22,344	17,188	15,600	12,000	22.01
55	6.300	530,149	84,151	105,101	16,683	104,400	16,571	23.86
58	0.128	19,540	152,656			1,860	14,531	22.93
64	0.350	26,454	75,583			4,200	12,000	23.95
65	3.520	289,498	82,244	57,585	16,359	50,520	14,352	23.38
74	1.000	88,417	88,417	20,146	20,146	12,000	12,000	21.62
79	1.000	96,198	96,198	35,237	35,237	12,000	12,000	24.17
97	3.924	739,170	188,372	36,700	9,353	48,000	12,232	20.10
K-12 Program 02 Instructional	19.050	1,519,180	79,747	126,411	6,636	242,400	12,724	23.32
Program 21 Instructional	83.939	6,530,504	77,801	1,354,667	16,139	1,058,796	12,614	23.72
Program 21 Administrative	1.962	330,135	168,265	5,501	2,804	24,000	12,232	22.31

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	82.939	6,432,040	77,551	375,974	4,533	1,046,796	12,621	23.72
Program 31 Instructional	18.102	1,523,423	84,158	404,784	22,361	231,624	12,795	23.70
Program 31 Administrative	0.712	109,232	153,416			8,712	12,236	22.51
Program 34 Instructional	5.000	454,414	90,883	88,384	17,677	58,524	11,705	25.09
Program 34 Administrative	0.882	138,229	156,722			10,764	12,204	22.24
K-3 BEA Instructional	172.185	14,389,705	83,571	2,017,719	11,718	2,159,172	12,540	24.31
4-6 BEA Instructional	89.372	7,570,225	84,705	756,138	8,461	1,085,544	12,146	23.85
7-8 BEA Instructional	69.245	6,079,846	87,802	696,362	10,056	854,184	12,336	24.05
9-12 BEA Instructional	143.756	12,279,056	85,416	1,008,276	7,014	1,792,104	12,466	23.54
K-12 BEA Instructional	474.558	40,318,832	84,961	4,478,495	9,437	5,891,004	12,414	23.94
K-12 BEA Administrative	1.079	165,864	153,720	4,000	3,707	13,200	12,234	22.51
BEA	509.717	46,035,644	90,316	8,560,053	16,794	6,321,144	12,401	23.69
Instructional	579.067	48,564,516	83,867	10,213,515	17,638	7,234,524	12,493	23.89
Administrative	37.249	6,066,487	162,863	51,702	1,388	456,000	12,242	21.69
Active	616.316	54,631,003	88,641	10,265,217	16,656	7,690,524	12,478	23.68
On Leave	1.000	96,198	96,198	16,038	16,038	12,000	12,000	24.17
Certificated Total	617.316	54,727,201	88,653	10,281,255	16,655	7,702,524	12,477	23.68



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	579.067	48,564,516	83,867	10,213,515	17,638	7,234,524	12,493	23.89
Instructional for Compliance Purposes	579.067	48,564,516	83,867	10,213,515	17,638	7,234,524	12,493	23.89

**Snoqualmie Valley School District (17410)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	395.128	32,534,362	82,339	4,154,580	10,515	4,837,200	12,242	23.19
02	4.967	406,024	81,744	38,872	7,826	90,000	18,120	21.88
21	67.100	5,180,280	77,202	644,898	9,611	846,000	12,608	22.52
24	2.000	152,902	76,451	13,855	6,928	24,000	12,000	24.40
31	17.700	1,395,487	78,841	274,543	15,511	226,800	12,814	22.66
34	3.000	264,992	88,331	26,780	8,927	36,000	12,000	23.33
51	1.000	68,141	68,141	4,881	4,881	12,000	12,000	25.97
52	1.000	80,525	80,525	11,101	11,101	12,000	12,000	23.02
55	1.000	83,174	83,174	11,542	11,542	12,000	12,000	22.73
58				291,001				
64				3,720				
65	1.000	82,670	82,670	11,457	11,457	12,000	12,000	27.19
71	0.500	33,257	66,514	2,541	5,082	12,000	24,000	17.04
73				14,760				
74	3.000	259,737	86,579	22,667	7,556	36,000	12,000	23.09
79				11,500				
97	3.000	653,597	217,866	75,286	25,095	36,000	12,000	18.23
K-12 Program 02 Instructional	4.467	332,479	74,430			84,000	18,805	21.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Instructional	66.600	5,090,751	76,438	641,168	9,627	840,000	12,613	22.54
Program 21 Administrative	0.500	89,529	179,058			6,000	12,000	21.15
K-12 Program 21 Instructional	62.100	4,711,211	75,865			780,000	12,560	22.29
Program 31 Instructional	16.700	1,248,397	74,754	260,589	15,604	214,800	12,862	22.69
Program 31 Administrative	1.000	147,090	147,090	10,500	10,500	12,000	12,000	22.33
Program 34 Instructional	3.000	264,992	88,331	26,780	8,927	36,000	12,000	23.33
K-3 BEA Instructional	159.032	12,486,289	78,514	438	3	1,968,000	12,375	23.26
4-6 BEA Instructional	75.753	5,748,264	75,882			911,160	12,028	23.18
7-8 BEA Instructional	64.316	5,028,315	78,181			776,640	12,075	23.34
9-12 BEA Instructional	94.248	7,239,344	76,812	69,319	735	1,201,800	12,751	23.15
K-12 BEA Instructional	393.349	30,502,212	77,545	69,757	177	4,857,600	12,349	23.23
BEA	423.795	35,254,462	83,188	4,570,061	10,784	5,226,000	12,331	23.06
Instructional	469.449	36,353,369	77,438	5,336,212	11,367	5,817,600	12,392	23.14
Administrative	30.746	4,824,470	156,914	218,439	7,105	372,000	12,099	21.82
Active	500.195	41,177,839	82,324	5,554,651	11,105	6,189,600	12,374	23.00
On Leave	0.200	17,309	86,545	59,333	296,665	2,400	12,000	23.05
Certificated Total	500.395	41,195,148	82,325	5,613,984	11,219	6,192,000	12,374	23.00

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	469.449	36,353,369	77,438	5,336,212	11,367	5,817,600	12,392	23.14
Instructional for Compliance Purposes	469.449	36,353,369	77,438	5,336,212	11,367	5,817,600	12,392	23.14

**Soap Lake School District (13156)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	27.513	1,823,637	66,283	100,356	3,648	330,156	12,000	24.89
02	2.000	129,233	64,617	3,588	1,794	24,000	12,000	23.59
21	3.499	234,158	66,921	14,246	4,071	41,988	12,000	21.68
31	2.308	160,306	69,457	12,054	5,223	27,696	12,000	23.44
34	0.930	68,382	73,529	2,621	2,818	11,160	12,000	23.44
51	1.000	65,180	65,180			12,000	12,000	24.20
55	1.749	122,539	70,062	3,409	1,949	20,988	12,000	24.16
58				500				
65	1.001	87,646	87,558	2,432	2,430	12,012	12,000	24.19
97	1.000	120,000	120,000			12,000	12,000	22.31
K-12 Program 02 Instructional	2.000	129,233	64,617	3,588	1,794	24,000	12,000	23.59
Program 21 Instructional	3.416	229,155	67,083	14,246	4,170	40,992	12,000	21.72
Program 21 Administrative	0.083	5,003	60,277			996	12,000	19.99
K-12 Program 21 Instructional	3.273	222,294	67,918	8,556	2,614	39,276	12,000	21.71
Program 31 Instructional	2.308	160,306	69,457	12,054	5,223	27,696	12,000	23.44
Program 34 Instructional	0.930	68,382	73,529	2,621	2,818	11,160	12,000	23.44
K-3 BEA Instructional	8.227	506,724	61,593	15,597	1,896	98,724	12,000	24.35

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	5.063	307,967	60,827	9,729	1,922	60,756	12,000	24.65
7-8 BEA Instructional	5.986	371,867	62,123	13,791	2,304	71,832	12,000	24.19
9-12 BEA Instructional	11.775	835,320	70,940	38,167	3,241	141,300	12,000	25.22
K-12 BEA Instructional	31.051	2,021,878	65,115	77,284	2,489	372,612	12,000	24.72
K-12 BEA Administrative				36,000				
BEA	33.751	2,301,558	68,192	118,619	3,515	405,012	12,000	24.49
Instructional	38.217	2,526,398	66,107	103,206	2,701	458,604	12,000	24.36
Administrative	2.783	284,683	102,294	36,000	12,936	33,396	12,000	22.92
Active	41.000	2,811,081	68,563	139,206	3,395	492,000	12,000	24.20
Certificated Total	41.000	2,811,081	68,563	139,206	3,395	492,000	12,000	24.20
Instructional for Funding Purposes	38.217	2,526,398	66,107	103,206	2,701	458,604	12,000	24.36
Instructional for Compliance Purposes	38.217	2,526,398	66,107	103,206	2,701	458,604	12,000	24.36



**South Bend School District (25118)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	28.355	2,221,439	78,344	65,131	2,297	340,260	12,000	23.56
02				11,000				
21	2.520	168,799	66,984	4,716	1,871	30,240	12,000	23.40
22	0.650	36,135	55,592			7,800	12,000	23.24
24	0.500	43,109	86,218			6,000	12,000	22.11
31	2.225	135,784	61,027	15,313	6,882	26,700	12,000	23.93
34				143				
51	1.505	125,653	83,490	4,073	2,706	18,060	12,000	23.49
52	0.165	13,177	79,861			1,980	12,000	24.55
55	1.800	141,898	78,832	18,846	10,470	21,600	12,000	25.31
65	0.770	69,333	90,043	4,273	5,549	9,240	12,000	22.27
68	0.110	9,500	86,364			1,320	12,000	22.91
74				2,500				
79	0.400	31,945	79,863			4,800	12,000	24.55
97	1.000	136,627	136,627	45,582	45,582	12,000	12,000	20.24
Program 21 Instructional	2.050	128,209	62,541	4,716	2,300	24,600	12,000	23.57
Program 21 Administrative	0.470	40,590	86,362			5,640	12,000	22.91
K-12 Program 21 Instructional	1.700	108,752	63,972			20,400	12,000	23.63



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	2.175	130,183	59,854	15,313	7,040	26,100	12,000	23.96
Program 31 Administrative	0.050	5,601	112,020			600	12,000	23.36
Program 34 Instructional				143				
K-3 BEA Instructional	9.884	762,558	77,151			118,608	12,000	23.30
4-6 BEA Instructional	5.288	342,540	64,777			63,456	12,000	23.88
7-8 BEA Instructional	2.480	189,236	76,305	950	383	29,760	12,000	22.65
9-12 BEA Instructional	10.778	828,448	76,865	13,434	1,246	129,336	12,000	23.99
K-12 BEA Instructional	28.430	2,122,782	74,667	14,384	506	341,160	12,000	23.60
BEA	31.580	2,493,850	78,969	137,169	4,344	378,960	12,000	23.37
Instructional	36.000	2,686,357	74,621	109,703	3,047	432,000	12,000	23.64
Administrative	4.000	447,042	111,761	31,115	7,779	48,000	12,000	22.30
Active	40.000	3,133,399	78,335	140,818	3,520	480,000	12,000	23.43
On Leave				30,759				
Certificated Total	40.000	3,133,399	78,335	171,577	4,289	480,000	12,000	23.43
Instructional for Funding Purposes	36.000	2,686,357	74,621	109,703	3,047	432,000	12,000	23.64
Instructional for Compliance Purposes	36.000	2,686,357	74,621	109,703	3,047	432,000	12,000	23.64

**South Kitsap School District (18402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	483.852	44,002,310	90,942	724,477	1,497	5,860,536	12,112	23.47
02	19.860	2,018,478	101,635	27,547	1,387	238,320	12,000	23.45
21	90.116	7,301,312	81,021	49,133	545	1,084,392	12,033	23.00
24	31.700	2,829,315	89,253	79,674	2,513	384,000	12,114	22.56
31	33.216	2,931,179	88,246	196,510	5,916	398,592	12,000	23.42
34	11.832	1,156,475	97,741	8,806	744	141,984	12,000	23.24
51	7.641	732,534	95,869	850	111	100,092	13,099	22.81
52	1.000	85,344	85,344			12,000	12,000	22.80
55	16.751	1,649,225	98,455	1,700	101	237,012	14,149	23.69
58				312,022				
65				13,378				
74	1.000	90,323	90,323			18,672	18,672	23.30
79	0.700	49,784	71,120	14,131	20,187	8,400	12,000	23.50
89	3.000	347,607	115,869	8,400	2,800	36,000	12,000	22.93
97	2.000	309,026	154,513	25,781	12,891	24,000	12,000	20.38
K-12 Program 02 Instructional	18.860	1,865,426	98,909	4,754	252	226,320	12,000	23.62
Program 21 Instructional	86.316	6,910,948	80,066	36,380	421	1,062,792	12,313	22.90
Program 21 Administrative	1.800	272,508	151,393	8,620	4,789	21,600	12,000	21.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	79.196	6,307,257	79,641			977,352	12,341	22.85
Program 31 Instructional	32.466	2,832,603	87,248	195,835	6,032	389,592	12,000	23.45
Program 31 Administrative	0.750	98,576	131,435	675	900	9,000	12,000	22.73
Program 34 Instructional	10.582	998,362	94,345	7,324	692	126,984	12,000	23.30
Program 34 Administrative	1.250	158,113	126,490	1,125	900	15,000	12,000	22.80
K-3 BEA Instructional	196.875	17,252,990	87,634			2,406,528	12,224	23.66
4-6 BEA Instructional	110.133	9,556,373	86,771			1,325,376	12,034	23.78
7-8 BEA Instructional	80.309	7,283,229	90,690	12,520	156	960,636	11,962	23.43
9-12 BEA Instructional	133.024	11,855,893	89,126	76,829	578	1,605,492	12,069	23.56
K-12 BEA Instructional	520.341	45,948,485	88,305	89,349	172	6,298,032	12,104	23.62
BEA	550.760	50,417,468	91,542	983,121	1,785	6,663,432	12,099	23.44
Instructional	664.699	58,206,525	87,568	1,232,071	1,854	8,124,000	12,222	23.47
Administrative	33.969	5,009,672	147,478	147,316	4,337	408,000	12,011	21.70
Active	698.668	63,216,197	90,481	1,379,387	1,974	8,532,000	12,212	23.32
K-12 Program 21 Contracted	1.210	71,303	58,928					
On Leave	1.000	109,931	109,931	83,022	83,022	12,000	12,000	23.49
Certificated Total	702.668	63,502,912	90,374	1,462,409	2,081	8,544,000	12,159	23.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	667.699	58,383,309	87,440	1,232,071	1,845	8,124,000	12,167	23.49
Instructional for Compliance Purposes	664.699	58,206,525	87,568	1,232,071	1,854	8,124,000	12,222	23.47



**South Whidbey School District (15206)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	65.283	6,127,334	93,858	563,927	8,638	884,858	13,554	23.91
21	9.800	822,978	83,977	85,975	8,773	140,469	14,334	22.60
24	3.000	285,966	95,322	23,442	7,814	40,134	13,378	23.45
31	3.743	349,280	93,316	39,937	10,670	53,347	14,252	22.41
51	1.000	103,254	103,254	8,298	8,298	13,378	13,378	23.94
55	1.000	103,255	103,255	8,299	8,299	13,378	13,378	24.14
97	1.800	348,659	193,699	6,400	3,556	24,080	13,378	20.10
99	0.200	37,708	188,540			2,676	13,378	18.78
Program 21 Instructional	9.300	751,900	80,849	85,975	9,245	133,780	14,385	22.50
Program 21 Administrative	0.500	71,078	142,156			6,689	13,378	23.91
K-12 Program 21 Instructional	9.300	751,900	80,849	85,975	9,245	133,780	14,385	22.50
Program 31 Instructional	3.493	309,162	88,509	39,937	11,433	50,341	14,412	22.36
Program 31 Administrative	0.250	40,118	160,472			3,006	12,022	22.92
K-3 BEA Instructional	21.333	1,795,885	84,183	168,879	7,916	288,430	13,520	24.67
4-6 BEA Instructional	9.340	860,387	92,119	73,781	7,899	124,951	13,378	24.18
7-8 BEA Instructional	9.926	932,049	93,900	88,042	8,870	146,340	14,743	22.68

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	23.927	2,239,048	93,578	273,162	11,416	323,707	13,529	23.41
K-12 BEA Instructional	64.526	5,827,369	90,310	603,864	9,358	883,428	13,691	23.76
K-12 BEA Administrative	2.000	302,377	151,189			24,044	12,022	23.12
BEA	70.826	6,825,273	96,367	610,264	8,616	962,285	13,587	23.64
Instructional	78.826	7,071,744	89,713	729,878	9,259	1,084,098	13,753	23.62
Administrative	7.000	1,106,690	158,099	6,400	914	88,222	12,603	22.77
Active	85.826	8,178,434	95,291	736,278	8,579	1,172,320	13,659	23.51
Certificated Total	85.826	8,178,434	95,291	736,278	8,579	1,172,320	13,659	23.51
Instructional for Funding Purposes	78.826	7,071,744	89,713	729,878	9,259	1,084,098	13,753	23.62
Instructional for Compliance Purposes	78.826	7,071,744	89,713	729,878	9,259	1,084,098	13,753	23.62

**Southside School District (23042)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.398	1,046,317	78,095	64,911	4,845	406,393	30,332	23.74
21	0.912	81,048	88,868			28,994	31,792	16.78
97	0.500	74,967	149,934	25,226	50,452	19,941	39,882	29.99
Program 21 Instructional	0.912	81,048	88,868			28,994	31,792	16.78
K-12 Program 21 Instructional	0.912	81,048	88,868			28,994	31,792	16.78
K-3 BEA Instructional	5.956	466,059	78,250	18,026	3,027	199,831	33,551	23.41
4-6 BEA Instructional	4.543	304,279	66,978	2,596	571	131,653	28,979	23.13
7-8 BEA Instructional	1.399	91,912	65,698	5,080	3,631	40,586	29,011	22.83
K-12 BEA Instructional	11.898	862,250	72,470	25,702	2,160	372,070	31,272	23.25
BEA	13.898	1,121,284	80,680	90,137	6,486	426,334	30,676	24.13
Instructional	12.810	943,298	73,638	39,685	3,098	401,064	31,309	22.69
Administrative	2.000	259,034	129,517	50,452	25,226	54,264	27,132	27.25
Active	14.810	1,202,332	81,184	90,137	6,086	455,328	30,745	23.63
Certificated Total	14.810	1,202,332	81,184	90,137	6,086	455,328	30,745	23.63
Instructional for Funding Purposes	12.810	943,298	73,638	39,685	3,098	401,064	31,309	22.69
Instructional for Compliance Purposes	12.810	943,298	73,638	39,685	3,098	401,064	31,309	22.69



**Spokane International Academy (32901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	35.224	2,053,660	58,303			418,200	11,873	23.33
21	2.600	129,757	49,907			36,000	13,846	25.07
24	0.900	53,258	59,176			12,000	13,333	33.33
58				7,000				
65	0.050	2,548	50,960			600	12,000	23.36
74	0.100	5,204	52,040			1,200	12,000	24.96
79	2.000	169,802	84,901			24,000	12,000	22.85
97	1.000	145,000	145,000			12,000	12,000	22.90
Program 21 Instructional	2.200	103,363	46,983			26,400	12,000	24.36
Program 21 Administrative	0.400	26,394	65,985			9,600	24,000	28.26
K-12 Program 21 Instructional	2.200	103,363	46,983			26,400	12,000	24.36
K-3 BEA Instructional	20.222	1,117,811	55,277			239,976	11,867	23.33
4-6 BEA Instructional	7.949	458,568	57,689			94,500	11,888	23.39
7-8 BEA Instructional	6.053	352,281	58,199			71,724	11,849	23.26
K-12 BEA Instructional	34.224	1,928,660	56,354			406,200	11,869	23.33
BEA	36.224	2,198,660	60,696			430,200	11,876	23.30
Instructional	37.374	2,086,435	55,826	7,000	187	444,000	11,880	23.56

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	4.500	472,794	105,065			60,000	13,333	23.29
Active	41.874	2,559,229	61,117	7,000	167	504,000	12,036	23.51
Certificated Total	41.874	2,559,229	61,117	7,000	167	504,000	12,036	23.51
Instructional for Funding Purposes	37.374	2,086,435	55,826	7,000	187	444,000	11,880	23.56
Instructional for Compliance Purposes	37.374	2,086,435	55,826	7,000	187	444,000	11,880	23.56

**Spokane School District (32081)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,530.643	125,555,174	82,028	8,605,474	5,622	18,700,128	12,217	23.45
02	54.142	4,649,893	85,883	734,582	13,568	657,540	12,145	23.52
21	275.868	21,204,382	76,864	1,610,632	5,838	3,357,909	12,172	23.61
24	48.700	4,049,366	83,149	240,468	4,938	588,000	12,074	23.23
29				1,260				
31	60.200	4,969,697	82,553	444,583	7,385	744,504	12,367	22.29
34	11.800	988,244	83,749	59,754	5,064	146,700	12,432	22.24
45	22.989	1,721,824	74,898	109,911	4,781	290,400	12,632	25.75
51	77.735	6,791,065	87,362	419,442	5,396	930,312	11,968	22.50
52	10.198	1,008,670	98,909	80,281	7,872	129,615	12,710	23.10
55	118.363	10,031,148	84,749	652,506	5,513	1,458,690	12,324	23.59
58	0.400	37,698	94,245	3,161,390	7,903,475	4,800	12,000	21.11
64	1.000	91,325	91,325	5,696	5,696	12,000	12,000	21.77
65	36.887	2,815,895	76,338	179,014	4,853	449,496	12,186	23.85
68	0.500	40,187	80,374	3,142	6,284	6,150	12,300	23.72
69	0.500	44,892	89,784	3,078	6,156	6,600	13,200	20.69
74	13.800	1,109,527	80,401	87,099	6,312	168,000	12,174	24.44
88	3.780	317,497	83,994	18,664	4,938	45,495	12,036	24.40
89	1.300	144,352	111,040	16,547	12,728	19,781	15,216	23.46

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
97	2.000	472,836	236,418	20,727	10,364	25,200	12,600	18.03
CP	1.000	161,927	161,927	28,178	28,178	13,200	13,200	14.81
K-12 Program 02 Instructional	49.517	4,132,160	83,449			592,740	11,970	23.49
Program 21 Instructional	268.318	20,461,727	76,259	1,566,410	5,838	3,287,844	12,254	23.62
Program 21 Administrative	5.550	579,861	104,479	44,222	7,968	70,065	12,624	23.12
K-12 Program 21 Instructional	252.980	19,217,324	75,964			3,101,784	12,261	23.65
Program 31 Instructional	58.600	4,784,047	81,639	428,422	7,311	724,104	12,357	22.27
Program 31 Administrative	1.600	185,650	116,031	16,161	10,101	20,400	12,750	22.94
Program 34 Instructional	11.400	941,831	82,617	55,714	4,887	141,600	12,421	22.20
Program 34 Administrative	0.400	46,413	116,033	4,040	10,100	5,100	12,750	22.94
K-3 BEA Instructional	616.526	48,391,230	78,490			7,528,176	12,211	24.11
4-6 BEA Instructional	333.197	25,813,982	77,474			4,053,480	12,165	24.03
7-8 BEA Instructional	212.018	17,144,020	80,861			2,583,456	12,185	22.81
9-12 BEA Instructional	416.474	34,493,481	82,823			5,103,936	12,255	22.70
K-12 BEA Instructional	1,578.215	125,842,713	79,737			19,269,048	12,209	23.51
BEA	1,681.774	138,357,668	82,269	9,975,031	5,931	20,564,472	12,228	23.41

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	2,144.748	171,246,041	79,844	15,206,966	7,090	26,181,600	12,207	23.49
Administrative	113.857	13,806,940	121,266	1,185,564	10,413	1,493,720	13,119	22.36
Other	5.200	601,378	115,650	67,127	12,909	67,200	12,923	23.66
Active	2,263.805	185,654,359	82,010	16,459,657	7,271	27,742,520	12,255	23.40
K-12 Program 21 Contracted	2.000	162,794	81,397					
K-12 BEA Contracted	5.000	299,953	59,991					
On Leave	1.000	88,493	88,493	19,191	19,191	12,000	12,000	29.73
Certificated Total	2,271.805	186,205,599	81,964	16,478,848	7,254	27,754,520	12,217	23.41
Instructional for Funding Purposes	2,151.748	171,708,788	79,800	15,206,966	7,067	26,181,600	12,168	23.49
Instructional for Compliance Purposes	2,144.748	171,246,041	79,844	15,206,966	7,090	26,181,600	12,207	23.49

**Sprague School District (22008)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.165	696,382	68,508	14,125	1,390	132,000	12,986	23.45
21	1.335	91,244	68,348			12,000	8,989	23.96
31	1.000	55,866	55,866	10,627	10,627	12,000	12,000	23.70
51				1,463				
55				1,463				
74				325				
97				12,871				
Program 21 Instructional	1.335	91,244	68,348			12,000	8,989	23.96
K-12 Program 21 Instructional	1.335	91,244	68,348			12,000	8,989	23.96
Program 31 Instructional	1.000	55,866	55,866	10,627	10,627	12,000	12,000	23.70
K-3 BEA Instructional	4.280	269,279	62,916			53,760	12,561	23.58
4-6 BEA Instructional	1.070	56,807	53,091			13,440	12,561	23.87
9-12 BEA Instructional	4.815	334,457	69,461	20,877	4,336	64,800	13,458	23.62
K-12 BEA Instructional	10.165	660,543	64,982	24,752	2,435	132,000	12,986	23.63
K-12 BEA Administrative	1.000	91,705	91,705			12,000	12,000	22.47
BEA Instructional	11.165	752,248	67,376	37,623	3,370	144,000	12,897	23.47
Instructional	11.500	751,787	65,373	28,003	2,435	144,000	12,522	23.67

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	1.000	91,705	91,705	12,871	12,871	12,000	12,000	22.47
Active	12.500	843,492	67,479	40,874	3,270	156,000	12,480	23.52
Certificated Total	12.500	843,492	67,479	40,874	3,270	156,000	12,480	23.52
Instructional for Funding Purposes	11.500	751,787	65,373	28,003	2,435	144,000	12,522	23.67
Instructional for Compliance Purposes	11.500	751,787	65,373	28,003	2,435	144,000	12,522	23.67

**St. John School District (38322)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.244	911,157	68,798	7,456	563	162,624	12,279	22.58
21	1.000	60,629	60,629	1,684	1,684	12,000	12,000	21.22
31	1.000	44,752	44,752	4,972	4,972	12,000	12,000	26.17
51	0.496	25,816	52,048			5,952	12,000	22.41
55	0.452	23,512	52,018			5,424	12,000	22.41
71				1,733				
97	0.500	59,147	118,294					23.35
Program 21 Instructional	1.000	60,629	60,629	1,684	1,684	12,000	12,000	21.22
K-12 Program 21 Instructional	1.000	60,629	60,629			12,000	12,000	21.22
Program 31 Instructional	1.000	44,752	44,752	4,972	4,972	12,000	12,000	26.17
K-3 BEA Instructional	4.352	266,585	61,256			52,224	12,000	22.71
4-6 BEA Instructional	2.250	152,756	67,892			27,000	12,000	25.14
9-12 BEA Instructional	6.642	436,840	65,769	10,184	1,533	83,400	12,556	22.07
K-12 BEA Instructional	13.244	856,181	64,647	10,184	769	162,624	12,279	22.78
BEA	14.744	1,015,056	68,845	12,428	843	174,624	11,844	22.78
Instructional	15.192	966,138	63,595	13,601	895	186,000	12,243	22.65
Administrative	1.500	158,875	105,917			12,000	8,000	22.79



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Other				2,244				
Active	16.692	1,125,013	67,398	15,845	949	198,000	11,862	22.67
Certificated Total	16.692	1,125,013	67,398	15,845	949	198,000	11,862	22.67
Instructional for Funding Purposes	15.192	966,138	63,595	13,601	895	186,000	12,243	22.65
Instructional for Compliance Purposes	15.192	966,138	63,595	13,601	895	186,000	12,243	22.65

**Stanwood-Camano School District (31401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	220.807	20,252,472	91,720	2,471,869	11,195	2,782,332	12,601	23.22
02	8.401	753,503	89,692	90,088	10,723	100,800	11,999	21.80
21	45.773	3,834,083	83,763	515,335	11,258	590,400	12,898	23.93
31	15.800	1,524,443	96,484	304,061	19,244	194,400	12,304	23.13
34	4.001	376,949	94,214	56,520	14,126	53,280	13,317	23.18
51	1.151	113,112	98,273	20,068	17,435	13,812	12,000	23.58
55	3.849	382,213	99,302	49,968	12,982	46,188	12,000	23.48
58				4,200				
64	0.200	19,299	96,495	2,144	10,720	2,400	12,000	23.96
65	1.400	134,052	95,751	14,895	10,639	16,800	12,000	23.35
74	1.400	112,747	80,534	12,527	8,948	16,800	12,000	23.97
79	0.499	50,390	100,982	5,599	11,220	5,988	12,000	23.88
97	2.400	524,858	218,691			28,800	12,000	19.32
K-12 Program 02 Instructional	8.001	686,321	85,779	25,055	3,131	96,000	11,999	21.81
Program 21 Instructional	43.485	3,591,794	82,598	509,985	11,728	541,260	12,447	24.19
Program 21 Administrative	1.000	164,747	164,747			12,000	12,000	21.16
K-12 Program 21 Instructional	41.010	3,407,635	83,093	280,951	6,851	506,400	12,348	24.22

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	14.400	1,344,572	93,373	301,426	20,932	174,396	12,111	23.13
Program 31 Administrative	1.000	154,905	154,905			12,000	12,000	22.94
Program 34 Instructional	3.400	319,493	93,969	55,581	16,347	40,800	12,000	23.69
Program 34 Administrative	0.240	34,265	142,771			2,880	12,000	23.47
K-3 BEA Instructional	80.824	6,971,088	86,250	641,177	7,933	1,030,224	12,747	23.62
4-6 BEA Instructional	44.304	3,925,517	88,604	242,799	5,480	536,544	12,111	23.31
7-8 BEA Instructional	33.504	2,962,027	88,408	290,923	8,683	411,336	12,277	23.29
9-12 BEA Instructional	61.098	5,462,962	89,413	225,171	3,685	764,784	12,517	22.93
K-12 BEA Instructional	219.730	19,321,594	87,933	1,400,070	6,372	2,742,888	12,483	23.30
K-12 BEA Administrative	12.683	1,961,003	154,617	19,500	1,537	152,196	12,000	22.68
BEA	251.409	23,432,225	93,204	2,922,538	11,625	3,159,612	12,568	23.08
Instructional	271.215	23,674,811	87,292	3,439,417	12,682	3,380,148	12,463	23.44
Administrative	20.403	3,377,876	165,558	49,300	2,416	244,836	12,000	21.73
Other	8.297	501,139	60,400	58,557	7,058	137,028	16,515	18.37
Active	299.915	27,553,826	91,872	3,547,274	11,828	3,762,012	12,544	23.13
On Leave	5.766	524,295	90,929			89,988	15,607	28.77
Certificated Total	305.681	28,078,121	91,854	3,547,274	11,604	3,852,000	12,601	23.21

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	271.215	23,674,811	87,292	3,439,417	12,682	3,380,148	12,463	23.44
Instructional for Compliance Purposes	271.215	23,674,811	87,292	3,439,417	12,682	3,380,148	12,463	23.44

**Star School District No. 054 (11054)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	2.000	127,241	63,621			60,000	30,000	24.22
97	1.000	15,000	15,000			12,000	12,000	23.60
K-3 BEA Instructional	2.000	127,241	63,621			60,000	30,000	24.22
K-12 BEA Instructional	2.000	127,241	63,621			60,000	30,000	24.22
BEA	3.000	142,241	47,414			72,000	24,000	24.16
Instructional	2.000	127,241	63,621			60,000	30,000	24.22
Administrative	1.000	15,000	15,000			12,000	12,000	23.60
Active	3.000	142,241	47,414			72,000	24,000	24.16
Certificated Total	3.000	142,241	47,414			72,000	24,000	24.16
Instructional for Funding Purposes	2.000	127,241	63,621			60,000	30,000	24.22
Instructional for Compliance Purposes	2.000	127,241	63,621			60,000	30,000	24.22

**Starbuck School District (07035)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.602	259,594	56,409			51,840	11,265	23.02
02	0.223	24,380	109,327			2,676	12,000	17.65
21	0.047	21,767	463,128			564	12,000	17.65
97	0.602	28,922	48,043			3,840	6,379	18.24
99	0.090	7,256	80,622			1,080	12,000	17.65
Program 21 Administrative	0.047	21,767	463,128			564	12,000	17.65
K-3 BEA Instructional	4.000	230,672	57,668			48,000	12,000	23.83
K-12 BEA Instructional	4.000	230,672	57,668			48,000	12,000	23.83
BEA	5.427	312,896	57,655			58,356	10,753	22.11
Instructional	4.000	230,672	57,668			48,000	12,000	23.83
Administrative	1.564	111,247	71,130			12,000	7,673	18.06
Active	5.564	341,919	61,452			60,000	10,784	21.94
Certificated Total	5.564	341,919	61,452			60,000	10,784	21.94
Instructional for Funding Purposes	4.000	230,672	57,668			48,000	12,000	23.83
Instructional for Compliance Purposes	4.000	230,672	57,668			48,000	12,000	23.83

**Stehekin School District (04069)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1.000	43,928	43,928	2,500	2,500	12,000	12,000	20.94
K-3 BEA Instructional	0.370	16,253	43,927	2,500	6,757	4,440	12,000	20.94
4-6 BEA Instructional	0.420	18,450	43,929			5,040	12,000	20.94
7-8 BEA Instructional	0.210	9,225	43,929			2,520	12,000	20.94
K-12 BEA Instructional	1.000	43,928	43,928	2,500	2,500	12,000	12,000	20.94
BEA	1.000	43,928	43,928	2,500	2,500	12,000	12,000	20.94
Instructional	1.000	43,928	43,928	2,500	2,500	12,000	12,000	20.94
Active	1.000	43,928	43,928	2,500	2,500	12,000	12,000	20.94
Certificated Total	1.000	43,928	43,928	2,500	2,500	12,000	12,000	20.94
Instructional for Funding Purposes	1.000	43,928	43,928	2,500	2,500	12,000	12,000	20.94
Instructional for Compliance Purposes	1.000	43,928	43,928	2,500	2,500	12,000	12,000	20.94

**Steilacoom Hist. School District (27001)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	163.636	14,182,174	86,669	1,188,686	7,264	1,953,592	11,939	18.89
21	30.280	2,494,783	82,390	213,891	7,064	350,400	11,572	17.11
24	1.000	60,460	60,460	4,227	4,227	12,000	12,000	24.01
31	13.440	1,068,592	79,508	72,276	5,378	161,280	12,000	20.51
34	1.900	174,170	91,668	26,607	14,004	22,800	12,000	25.30
51	1.800	162,239	90,133	11,345	6,303	21,600	12,000	23.26
52	1.500	84,143	56,095	3,750	2,500	18,000	12,000	22.65
58				106,674				
65	1.000	81,910	81,910	5,728	5,728	12,000	12,000	23.64
74	0.544	54,772	100,684	4,420	8,125	6,528	12,000	8.13
79	1.500	127,520	85,013	6,259	4,173	18,000	12,000	23.80
97	2.400	372,833	155,347	27,877	11,615	28,800	12,000	20.13
Program 21 Instructional	26.680	2,178,063	81,637	207,491	7,777	331,200	12,414	17.42
Program 21 Administrative	1.600	184,456	115,285	6,400	4,000	19,200	12,000	13.20
K-12 Program 21 Instructional	24.480	1,996,533	81,558	189,395	7,737	304,800	12,451	17.49
Program 31 Instructional	13.000	1,014,210	78,016	70,916	5,455	156,000	12,000	20.47
Program 31 Administrative	0.440	54,382	123,595			5,280	12,000	21.25



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	1.900	174,170	91,668	12,178	6,409	22,800	12,000	25.30
K-3 BEA Instructional	63.336	5,434,482	85,804	391,560	6,182	760,992	12,015	18.66
4-6 BEA Instructional	32.300	2,645,488	81,904	186,621	5,778	376,600	11,659	18.95
7-8 BEA Instructional	24.440	2,171,039	88,831	154,987	6,342	293,280	12,000	20.12
9-12 BEA Instructional	44.392	3,483,973	78,482	341,991	7,704	526,800	11,867	19.48
K-12 BEA Instructional	164.468	13,734,982	83,512	1,075,159	6,537	1,957,672	11,903	19.16
BEA	181.376	15,797,769	87,100	1,315,446	7,253	2,166,472	11,945	19.10
Instructional	197.492	16,372,329	82,901	1,456,989	7,377	2,365,000	11,975	18.99
Administrative	18.000	2,262,050	125,669	70,700	3,928	216,000	12,000	19.29
Other	1.508	96,953	64,292			24,000	15,915	5.78
Active	217.000	18,731,332	86,320	1,527,689	7,040	2,605,000	12,005	18.93
K-12 Program 21 Contracted	2.000	132,264	66,132					
On Leave				144,051				
Certificated Total	219.000	18,863,596	86,135	1,671,740	7,634	2,605,000	11,895	18.93
Instructional for Funding Purposes	199.492	16,504,593	82,733	1,456,989	7,303	2,365,000	11,855	18.99
Instructional for Compliance Purposes	197.492	16,372,329	82,901	1,456,989	7,377	2,365,000	11,975	18.99

**Step toe School District (38304)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.117	247,533	60,125	37,387	9,081	43,656	10,604	23.44
21	0.574	19,159	33,378	1,968	3,429	3,936	6,857	23.36
97	0.060	5,000	83,333			408	6,800	23.36
Program 21 Instructional	0.574	19,159	33,378			3,936	6,857	23.36
Program 21 Administrative				1,968				
K-12 Program 21 Instructional	0.574	19,159	33,378			3,936	6,857	23.36
K-3 BEA Instructional	1.617	111,588	69,009			19,164	11,852	23.29
4-6 BEA Instructional	1.152	69,392	60,236			12,264	10,646	23.52
7-8 BEA Instructional	1.348	66,553	49,372			12,228	9,071	23.57
K-12 BEA Instructional	4.117	247,533	60,125			43,656	10,604	23.44
BEA	4.177	252,533	60,458	37,387	8,951	44,064	10,549	23.44
Instructional	4.691	266,692	56,852			47,592	10,145	23.43
Administrative	0.060	5,000	83,333	39,355	655,917	408	6,800	23.36
Active	4.751	271,692	57,186	39,355	8,284	48,000	10,103	23.43
Certificated Total	4.751	271,692	57,186	39,355	8,284	48,000	10,103	23.43
Instructional for Funding Purposes	4.691	266,692	56,852			47,592	10,145	23.43

Salary and Benefits by Program for 2020-2021

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	4.691	266,692	56,852			47,592	10,145	23.43

**Stevenson-Carson School District (30303)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	47.370	3,382,778	71,412	222,229	4,691	567,480	11,980	24.28
31	2.330	173,940	74,652	30,021	12,885	27,960	12,000	23.73
51	0.250	26,533	106,132	1,011	4,044	3,000	12,000	24.71
55	0.990	66,657	67,330	2,171	2,193	3,000	3,030	24.77
74	0.200	15,516	77,580	460	2,300			25.87
97	1.000	142,500	142,500			17,000	17,000	24.67
Program 31 Instructional	2.330	173,940	74,652	30,021	12,885	27,960	12,000	23.73
K-3 BEA Instructional	15.370	1,020,840	66,418	52,083	3,389	190,320	12,383	24.38
4-6 BEA Instructional	10.230	750,842	73,396	2,365	231	122,760	12,000	24.25
7-8 BEA Instructional	7.270	556,848	76,595	19,506	2,683	92,040	12,660	23.41
9-12 BEA Instructional	13.330	962,763	72,225	75,085	5,633	160,320	12,027	24.05
K-12 BEA Instructional	46.200	3,291,293	71,240	149,039	3,226	565,440	12,239	24.08
K-12 BEA Administrative	2.500	161,733	64,693	103,211	41,284	24,000	9,600	25.71
BEA	50.700	3,699,218	72,963	252,250	4,975	612,440	12,080	24.27
Instructional	47.140	3,346,933	71,000	150,659	3,196	565,440	11,995	24.10
Administrative	5.000	460,991	92,198	105,233	21,047	53,000	10,600	25.78
Active	52.140	3,807,924	73,033	255,892	4,908	618,440	11,861	24.29

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	52.140	3,807,924	73,033	255,892	4,908	618,440	11,861	24.29
Instructional for Funding Purposes	47.140	3,346,933	71,000	150,659	3,196	565,440	11,995	24.10
Instructional for Compliance Purposes	47.140	3,346,933	71,000	150,659	3,196	565,440	11,995	24.10

**Sultan School District (31311)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	94.258	8,623,846	91,492	212,180	2,251	1,138,824	12,082	23.22
02	4.550	465,898	102,395	9,167	2,015	54,600	12,000	22.60
21	23.650	2,325,123	98,314	49,562	2,096	178,200	7,535	22.78
24	0.150	13,271	88,473	265	1,767	1,800	12,000	21.77
31	7.933	677,091	85,351	27,526	3,470	100,800	12,706	22.23
34	0.400	43,174	107,935	864	2,160	4,800	12,000	23.37
51	1.100	106,764	97,058	4,522	4,111	13,200	12,000	22.28
52	0.100	14,808	148,080			1,200	12,000	22.02
55	6.383	538,826	84,416	25,487	3,993	77,376	12,122	22.90
65	1.100	132,108	120,098			1,200	1,091	22.02
74	0.400	36,347	90,868	2,226	5,565	12,000	30,000	7.71
97	1.000	185,000	185,000	28,900	28,900	12,000	12,000	22.20
K-12 Program 02 Instructional	4.500	458,312	101,847			54,000	12,000	22.60
Program 21 Instructional	22.650	2,169,919	95,802	48,842	2,156	166,200	7,338	22.95
Program 21 Administrative	1.000	155,204	155,204	720	720	12,000	12,000	21.49
K-12 Program 21 Instructional	21.800	2,094,715	96,088			156,000	7,156	23.04
Program 31 Instructional	7.933	677,091	85,351	27,526	3,470	100,800	12,706	22.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 34 Instructional	0.400	43,174	107,935	864	2,160	4,800	12,000	23.37
K-3 BEA Instructional	34.353	2,983,987	86,862	2,332	68	412,236	12,000	23.39
4-6 BEA Instructional	14.550	1,358,422	93,362	1,450	100	174,600	12,000	24.36
7-8 BEA Instructional	20.105	1,742,616	86,676	4,002	199	248,988	12,384	22.66
9-12 BEA Instructional	29.533	2,636,631	89,277	1,681	57	360,000	12,190	22.37
K-12 BEA Instructional	98.541	8,721,656	88,508	9,465	96	1,195,824	12,135	23.06
K-12 BEA Administrative	3.050	396,822	130,106			36,600	12,000	23.19
BEA	108.141	9,995,009	92,426	278,637	2,577	1,311,024	12,123	23.10
Instructional	130.024	11,674,467	89,787	315,754	2,428	1,464,000	11,259	22.98
Administrative	11.000	1,487,789	135,254	44,945	4,086	132,000	12,000	23.16
Active	141.024	13,162,256	93,333	360,699	2,558	1,596,000	11,317	23.00
Certificated Total	141.024	13,162,256	93,333	360,699	2,558	1,596,000	11,317	23.00
Instructional for Funding Purposes	130.024	11,674,467	89,787	315,754	2,428	1,464,000	11,259	22.98
Instructional for Compliance Purposes	130.024	11,674,467	89,787	315,754	2,428	1,464,000	11,259	22.98

**Summit Public School: Atlas (17905)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	25.000	1,728,854	69,154			300,000	12,000	27.66
21	4.000	280,499	70,125			48,000	12,000	27.74
Program 21 Instructional	4.000	280,499	70,125			48,000	12,000	27.74
K-12 Program 21 Instructional	4.000	280,499	70,125			48,000	12,000	27.74
4-6 BEA Instructional	5.000	263,281	52,656			60,000	12,000	27.74
7-8 BEA Instructional	9.000	626,376	69,597			108,000	12,000	27.74
9-12 BEA Instructional	11.000	839,197	76,291			132,000	12,000	27.57
K-12 BEA Instructional	25.000	1,728,854	69,154			300,000	12,000	27.66
BEA	25.000	1,728,854	69,154			300,000	12,000	27.66
Instructional	29.000	2,009,353	69,288			348,000	12,000	27.67
Active	29.000	2,009,353	69,288			348,000	12,000	27.67
Certificated Total	29.000	2,009,353	69,288			348,000	12,000	27.67
Instructional for Funding Purposes	29.000	2,009,353	69,288			348,000	12,000	27.67
Instructional for Compliance Purposes	29.000	2,009,353	69,288			348,000	12,000	27.67



**Summit Public School: Olympus (27905)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.000	746,488	74,649			120,000	12,000	27.74
21	2.000	134,236	67,118			24,000	12,000	27.74
Program 21 Instructional	2.000	134,236	67,118			24,000	12,000	27.74
K-12 Program 21 Instructional	2.000	134,236	67,118			24,000	12,000	27.74
9-12 BEA Instructional	10.000	746,488	74,649			120,000	12,000	27.74
K-12 BEA Instructional	10.000	746,488	74,649			120,000	12,000	27.74
BEA	10.000	746,488	74,649			120,000	12,000	27.74
Instructional	12.000	880,724	73,394			144,000	12,000	27.74
Active	12.000	880,724	73,394			144,000	12,000	27.74
Certificated Total	12.000	880,724	73,394			144,000	12,000	27.74
Instructional for Funding Purposes	12.000	880,724	73,394			144,000	12,000	27.74
Instructional for Compliance Purposes	12.000	880,724	73,394			144,000	12,000	27.74

**Summit Public School: Sierra (17902)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	22.000	1,699,787	77,263			264,000	12,000	27.35
21	2.000	147,409	73,705			24,000	12,000	27.74
Program 21 Instructional	2.000	147,409	73,705			24,000	12,000	27.74
K-12 Program 21 Instructional	2.000	147,409	73,705			24,000	12,000	27.74
9-12 BEA Instructional	22.000	1,699,787	77,263			264,000	12,000	27.35
K-12 BEA Instructional	22.000	1,699,787	77,263			264,000	12,000	27.35
BEA	22.000	1,699,787	77,263			264,000	12,000	27.35
Instructional	24.000	1,847,196	76,967			288,000	12,000	27.38
Active	24.000	1,847,196	76,967			288,000	12,000	27.38
Certificated Total	24.000	1,847,196	76,967			288,000	12,000	27.38
Instructional for Funding Purposes	24.000	1,847,196	76,967			288,000	12,000	27.38
Instructional for Compliance Purposes	24.000	1,847,196	76,967			288,000	12,000	27.38

**Summit Valley School District (33202)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	4.892	301,560	61,643			59,448	12,152	23.26
21	0.314	21,866	69,637			3,924	12,497	22.88
51	0.264	16,008	60,636			3,168	12,000	23.43
52	0.199	12,036	60,482			2,388	12,000	23.43
97	0.230	26,600	115,652			3,072	13,357	22.84
Program 21 Instructional	0.199	8,566	43,045			2,388	12,000	22.95
Program 21 Administrative	0.115	13,300	115,652			1,536	13,357	22.84
K-12 Program 21 Instructional	0.199	8,566	43,045			2,388	12,000	22.95
K-3 BEA Instructional	2.268	135,295	59,654			27,408	12,085	23.48
4-6 BEA Instructional	1.554	95,967	61,755			18,792	12,093	23.10
7-8 BEA Instructional	0.840	43,698	52,021			10,176	12,114	23.20
K-12 BEA Instructional	4.662	274,960	58,979			56,376	12,093	23.30
BEA	5.122	328,160	64,069			62,520	12,206	23.23
Instructional	5.324	311,570	58,522			64,320	12,081	23.30
Administrative	0.575	66,500	115,652			7,680	13,357	22.84
Active	5.899	378,070	64,091			72,000	12,205	23.23
Certificated Total	5.899	378,070	64,091			72,000	12,205	23.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	5.324	311,570	58,522			64,320	12,081	23.30
Instructional for Compliance Purposes	5.324	311,570	58,522			64,320	12,081	23.30

**Sumner School District (27320)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	505.471	41,586,600	82,273	5,881,149	11,635	6,111,432	12,091	23.34
02	3.160	271,745	85,995	38,500	12,184	40,800	12,911	23.44
12				43,337				
21	92.575	7,009,824	75,720	976,785	10,551	1,045,164	11,290	23.50
24	5.303	504,150	95,069	66,222	12,488	63,636	12,000	22.87
31	22.625	1,810,291	80,013	312,256	13,801	288,300	12,743	22.62
34	5.300	479,270	90,428	68,460	12,917	64,800	12,226	22.85
51	4.360	362,385	83,116	45,310	10,392	58,320	13,376	28.44
52	1.775	166,424	93,760	23,693	13,348	21,300	12,000	23.49
55	9.150	764,464	83,548	92,491	10,108	121,800	13,311	24.35
58	0.600	56,256	93,760	7,512	12,520	7,200	12,000	24.05
64	0.400	37,504	93,760	5,008	12,520	4,800	12,000	23.91
65	2.200	176,256	80,116	20,845	9,475	26,400	12,000	23.44
74	6.200	495,403	79,904	68,494	11,047	74,400	12,000	24.77
97	3.500	590,298	168,657	98,037	28,011	42,000	12,000	20.11
K-12 Program 02 Instructional	2.960	245,119	82,810			38,400	12,973	23.57
Program 21 Instructional	82.275	6,291,452	76,469	938,303	11,404	1,024,764	12,455	23.56
Program 21 Administrative	1.700	246,210	144,829	25,420	14,953	20,400	12,000	21.80

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	75.578	5,768,094	76,320			944,400	12,496	23.41
Program 31 Instructional	21.525	1,653,020	76,795	259,982	12,078	275,100	12,780	22.63
Program 31 Administrative	1.100	157,271	142,974	19,520	17,745	13,200	12,000	22.51
Program 34 Instructional	5.200	463,115	89,061	67,882	13,054	63,600	12,231	22.88
Program 34 Administrative	0.100	16,155	161,550	578	5,780	1,200	12,000	22.07
K-3 BEA Instructional	178.171	13,123,588	73,657			2,148,408	12,058	23.82
4-6 BEA Instructional	95.629	7,615,171	79,632			1,146,252	11,986	23.75
7-8 BEA Instructional	75.575	6,283,977	83,149			921,300	12,191	23.24
9-12 BEA Instructional	141.631	11,171,748	78,879			1,742,772	12,305	23.00
K-12 BEA Instructional	491.006	38,194,484	77,788			5,958,732	12,136	23.46
K-12 BEA Administrative	0.850	113,159	133,128			10,200	12,000	22.17
BEA	540.056	44,738,204	82,840	6,398,402	11,848	6,547,332	12,123	23.26
Instructional	602.019	46,875,264	77,863	6,614,548	10,987	7,346,352	12,203	23.53
Administrative	50.500	6,805,671	134,766	665,391	13,176	606,000	12,000	22.06
Other	1.500	157,773	105,182	17,119	11,413	18,000	12,000	22.24
Active	654.019	53,838,708	82,320	7,297,058	11,157	7,970,352	12,187	23.35
K-12 Program 21 Contracted	8.400	460,888	54,868					

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
On Leave				451,041				
Certificated Total	662.619	54,310,870	81,964	7,748,099	11,693	7,970,352	12,029	23.35
Instructional for Funding Purposes	610.619	47,347,426	77,540	6,614,548	10,833	7,346,352	12,031	23.53
Instructional for Compliance Purposes	602.019	46,875,264	77,863	6,614,548	10,987	7,346,352	12,203	23.53

**Sunnyside School District (39201)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	343.426	26,670,775	77,661	695,688	2,026	4,146,000	12,072	22.38
21	57.359	4,126,562	71,943	474,407	8,271	689,976	12,029	22.72
31	13.500	1,146,590	84,933	83,302	6,171	156,000	11,556	22.04
51	12.751	1,056,002	82,817	842,541	66,076	153,012	12,000	22.91
52	1.000	71,195	71,195	6,487	6,487	12,000	12,000	21.70
53				1,000				
55	11.501	937,715	81,533	668,810	58,152	138,012	12,000	22.90
58				465,034				
64	1.000	93,298	93,298			18,000	18,000	18.11
65	11.250	949,177	84,371	4,991	444	135,000	12,000	22.85
74	1.000	59,507	59,507			12,000	12,000	23.22
97	2.000	354,058	177,029			24,000	12,000	17.85
Program 21 Instructional	55.859	3,917,805	70,137	474,407	8,493	671,976	12,030	22.79
Program 21 Administrative	1.500	208,757	139,171			18,000	12,000	21.33
K-12 Program 21 Instructional	52.859	3,653,609	69,120			635,976	12,032	22.74
Program 31 Instructional	12.500	1,015,741	81,259	83,302	6,664	144,000	11,520	22.13
Program 31 Administrative	1.000	130,849	130,849			12,000	12,000	21.31



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	119.785	8,765,336	73,176			1,455,420	12,150	22.99
4-6 BEA Instructional	64.575	4,793,724	74,235			774,900	12,000	22.94
7-8 BEA Instructional	56.868	4,304,381	75,691			682,680	12,005	22.34
9-12 BEA Instructional	89.250	6,516,544	73,014			1,071,000	12,000	21.68
K-12 BEA Instructional	330.478	24,379,985	73,772			3,984,000	12,055	22.50
K-12 BEA Administrative	1.948	229,797	117,966			24,000	12,320	21.88
BEA	358.926	28,171,423	78,488	778,990	2,170	4,326,000	12,053	22.30
Instructional	423.839	31,333,847	73,929	3,241,260	7,647	5,112,000	12,061	22.56
Administrative	29.948	4,000,183	133,571	1,000	33	360,000	12,021	21.04
Other	1.000	130,849	130,849			12,000	12,000	21.10
Active	454.787	35,464,879	77,981	3,242,260	7,129	5,484,000	12,058	22.39
Certificated Total	454.787	35,464,879	77,981	3,242,260	7,129	5,484,000	12,058	22.39
Instructional for Funding Purposes	423.839	31,333,847	73,929	3,241,260	7,647	5,112,000	12,061	22.56
Instructional for Compliance Purposes	423.839	31,333,847	73,929	3,241,260	7,647	5,112,000	12,061	22.56

**Suquamish Tribal Education Department (18902)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	11.000	859,132	78,103			131,319	11,938	18.49
24	1.000	75,081	75,081			16,524	16,524	29.45
7-8 BEA Instructional	3.000	217,655	72,552			42,948	14,316	24.78
9-12 BEA Instructional	6.000	392,184	65,364			62,748	10,458	18.70
K-12 BEA Instructional	9.000	609,839	67,760			105,696	11,744	20.87
K-12 BEA Administrative	2.000	249,293	124,647			25,623	12,812	12.66
BEA	11.000	859,132	78,103			131,319	11,938	18.49
Instructional	10.000	684,920	68,492			122,220	12,222	21.81
Administrative	2.000	249,293	124,647			25,623	12,812	12.66
Active	12.000	934,213	77,851			147,843	12,320	19.37
Certificated Total	12.000	934,213	77,851			147,843	12,320	19.37
Instructional for Funding Purposes	10.000	684,920	68,492			122,220	12,222	21.81
Instructional for Compliance Purposes	10.000	684,920	68,492			122,220	12,222	21.81

**Tacoma School District (27010)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,492.877	142,413,148	95,395	9,625,024	6,447	18,131,496	12,145	23.40
02	1.000	107,808	107,808	7,162	7,162	12,000	12,000	23.77
03	7.000	674,269	96,324	34,625	4,946	81,600	11,657	22.89
21	278.525	24,857,731	89,248	1,629,119	5,849	3,461,400	12,428	23.40
24	44.200	3,868,781	87,529	257,506	5,826	530,400	12,000	23.15
31	83.183	7,418,865	89,187	445,488	5,356	1,026,024	12,335	23.39
34	17.909	1,697,399	94,779	91,673	5,119	225,576	12,596	23.44
51	47.537	4,487,847	94,407	289,140	6,082	595,644	12,530	23.50
52	10.800	1,117,019	103,428	74,209	6,871	136,800	12,667	23.55
55	81.227	7,832,492	96,427	506,637	6,237	1,005,120	12,374	23.46
56	2.200	213,826	97,194	11,665	5,302	26,400	12,000	23.61
57	1.300	95,179	73,215	6,324	4,865	15,600	12,000	23.92
58	1.000	182,182	182,182	1,891,411	1,891,411	12,000	12,000	22.29
61	5.000	490,256	98,051	32,569	6,514	60,000	12,000	23.39
64	2.000	205,350	102,675	13,642	6,821	24,000	12,000	23.82
65	21.240	1,942,133	91,438	105,972	4,989	259,980	12,240	23.37
68	1.000	150,442	150,442			12,000	12,000	22.72
74	0.500	91,974	183,948			6,000	12,000	22.01
79	6.000	463,028	77,171	35,729	5,955	72,000	12,000	23.89

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
88	16.885	1,411,494	83,595	93,656	5,547	206,760	12,245	23.13
97	2.000	533,391	266,696			24,000	12,000	18.52
CP	8.600	974,364	113,298	48,774	5,671	103,200	12,000	22.57
K-12 Program 02 Instructional	1.000	107,808	107,808			12,000	12,000	23.77
Program 21 Instructional	274.825	24,274,203	88,326	1,629,119	5,928	3,417,000	12,433	23.42
Program 21 Administrative	3.700	583,528	157,710			44,400	12,000	22.27
K-12 Program 21 Instructional	260.525	23,125,958	88,767			3,243,000	12,448	23.44
Program 26, 56, and 59 Instructional	2.000	175,564	87,782	11,665	5,833	24,000	12,000	23.97
Program 26, 56, and 59 Administrative	0.200	38,262	191,310			2,400	12,000	21.70
Program 31 Instructional	78.483	6,612,432	84,253	445,488	5,676	969,624	12,355	23.56
Program 31 Administrative	4.700	806,433	171,581			56,400	12,000	21.94
Program 34 Instructional	15.609	1,366,344	87,536	91,673	5,873	197,976	12,683	23.53
Program 34 Administrative	2.300	331,055	143,937			27,600	12,000	23.04
K-3 BEA Instructional	547.688	48,569,276	88,681			6,617,976	12,083	23.57
4-6 BEA Instructional	334.484	29,924,509	89,465			4,061,112	12,141	23.56

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	211.772	19,091,280	90,150			2,582,412	12,194	23.53
9-12 BEA Instructional	386.221	34,797,603	90,098			4,746,396	12,289	23.57
K-12 BEA Instructional	1,480.165	132,382,668	89,438			18,007,896	12,166	23.56
BEA	1,603.969	152,844,880	95,292	10,203,972	6,362	19,500,696	12,158	23.38
Instructional	1,996.579	178,843,498	89,575	15,179,124	7,603	24,396,000	12,219	23.53
Administrative	131.904	22,066,363	167,291			1,584,000	12,009	22.16
Active	2,128.483	200,909,861	94,391	15,179,124	7,131	25,980,000	12,206	23.38
On Leave	3.500	319,117	91,176	14,360	4,103	48,000	13,714	23.23
Certificated Total	2,131.983	201,228,978	94,386	15,193,484	7,126	26,028,000	12,208	23.38
Instructional for Funding Purposes	1,994.579	178,667,934	89,577	15,167,459	7,604	24,372,000	12,219	23.52
Instructional for Compliance Purposes	1,994.579	178,667,934	89,577	15,167,459	7,604	24,372,000	12,219	23.52

**Taholah School District (14077)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.650	977,400	71,604	55,051	4,033	164,400	12,044	24.92
21	3.000	201,711	67,237			36,000	12,000	24.56
31	1.000	81,287	81,287			12,000	12,000	24.26
51	2.000	116,994	58,497			24,000	12,000	24.05
58	1.000	73,230	73,230	10,505	10,505	12,000	12,000	22.50
68	0.795	50,687	63,757			9,600	12,075	24.30
97	0.500	60,000	120,000			6,000	12,000	23.57
Program 21 Instructional	3.000	201,711	67,237			36,000	12,000	24.56
K-12 Program 21 Instructional	3.000	201,711	67,237			36,000	12,000	24.56
Program 31 Instructional	1.000	81,287	81,287			12,000	12,000	24.26
K-3 BEA Instructional	3.725	193,902	52,054			43,200	11,597	24.49
4-6 BEA Instructional	2.525	209,388	82,926	3,012	1,193	32,400	12,832	24.18
7-8 BEA Instructional	2.180	143,988	66,050	8,565	3,929	26,160	12,000	24.15
9-12 BEA Instructional	4.720	361,409	76,570	15,692	3,325	56,640	12,000	24.61
K-12 BEA Instructional	13.150	908,687	69,102	27,269	2,074	158,400	12,046	24.41
BEA Instructional	15.150	1,118,687	73,841	55,051	3,634	182,400	12,040	24.80
Instructional	18.945	1,278,079	67,463	58,644	3,095	228,000	12,035	24.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	3.000	283,230	94,410			36,000	12,000	25.45
Other				6,912				
Active	21.945	1,561,309	71,146	65,556	2,987	264,000	12,030	24.58
Certificated Total	21.945	1,561,309	71,146	65,556	2,987	264,000	12,030	24.58
Instructional for Funding Purposes	18.945	1,278,079	67,463	58,644	3,095	228,000	12,035	24.40
Instructional for Compliance Purposes	18.945	1,278,079	67,463	58,644	3,095	228,000	12,035	24.40

**Tahoma School District (17409)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	447.249	37,860,164	84,651	6,428,442	14,373	4,953,736	11,076	21.63
21	70.756	5,536,096	78,242	1,074,253	15,183	768,398	10,860	21.45
24	4.083	313,535	76,790	52,130	12,768	50,530	12,376	21.91
31	22.371	1,854,135	82,881	458,095	20,477	244,052	10,909	19.28
34	1.800	123,471	68,595	21,826	12,126	16,262	9,035	14.48
51	0.499	32,627	65,385	4,136	8,289	5,796	11,616	23.45
52	0.695	57,986	83,433	7,351	10,577	8,364	12,034	21.90
58				520,246				
65	5.600	454,081	81,086	67,004	11,965	59,242	10,579	20.09
74	6.000	500,493	83,416	43,089	7,182	69,696	11,616	25.15
79	2.670	224,702	84,158	32,338	12,112	31,201	11,686	26.04
88				30,676				
97	4.072	707,039	173,634	27,673	6,796	30,515	7,494	11.32
Program 21 Instructional	70.056	5,413,667	77,276	1,059,286	15,121	760,267	10,852	21.48
Program 21 Administrative	0.700	122,429	174,899	14,967	21,381	8,131	11,616	20.16
K-12 Program 21 Instructional	63.382	4,886,547	77,097			680,117	10,730	21.28
Program 31 Instructional	21.371	1,707,812	79,913	454,095	21,248	232,436	10,876	19.19



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.000	146,323	146,323	4,000	4,000	11,616	11,616	20.42
Program 34 Instructional	1.800	123,471	68,595	21,826	12,126	16,262	9,035	14.48
K-3 BEA Instructional	177.843	14,272,145	80,251			2,024,367	11,383	22.69
4-6 BEA Instructional	85.607	6,889,470	80,478	2,162	25	943,452	11,021	21.92
7-8 BEA Instructional	70.633	5,957,348	84,342	8,818	125	760,987	10,774	21.20
9-12 BEA Instructional	114.532	9,571,508	83,571	80,588	704	1,237,824	10,808	20.20
K-12 BEA Instructional	448.615	36,690,471	81,786	91,568	204	4,966,630	11,071	21.63
BEA	475.492	40,544,809	85,269	6,936,036	14,587	5,244,566	11,030	21.31
Instructional	538.218	43,687,562	81,171	8,304,944	15,430	5,951,725	11,058	21.66
Administrative	26.972	3,939,529	146,060	454,777	16,861	286,067	10,606	18.47
Other	0.605	37,238	61,550	7,538	12,460			
Active	565.795	47,664,329	84,243	8,767,259	15,495	6,237,792	11,025	21.38
Certificated Total	565.795	47,664,329	84,243	8,767,259	15,495	6,237,792	11,025	21.38
Instructional for Funding Purposes	538.218	43,687,562	81,171	8,304,944	15,430	5,951,725	11,058	21.66
Instructional for Compliance Purposes	538.218	43,687,562	81,171	8,304,944	15,430	5,951,725	11,058	21.66

**Tekoa School District (38265)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.503	1,109,482	71,566	6,842	441	190,200	12,269	22.40
21	1.899	142,624	75,105	5,153	2,714	62,400	32,859	18.65
31	1.230	71,368	58,023	20,744	16,865	14,760	12,000	23.73
34	0.420	21,296	50,705			5,040	12,000	23.60
51	0.150	9,119	60,793			1,800	12,000	23.51
55	0.850	51,666	60,784			10,200	12,000	23.51
97	0.350	36,951	105,574			3,600	10,286	26.86
Program 21 Instructional	1.665	117,990	70,865	5,153	3,095	60,000	36,036	17.34
Program 21 Administrative	0.234	24,634	105,274			2,400	10,256	26.86
K-12 Program 21 Instructional	1.665	117,990	70,865	5,153	3,095	60,000	36,036	17.34
Program 31 Instructional	1.230	71,368	58,023	20,744	16,865	14,760	12,000	23.73
Program 34 Instructional	0.420	21,296	50,705			5,040	12,000	23.60
K-3 BEA Instructional	4.300	319,063	74,201			51,600	12,000	23.29
4-6 BEA Instructional	3.000	237,287	79,096	5,397	1,799	36,000	12,000	22.80
7-8 BEA Instructional	0.420	21,296	50,705			5,040	12,000	23.60
9-12 BEA Instructional	7.849	468,426	59,680	22,189	2,827	99,360	12,659	21.75

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	15.569	1,046,072	67,189	27,586	1,772	192,000	12,332	22.48
K-12 BEA Administrative	1.050	99,854	95,099			12,516	11,920	20.89
BEA	17.503	1,239,097	70,793	27,586	1,576	213,600	12,204	22.62
Instructional	18.234	1,224,847	67,174	32,739	1,795	264,000	14,478	22.00
Administrative	2.168	217,659	100,396			24,000	11,070	23.75
Active	20.402	1,442,506	70,704	32,739	1,605	288,000	14,116	22.25
Certificated Total	20.402	1,442,506	70,704	32,739	1,605	288,000	14,116	22.25
Instructional for Funding Purposes	18.234	1,224,847	67,174	32,739	1,795	264,000	14,478	22.00
Instructional for Compliance Purposes	18.234	1,224,847	67,174	32,739	1,795	264,000	14,478	22.00

**Tenino School District (34402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	63.909	4,936,443	77,242	371,327	5,810	777,624	12,168	23.43
21	10.162	743,513	73,166	50,518	4,971	115,344	11,351	22.30
24	0.388	26,756	68,959	1,332	3,433	4,656	12,000	25.03
31	4.000	287,533	71,883	52,489	13,122	48,000	12,000	23.62
34	2.000	156,936	78,468	13,048	6,524	24,000	12,000	23.34
51	0.310	25,986	83,826			4,200	13,548	21.26
55	0.500	41,172	82,344	4,748	9,496	6,000	12,000	22.97
65	0.060	5,400	90,000			1,200	20,000	17.40
74	0.089	8,100	91,011			1,776	19,955	17.40
79	0.060	5,400	90,000	5,923	98,717	1,200	20,000	17.40
89				13,200				
97	1.000	175,465	175,465	42,444	42,444	12,000	12,000	18.47
Program 21 Instructional	9.612	675,038	70,229	32,868	3,419	115,344	12,000	24.66
Program 21 Administrative	0.550	68,475	124,500	6,885	12,518			1.26
K-12 Program 21 Instructional	9.294	654,682	70,441	23,693	2,549	111,528	12,000	24.14
Program 31 Instructional	4.000	287,533	71,883	52,489	13,122	48,000	12,000	23.62
Program 34 Instructional	2.000	156,936	78,468	13,048	6,524	24,000	12,000	23.34

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	22.583	1,666,733	73,805	66,254	2,934	279,624	12,382	23.79
4-6 BEA Instructional	9.193	669,989	72,880	27,752	3,019	110,316	12,000	23.19
7-8 BEA Instructional	13.507	1,025,502	75,924	50,247	3,720	162,084	12,000	23.45
9-12 BEA Instructional	18.176	1,287,662	70,844	103,358	5,687	225,600	12,412	22.97
K-12 BEA Instructional	63.459	4,649,886	73,274	252,461	3,978	777,624	12,254	23.39
K-12 BEA Administrative	5.000	558,501	111,700	34,924	6,985	60,000	12,000	25.42
BEA	70.909	5,556,377	78,359	479,308	6,759	861,624	12,151	23.26
Instructional	74.478	5,437,738	73,011	438,044	5,882	912,000	12,245	23.50
Administrative	8.000	974,966	121,871	47,849	5,981	84,000	10,500	20.90
Active	82.478	6,412,704	77,750	485,893	5,891	996,000	12,076	23.11
On Leave				69,136				
Certificated Total	82.478	6,412,704	77,750	555,029	6,729	996,000	12,076	23.11
Instructional for Funding Purposes	74.478	5,437,738	73,011	438,044	5,882	912,000	12,245	23.50
Instructional for Compliance Purposes	74.478	5,437,738	73,011	438,044	5,882	912,000	12,245	23.50

**Thorp School District (19400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	18.905	1,162,935	61,515			224,800	11,891	23.63
21	1.400	107,890	77,064			18,800	13,429	23.64
31	1.000	75,152	75,152			13,600	13,600	22.04
51	0.500	26,875	53,750			6,000	12,000	22.44
55	0.500	35,029	70,058			6,400	12,800	24.22
74	0.200	11,097	55,485			2,400	12,000	23.20
97	1.000	150,000	150,000			12,000	12,000	21.99
Program 21 Instructional	1.000	78,557	78,557			14,000	14,000	23.96
Program 21 Administrative	0.400	29,333	73,333			4,800	12,000	22.70
K-12 Program 21 Instructional	1.000	78,557	78,557			14,000	14,000	23.96
Program 31 Instructional	1.000	75,152	75,152			13,600	13,600	22.04
Program 31 Administrative								
K-3 BEA Instructional	7.000	436,159	62,308			80,000	11,429	24.01
4-6 BEA Instructional	2.000	138,535	69,268			24,000	12,000	24.44
7-8 BEA Instructional	1.000	73,116	73,116			12,000	12,000	20.26
9-12 BEA Instructional	9.505	560,944	59,016			117,600	12,372	23.46

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	19.505	1,208,754	61,971			233,600	11,976	23.56
BEA	20.905	1,388,087	66,400			250,400	11,978	23.37
Instructional	21.505	1,345,646	62,574			260,000	12,090	23.58
Administrative	2.000	223,332	111,666			24,000	12,000	22.21
Active	23.505	1,568,978	66,751			284,000	12,083	23.39
Certificated Total	23.505	1,568,978	66,751			284,000	12,083	23.39
Instructional for Funding Purposes	21.505	1,345,646	62,574			260,000	12,090	23.58
Instructional for Compliance Purposes	21.505	1,345,646	62,574			260,000	12,090	23.58

**Toledo School District (21237)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	39.010	3,124,357	80,091	71,899	1,843	474,120	12,154	23.52
21	4.752	358,674	75,479	48	10	57,024	12,000	23.08
24	0.248	13,801	55,649			2,976	12,000	22.56
31	3.585	295,399	82,399	1,006	281	43,020	12,000	22.28
34	1.405	124,811	88,833	85	60	16,860	12,000	23.94
51	1.000	48,892	48,892			12,000	12,000	24.65
52				9,640				
55	0.500	45,870	91,740			6,000	12,000	22.41
58				11,186				
97	1.000	135,000	135,000	12,486	12,486	12,000	12,000	21.88
Program 21 Instructional	4.752	358,674	75,479			57,024	12,000	23.08
Program 21 Administrative				48				
K-12 Program 21 Instructional	4.752	358,674	75,479			57,024	12,000	23.08
Program 31 Instructional	3.386	273,672	80,825	660	195	40,632	12,000	22.17
Program 31 Administrative	0.199	21,727	109,181			2,388	12,000	23.95
Program 34 Instructional	1.200	105,336	87,780			14,400	12,000	23.88
Program 34 Administrative	0.205	19,475	95,000			2,460	12,000	24.30



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	13.620	985,304	72,342			167,280	12,282	23.23
4-6 BEA Instructional	7.580	620,352	81,841	2,505	330	93,120	12,285	23.42
7-8 BEA Instructional	6.140	530,866	86,460	3,247	529	73,680	12,000	23.65
9-12 BEA Instructional	13.660	1,099,585	80,497	5,030	368	163,920	12,000	23.33
K-12 BEA Instructional	41.000	3,236,107	78,929	10,782	263	498,000	12,146	23.37
K-12 BEA Administrative	1.000	104,277	104,277			12,000	12,000	24.15
BEA	45.000	3,679,567	81,768	85,476	1,899	546,000	12,133	23.37
Instructional	47.500	3,703,344	77,965	63,715	1,341	576,000	12,126	23.34
Administrative	4.000	443,460	110,865	480	120	48,000	12,000	23.40
Active	51.500	4,146,804	80,520	64,195	1,247	624,000	12,117	23.35
On Leave				42,155				
Certificated Total	51.500	4,146,804	80,520	106,350	2,065	624,000	12,117	23.35
Instructional for Funding Purposes	47.500	3,703,344	77,965	63,715	1,341	576,000	12,126	23.34
Instructional for Compliance Purposes	47.500	3,703,344	77,965	63,715	1,341	576,000	12,126	23.34

**Tonasket School District (24404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	55.654	3,864,044	69,430	183,192	3,292	695,868	12,503	23.06
02	1.110	82,284	74,130	3,199	2,882	13,320	12,000	22.81
21	5.496	373,330	67,928	15,966	2,905	69,000	12,555	22.29
24	2.015	141,380	70,164	5,498	2,729	24,180	12,000	22.96
31	3.100	260,027	83,880	62,634	20,205	37,200	12,000	24.52
51	1.703	122,623	72,004	3,739	2,196	20,436	12,000	24.13
52	0.620	47,824	77,135	1,860	3,000	7,440	12,000	24.13
53	0.358	29,499	82,399	10,707	29,908	4,296	12,000	23.28
55	5.246	316,758	60,381	10,627	2,026	79,176	15,093	23.58
58				52,965				
65	1.677	112,849	67,292	4,389	2,617	20,124	12,000	22.56
74	0.180	16,195	89,972	705	3,917	2,160	12,000	21.87
97	0.900	133,914	148,793	10,900	12,111	10,800	12,000	20.17
K-12 Program 02 Instructional	1.110	82,284	74,130	2,870	2,586	13,320	12,000	22.81
Program 21 Instructional	4.946	311,168	62,913	15,966	3,228	62,400	12,616	21.93
Program 21 Administrative	0.550	62,162	113,022			6,600	12,000	24.40
K-12 Program 21 Instructional	4.946	311,168	62,913	7,212	1,458	62,400	12,616	21.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	3.000	245,148	81,716	62,634	20,878	36,000	12,000	24.76
Program 31 Administrative	0.100	14,879	148,790			1,200	12,000	20.17
K-3 BEA Instructional	19.025	1,355,567	71,252	71,670	3,767	234,768	12,340	23.25
4-6 BEA Instructional	11.716	758,968	64,780	41,866	3,573	146,724	12,523	23.39
7-8 BEA Instructional	7.586	514,402	67,809	21,044	2,774	91,992	12,127	23.22
9-12 BEA Instructional	17.487	1,124,482	64,304	97,685	5,586	224,304	12,827	23.82
K-12 BEA Instructional	55.814	3,753,419	67,249	232,265	4,161	697,788	12,502	23.45
K-12 BEA Administrative	1.950	234,662	120,339	6,935	3,556	23,400	12,000	20.14
BEA	60.764	4,340,269	71,428	259,925	4,278	757,188	12,461	23.06
Instructional	72.059	4,794,818	66,540	348,546	4,837	912,000	12,656	23.33
Administrative	6.000	705,909	117,652	17,835	2,973	72,000	12,000	21.21
Active	78.059	5,500,727	70,469	366,381	4,694	984,000	12,606	23.05
Certificated Total	78.059	5,500,727	70,469	366,381	4,694	984,000	12,606	23.05
Instructional for Funding Purposes	72.059	4,794,818	66,540	348,546	4,837	912,000	12,656	23.33
Instructional for Compliance Purposes	72.059	4,794,818	66,540	348,546	4,837	912,000	12,656	23.33

**Toppenish School District (39202)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	159.635	11,844,153	74,195	1,619,166	10,143	1,928,436	12,080	24.23
02	7.089	584,304	82,424	59,255	8,359	91,920	12,967	21.62
21	27.729	2,010,133	72,492	368,356	13,284	339,960	12,260	23.63
31	22.026	1,373,547	62,360	185,624	8,427	281,400	12,776	24.30
34	7.593	514,509	67,761	54,652	7,198	91,116	12,000	24.24
51	7.670	577,495	75,293	62,851	8,194	94,080	12,266	24.02
52	0.334	26,740	80,060	35,302	105,695	4,008	12,000	24.14
53	0.150	20,591	137,273	2,624	17,493	1,800	12,000	22.97
55	11.692	857,128	73,309	113,849	9,737	140,304	12,000	24.16
58	2.250	250,818	111,475	12,676	5,634	27,000	12,000	23.72
64	0.499	37,845	75,842	3,965	7,946	5,988	12,000	24.17
65	4.249	358,828	84,450	38,381	9,033	50,988	12,000	24.02
86	0.250	34,319	137,276	5,273	21,092	3,000	12,000	22.97
97	2.000	395,994	197,997	60,358	30,179	24,000	12,000	20.87
K-12 Program 02 Instructional	5.089	363,815	71,490	28,917	5,682	67,920	13,346	20.18
Program 21 Instructional	26.729	1,865,447	69,791	339,999	12,720	327,960	12,270	23.72
Program 21 Administrative	1.000	144,686	144,686	28,357	28,357	12,000	12,000	22.48
K-12 Program 21 Instructional	25.259	1,785,891	70,703	173,232	6,858	310,320	12,286	23.69

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	21.776	1,350,027	61,996	175,131	8,042	278,400	12,785	24.30
Program 31 Administrative	0.250	23,520	94,080	10,493	41,972	3,000	12,000	24.06
Program 34 Instructional	7.343	490,989	66,865	51,454	7,007	88,116	12,000	24.25
Program 34 Administrative	0.250	23,520	94,080	3,198	12,792	3,000	12,000	24.06
K-3 BEA Instructional	66.738	4,431,755	66,405	472,104	7,074	805,284	12,066	24.25
4-6 BEA Instructional	30.646	2,076,425	67,755	247,380	8,072	367,752	12,000	24.24
7-8 BEA Instructional	28.413	1,871,343	65,862	229,563	8,080	340,956	12,000	24.25
9-12 BEA Instructional	50.046	3,450,340	68,943	375,449	7,502	632,880	12,646	23.79
K-12 BEA Instructional	175.843	11,829,863	67,275	1,369,829	7,790	2,146,872	12,209	24.11
K-12 BEA Administrative	7.000	803,331	114,762	114,502	16,357	84,000	12,000	24.18
BEA	198.343	14,712,507	74,177	1,979,055	9,978	2,416,872	12,185	24.04
Instructional	226.666	15,447,246	68,150	1,988,887	8,775	2,766,000	12,203	24.08
Administrative	25.750	3,336,201	129,561	573,709	22,280	309,000	12,000	23.63
Other	0.750	102,957	137,276	59,736	79,648	9,000	12,000	23.10
Active	253.166	18,886,404	74,601	2,622,332	10,358	3,084,000	12,182	23.99
Certificated Total	253.166	18,886,404	74,601	2,622,332	10,358	3,084,000	12,182	23.99
Instructional for Funding Purposes	226.666	15,447,246	68,150	1,988,887	8,775	2,766,000	12,203	24.08

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	226.666	15,447,246	68,150	1,988,887	8,775	2,766,000	12,203	24.08

**Touchet School District (36300)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.650	1,118,291	71,456	36,904	2,358	195,000	12,460	21.49
21	1.700	109,619	64,482	3,047	1,792	20,400	12,000	22.63
31	1.100	73,368	66,698			13,200	12,000	22.84
34	0.700	48,476	69,251			8,400	12,000	22.77
51	0.150	12,776	85,173			1,800	12,000	20.31
55	0.650	52,157	80,242			7,800	12,000	20.39
65	0.450	37,740	83,867			5,400	12,000	22.22
97	1.000	129,000	129,000			12,000	12,000	22.30
Program 21 Instructional	1.450	86,369	59,565	3,047	2,101	17,400	12,000	22.77
Program 21 Administrative	0.250	23,250	93,000			3,000	12,000	22.09
K-12 Program 21 Instructional	1.450	86,369	59,565	3,047	2,101	17,400	12,000	22.77
Program 31 Instructional	1.050	68,718	65,446			12,600	12,000	22.89
Program 31 Administrative	0.050	4,650	93,000			600	12,000	22.09
Program 34 Instructional	0.650	43,826	67,425			7,800	12,000	22.84
Program 34 Administrative	0.050	4,650	93,000			600	12,000	22.09
K-3 BEA Instructional	4.000	315,854	78,964			48,000	12,000	22.18

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	1.550	116,774	75,338			18,600	12,000	21.03
7-8 BEA Instructional	1.450	101,492	69,994			17,400	12,000	21.97
9-12 BEA Instructional	9.950	659,515	66,283	3,724	374	126,600	12,724	21.38
K-12 BEA Instructional	16.950	1,193,635	70,421	3,724	220	210,600	12,425	21.60
BEA	18.450	1,369,135	74,208	36,904	2,000	228,600	12,390	21.68
Instructional	19.400	1,359,427	70,074	39,951	2,059	240,000	12,371	21.62
Administrative	2.000	222,000	111,000			24,000	12,000	22.21
Active	21.400	1,581,427	73,898	39,951	1,867	264,000	12,336	21.70
Certificated Total	21.400	1,581,427	73,898	39,951	1,867	264,000	12,336	21.70
Instructional for Funding Purposes	19.400	1,359,427	70,074	39,951	2,059	240,000	12,371	21.62
Instructional for Compliance Purposes	19.400	1,359,427	70,074	39,951	2,059	240,000	12,371	21.62



**Toutle Lake School District (08130)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	35.894	2,863,944	79,789	115,541	3,219	406,728	11,331	25.50
31	0.836	78,275	93,630	19,366	23,165	10,032	12,000	26.52
34	0.270	26,220	97,111			3,240	12,000	26.94
51	0.600	55,855	93,092			7,200	12,000	25.22
52				18,081				
55	0.400	37,236	93,090	6,147	15,368	4,800	12,000	25.22
58				8,263				
74				6,228				
97	1.000	85,000	85,000			12,000	12,000	9.60
Program 31 Instructional	0.800	74,473	93,091	19,366	24,208	9,600	12,000	26.44
Program 31 Administrative	0.036	3,802	105,611			432	12,000	28.29
Program 34 Instructional	0.200	18,618	93,090			2,400	12,000	26.44
Program 34 Administrative	0.070	7,602	108,600			840	12,000	28.29
K-3 BEA Instructional	10.760	752,924	69,974			129,120	12,000	25.37
4-6 BEA Instructional	9.240	776,672	84,055			110,880	12,000	25.60
7-8 BEA Instructional	4.600	366,791	79,737			55,200	12,000	25.42
9-12 BEA Instructional	10.200	836,222	81,983	19,366	1,899	98,400	9,647	25.48

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	34.800	2,732,609	78,523	19,366	556	393,600	11,310	25.48
K-12 BEA Administrative	1.894	205,808	108,663	2,000	1,056	22,728	12,000	26.17
BEA	38.000	3,053,439	80,354	134,907	3,550	432,000	11,368	25.11
Instructional	35.800	2,825,700	78,930	161,002	4,497	405,600	11,330	25.47
Administrative	3.000	302,212	100,737	4,000	1,333	36,000	12,000	21.68
Other	0.200	18,618	93,090			2,400	12,000	26.15
Active	39.000	3,146,530	80,680	165,002	4,231	444,000	11,385	25.12
On Leave				8,624				
Certificated Total	39.000	3,146,530	80,680	173,626	4,452	444,000	11,385	25.12
Instructional for Funding Purposes	35.800	2,825,700	78,930	161,002	4,497	405,600	11,330	25.47
Instructional for Compliance Purposes	35.800	2,825,700	78,930	161,002	4,497	405,600	11,330	25.47

**Trout Lake School District (20400)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.676	1,183,394	70,964	77,721	4,661	200,112	12,000	25.44
58				11,186				
65	0.324	18,837	58,139			3,888	12,000	26.15
79				2,000				
97	1.000	125,938	125,938	2,414	2,414	12,000	12,000	25.17
K-3 BEA Instructional	4.634	332,529	71,759	14,348	3,096	55,608	12,000	25.40
4-6 BEA Instructional	2.000	159,240	79,620	5,412	2,706	24,000	12,000	25.29
7-8 BEA Instructional	3.643	239,535	65,752	5,040	1,383	43,716	12,000	25.66
9-12 BEA Instructional	6.399	452,090	70,650	40,675	6,356	76,788	12,000	25.41
K-12 BEA Instructional	16.676	1,183,394	70,964	65,475	3,926	200,112	12,000	25.44
BEA	17.676	1,309,332	74,074	80,135	4,534	212,112	12,000	25.42
Instructional	17.000	1,202,231	70,719	78,661	4,627	204,000	12,000	25.45
Administrative	1.000	125,938	125,938			12,000	12,000	25.17
Other				1,263				
Active	18.000	1,328,169	73,787	79,924	4,440	216,000	12,000	25.43
On Leave				13,397				
Certificated Total	18.000	1,328,169	73,787	93,321	5,185	216,000	12,000	25.43

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	17.000	1,202,231	70,719	78,661	4,627	204,000	12,000	25.45
Instructional for Compliance Purposes	17.000	1,202,231	70,719	78,661	4,627	204,000	12,000	25.45

**Tukwila School District (17406)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	154.555	14,155,837	91,591	602,966	3,901	1,837,320	11,888	23.23
21	20.900	1,985,090	94,980	129,131	6,179	250,800	12,000	21.97
31	4.300	340,231	79,123	11,876	2,762	57,600	13,395	22.08
38	0.200	17,367	86,835	935	4,675	2,400	12,000	23.30
51	4.899	488,642	99,743	17,546	3,582	58,788	12,000	23.44
52	0.400	34,734	86,835	1,501	3,753	4,800	12,000	23.30
55	5.601	449,183	80,197	15,307	2,733	67,212	12,000	23.51
58	0.281	26,485	94,253	471,852	1,679,189	3,600	12,811	21.49
61	0.042	5,336	127,048			600	14,286	19.50
64	0.659	61,795	93,771	1,745	2,648	8,400	12,747	21.49
65	6.200	623,465	100,559	21,019	3,390	76,800	12,387	23.22
88	0.117	14,941	127,701			1,680	14,359	19.50
89	0.500	51,025	102,050	239	478	6,000	12,000	44.97
97	3.000	537,720	179,240	4,300	1,433	36,000	12,000	21.34
Program 21 Instructional	20.000	1,864,045	93,202	128,231	6,412	240,000	12,000	21.92
Program 21 Administrative	0.900	121,045	134,494	900	1,000	10,800	12,000	22.82
K-12 Program 21 Instructional	20.000	1,864,045	93,202	6,162	308	240,000	12,000	21.92
Program 31 Instructional	4.300	340,231	79,123	11,876	2,762	57,600	13,395	22.08

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-3 BEA Instructional	58.883	5,155,814	87,560	13,145	223	719,604	12,221	23.60
4-6 BEA Instructional	23.358	1,891,614	80,984	2,595	111	287,376	12,303	23.43
7-8 BEA Instructional	23.820	2,169,648	91,085	2,839	119	271,020	11,378	23.37
9-12 BEA Instructional	42.245	3,779,569	89,468			488,400	11,561	22.68
K-12 BEA Instructional	148.306	12,996,645	87,634	18,579	125	1,766,400	11,911	23.26
BEA	161.855	15,033,788	92,884	619,142	3,825	1,930,920	11,930	23.13
Instructional	186.846	16,578,386	88,728	1,263,490	6,762	2,232,000	11,946	23.14
Administrative	14.808	2,213,465	149,478	14,927	1,008	180,000	12,156	22.30
Active	201.654	18,791,851	93,189	1,278,417	6,340	2,412,000	11,961	23.04
Certificated Total	201.654	18,791,851	93,189	1,278,417	6,340	2,412,000	11,961	23.04
Instructional for Funding Purposes	186.846	16,578,386	88,728	1,263,490	6,762	2,232,000	11,946	23.14
Instructional for Compliance Purposes	186.846	16,578,386	88,728	1,263,490	6,762	2,232,000	11,946	23.14

**Tumwater School District (34033)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	309.875	26,427,005	85,283	2,184,526	7,050	4,007,316	12,932	23.71
02	19.878	1,628,564	81,928	128,603	6,470	249,444	12,549	23.22
21	55.048	4,484,876	81,472	445,194	8,087	798,000	14,496	23.20
24	5.800	431,292	74,361	40,257	6,941	72,000	12,414	24.34
31	19.597	1,691,685	86,324	90,702	4,628	256,728	13,100	23.51
34	4.321	345,777	80,022	136,734	31,644	93,504	21,639	23.14
45	7.640	574,884	75,247	35,301	4,621	94,080	12,314	23.11
51	4.250	391,041	92,010	22,337	5,256	51,000	12,000	23.25
55	6.732	587,293	87,239	27,132	4,030	90,528	13,447	24.60
56	0.750	45,632	60,843	4,677	6,236	9,000	12,000	19.88
58				247,725				
65	1.400	122,282	87,344	5,436	3,883	24,000	17,143	22.66
74	1.000	95,041	95,041	5,726	5,726	12,000	12,000	23.78
86	1.000	95,041	95,041	5,726	5,726	12,000	12,000	22.12
97	1.600	251,042	156,901			26,400	16,500	22.10
K-12 Program 02 Instructional	17.798	1,431,761	80,445	43,199	2,427	221,304	12,434	23.16
Program 21 Instructional	53.048	4,224,446	79,634	408,438	7,699	774,000	14,591	23.18
Program 21 Administrative	2.000	260,430	130,215			24,000	12,000	23.68

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	46.498	3,709,003	79,767	56,644	1,218	694,920	14,945	23.05
Program 26, 56, and 59 Instructional	0.750	45,632	60,843	4,056	5,408	9,000	12,000	19.88
Program 31 Instructional	18.903	1,599,418	84,612	82,286	4,353	240,072	12,700	23.54
Program 31 Administrative	0.694	92,267	132,950			16,656	24,000	23.10
Program 34 Instructional	4.265	338,289	79,317	136,513	32,008	92,160	21,608	23.14
Program 34 Administrative	0.056	7,488	133,714			1,344	24,000	23.10
K-3 BEA Instructional	108.933	8,607,570	79,017	64,329	591	1,373,832	12,612	23.52
4-6 BEA Instructional	66.590	5,588,650	83,926	58,148	873	797,352	11,974	23.80
7-8 BEA Instructional	52.751	4,138,523	78,454	125,432	2,378	747,360	14,168	23.65
9-12 BEA Instructional	105.931	8,928,673	84,288	114,031	1,076	1,415,508	13,363	23.78
K-12 BEA Instructional	334.205	27,263,416	81,577	361,940	1,083	4,334,052	12,968	23.68
K-12 BEA Administrative	16.844	2,238,087	132,871	17,150	1,018	228,000	13,536	23.52
BEA	362.911	30,918,957	85,197	2,575,866	7,098	4,727,472	13,027	23.64
Instructional	408.185	33,255,484	81,472	2,899,332	7,103	5,378,580	13,177	23.62
Administrative	27.706	3,640,539	131,399	149,759	5,405	374,220	13,507	23.32
Other	2.400	219,409	91,420	52,183	21,743	28,800	12,000	23.41



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	438.291	37,115,432	84,682	3,101,274	7,076	5,781,600	13,191	23.59
On Leave	0.600	56,023	93,372	278,802	464,670	14,400	24,000	24.25
Certificated Total	438.891	37,171,455	84,694	3,380,076	7,701	5,796,000	13,206	23.59
Instructional for Funding Purposes	407.435	33,209,852	81,510	2,895,276	7,106	5,369,580	13,179	23.63
Instructional for Compliance Purposes	407.435	33,209,852	81,510	2,895,276	7,106	5,369,580	13,179	23.63

**Union Gap School District (39002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	32.459	2,515,744	77,505	46,325	1,427	395,640	12,189	24.05
21	3.000	239,885	79,962	20,460	6,820	36,000	12,000	23.04
24	0.500	46,677	93,354	8,966	17,932	6,000	12,000	24.03
52				25,848				
55	1.530	106,913	69,878	2,970	1,941	18,360	12,000	36.35
58				20,302				
65	0.933	57,130	61,233			12,000	12,862	24.13
97	1.000	137,593	137,593	9,424	9,424	12,000	12,000	21.78
Program 21 Instructional	3.000	239,885	79,962	7,960	2,653	36,000	12,000	23.04
Program 21 Administrative				12,500				
K-12 Program 21 Instructional	2.750	220,677	80,246			33,000	12,000	23.11
K-3 BEA Instructional	14.649	1,043,045	71,202	11,498	785	181,920	12,419	23.30
4-6 BEA Instructional	9.310	729,945	78,404	7,242	778	111,720	12,000	25.03
7-8 BEA Instructional	6.500	524,609	80,709	6,552	1,008	78,000	12,000	24.67
K-12 BEA Instructional	30.459	2,297,599	75,433	25,292	830	371,640	12,201	24.14
BEA	33.459	2,653,337	79,301	55,749	1,666	407,640	12,183	23.92
Instructional	36.422	2,748,204	75,455	112,371	3,085	444,000	12,190	24.35

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	3.000	355,738	118,579	21,924	7,308	36,000	12,000	22.54
Active	39.422	3,103,942	78,736	134,295	3,407	480,000	12,176	24.13
Certificated Total	39.422	3,103,942	78,736	134,295	3,407	480,000	12,176	24.13
Instructional for Funding Purposes	36.422	2,748,204	75,455	112,371	3,085	444,000	12,190	24.35
Instructional for Compliance Purposes	36.422	2,748,204	75,455	112,371	3,085	444,000	12,190	24.35



**University Place School District (27083)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	285.450	24,021,569	84,153	2,805,089	9,827	3,424,850	11,998	22.53
21	46.399	3,629,038	78,214	470,207	10,134	556,800	12,000	22.70
24	5.000	448,471	89,694	62,136	12,427	60,000	12,000	22.77
31	12.900	1,053,682	81,681	115,983	8,991	158,491	12,286	22.68
51	4.299	381,372	88,712	41,999	9,769	51,588	12,000	22.74
52	0.250	32,083	128,332	12,742	50,968	3,000	12,000	22.49
55	11.701	1,013,448	86,612	97,271	8,313	140,412	12,000	22.66
58				150,985				
65	5.500	409,312	74,420	32,778	5,960	66,000	12,000	21.09
73				13,860				
74	1.000	92,994	92,994	8,761	8,761	12,000	12,000	21.76
79				11,146				
97	2.000	338,762	169,381	62,852	31,426	24,000	12,000	23.35
Program 21 Instructional	43.599	3,300,355	75,698	437,575	10,036	523,200	12,000	22.71
Program 21 Administrative	2.800	328,683	117,387	14,792	5,283	33,600	12,000	22.61
K-12 Program 21 Instructional	36.626	2,781,642	75,947	9,952	272	439,519	12,000	22.74
Program 31 Instructional	12.400	983,639	79,326	104,933	8,462	152,491	12,298	22.68

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.500	70,043	140,086	2,100	4,200	6,000	12,000	22.61
K-3 BEA Instructional	95.710	7,427,075	77,600	364,973	3,813	1,148,515	12,000	22.39
4-6 BEA Instructional	56.582	4,578,039	80,910	232,627	4,111	678,984	12,000	22.33
7-8 BEA Instructional	40.624	3,277,506	80,679	164,988	4,061	487,493	12,000	22.69
9-12 BEA Instructional	81.484	6,530,463	80,144	426,466	5,234	980,949	12,039	22.54
K-12 BEA Instructional	274.400	21,813,083	79,494	1,189,054	4,333	3,295,941	12,011	22.47
K-12 BEA Administrative	18.000	2,450,148	136,119			216,000	12,000	23.03
BEA	300.350	25,414,013	84,615	2,983,924	9,935	3,607,341	12,010	22.55
Instructional	345.499	27,459,035	79,476	3,106,368	8,991	4,149,141	12,009	22.49
Administrative	29.000	3,961,696	136,610	257,558	8,881	348,000	12,000	23.02
Active	374.499	31,420,731	83,901	3,363,926	8,982	4,497,141	12,008	22.55
On Leave				521,883				
Certificated Total	374.499	31,420,731	83,901	3,885,809	10,376	4,497,141	12,008	22.55
Instructional for Funding Purposes	345.499	27,459,035	79,476	3,106,368	8,991	4,149,141	12,009	22.49
Instructional for Compliance Purposes	345.499	27,459,035	79,476	3,106,368	8,991	4,149,141	12,009	22.49



**Valley School District (33070)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	23.161	1,545,559	66,731	4,900	212	286,488	12,369	25.06
02	28.000	1,886,367	67,370			276,000	9,857	23.54
21	5.002	369,633	73,897			60,024	12,000	24.25
24	0.978	53,695	54,903			11,736	12,000	23.97
51	0.353	28,056	79,479			4,236	12,000	23.67
55	0.793	67,642	85,299			9,516	12,000	24.00
74				2,327				
97	1.000	129,540	129,540			12,000	12,000	22.07
K-12 Program 02 Instructional	26.000	1,675,765	64,453			252,000	9,692	23.49
Program 21 Instructional	5.002	369,633	73,897			60,024	12,000	24.25
K-12 Program 21 Instructional	4.916	361,354	73,506			58,992	12,000	24.25
K-3 BEA Instructional	15.855	917,320	57,857			155,892	9,832	25.40
4-6 BEA Instructional	11.192	727,316	64,985			117,048	10,458	23.16
7-8 BEA Instructional	12.564	872,436	69,439			138,948	11,059	24.48
9-12 BEA Instructional	7.550	503,500	66,689			90,600	12,000	23.75
K-12 BEA Instructional	47.161	3,020,572	64,048			502,488	10,655	24.33



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Administrative	1.000	100,682	100,682			24,000	24,000	23.83
BEA	52.161	3,561,466	68,278	4,900	94	574,488	11,014	24.14
Instructional	54.287	3,539,598	65,202	7,227	133	588,000	10,831	24.30
Administrative	5.000	540,894	108,179			72,000	14,400	23.11
Active	59.287	4,080,492	68,826	7,227	122	660,000	11,132	24.14
Certificated Total	59.287	4,080,492	68,826	7,227	122	660,000	11,132	24.14
Instructional for Funding Purposes	54.287	3,539,598	65,202	7,227	133	588,000	10,831	24.30
Instructional for Compliance Purposes	54.287	3,539,598	65,202	7,227	133	588,000	10,831	24.30

**Vancouver School District (06037)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	1,149.783	87,983,911	76,522	10,738,583	9,340	14,042,274	12,213	25.36
02	29.480	2,309,945	78,356	256,670	8,707	384,780	13,052	25.58
03	4.200	331,320	78,886	41,415	9,861	50,400	12,000	25.48
21	192.461	13,785,937	71,630	1,715,503	8,914	2,393,352	12,436	26.15
24	40.900	2,832,410	69,252	382,241	9,346	492,000	12,029	26.57
31	71.463	5,180,598	72,493	787,791	11,024	881,796	12,339	24.41
34	11.131	841,232	75,576	138,240	12,419	140,160	12,592	24.64
51	45.567	3,348,442	73,484	404,968	8,887	592,356	13,000	25.59
52	6.000	470,055	78,343	58,757	9,793	72,000	12,000	23.86
55	60.613	4,792,280	79,064	599,738	9,895	781,356	12,891	25.28
58	0.100	6,517	65,170	742	7,420	2,148	21,480	23.04
64	2.100	181,630	86,490	20,687	9,851	25,200	12,000	23.68
65	29.200	2,155,561	73,821	273,636	9,371	363,120	12,436	25.53
74	5.000	428,837	85,767	46,445	9,289	60,000	12,000	25.17
97	5.504	992,355	180,297	36,997	6,722	72,000	13,081	22.22
K-12 Program 02 Instructional	27.480	2,026,539	73,746			360,780	13,129	25.69
Program 21 Instructional	182.361	12,634,254	69,282	1,715,503	9,407	2,269,752	12,446	25.97
Program 21 Administrative	8.300	1,041,166	125,442			99,600	12,000	25.87

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	175.136	12,135,124	69,290			2,166,252	12,369	26.01
Program 31 Instructional	68.663	4,784,042	69,674	787,791	11,473	847,596	12,344	24.38
Program 31 Administrative	2.800	396,556	141,627			34,200	12,214	24.71
Program 34 Instructional	11.031	827,791	75,042	138,240	12,532	138,960	12,597	24.65
Program 34 Administrative	0.100	13,441	134,410			1,200	12,000	23.96
K-3 BEA Instructional	441.239	31,506,879	71,405			5,426,856	12,299	25.95
4-6 BEA Instructional	230.960	16,381,007	70,926	1,889	8	2,800,776	12,127	25.57
7-8 BEA Instructional	195.265	14,327,607	73,375	10,821	55	2,367,186	12,123	25.01
9-12 BEA Instructional	312.593	22,613,011	72,340	74,572	239	3,870,192	12,381	24.55
K-12 BEA Instructional	1,180.057	84,828,504	71,885	87,282	74	14,465,010	12,258	25.33
BEA	1,271.561	97,639,361	76,787	11,999,696	9,437	15,571,410	12,246	25.27
Instructional	1,549.852	111,423,549	71,893	14,389,992	9,285	19,091,838	12,318	25.43
Administrative	100.850	14,031,286	139,130	1,112,421	11,030	1,225,104	12,148	24.95
Active	1,650.702	125,454,835	76,001	15,502,413	9,391	20,316,942	12,308	25.38
K-12 Program 21 Contracted	1.800	110,517	61,398			24,000	13,333	
On Leave	1.000	75,678	75,678			12,000	12,000	26.32
Certificated Total	1,653.502	125,641,030	75,985	15,502,413	9,376	20,352,942	12,309	25.40

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	1,551.652	111,534,066	71,881	14,389,992	9,274	19,115,838	12,320	25.45
Instructional for Compliance Purposes	1,549.852	111,423,549	71,893	14,389,992	9,285	19,091,838	12,318	25.43

**Vashon Island School District (17402)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	76.017	6,981,912	91,847	386,786	5,088	953,964	12,549	23.47
02	3.400	285,066	83,843	15,396	4,528	48,000	14,118	23.99
21	11.975	1,094,062	91,362	90,796	7,582	148,500	12,401	23.81
24	1.175	122,988	104,671	4,879	4,152	14,100	12,000	23.78
31	4.033	355,689	88,195	18,476	4,581	57,996	14,380	20.27
34	1.670	140,945	84,398	5,770	3,455	20,040	12,000	21.76
51	0.200	29,577	147,885			2,400	12,000	22.34
52				22,800				
55	1.000	79,480	79,480			12,000	12,000	24.01
58				64,879				
65	0.600	47,884	79,807			7,200	12,000	23.75
74	0.200	15,961	79,805			2,400	12,000	23.75
79	0.400	30,574	76,435	1,472	3,680	5,400	13,500	23.87
97	1.000	166,250	166,250	8,750	8,750	12,000	12,000	19.20
K-12 Program 02 Instructional	3.400	285,066	83,843			48,000	14,118	23.99
Program 21 Instructional	11.225	983,150	87,586	90,796	8,089	139,500	12,428	23.89
Program 21 Administrative	0.750	110,912	147,883			9,000	12,000	23.09
K-12 Program 21 Instructional	10.300	903,111	87,681			128,400	12,466	23.88

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	3.533	288,634	81,697	18,476	5,230	51,996	14,717	19.43
Program 31 Administrative	0.500	67,055	134,110			6,000	12,000	24.78
Program 34 Instructional	1.600	130,593	81,621	5,770	3,606	19,200	12,000	21.73
Program 34 Administrative	0.070	10,352	147,886			840	12,000	22.22
K-3 BEA Instructional	24.965	2,056,067	82,358			328,200	13,146	23.96
4-6 BEA Instructional	10.525	1,030,022	97,864			127,800	12,143	23.75
7-8 BEA Instructional	14.500	1,327,336	91,540			176,400	12,166	23.02
9-12 BEA Instructional	29.280	2,512,286	85,802			377,400	12,889	22.85
K-12 BEA Instructional	79.270	6,925,711	87,369			1,009,800	12,739	23.33
BEA Instructional	86.120	7,929,862	92,079	435,178	5,053	1,092,000	12,680	23.20
BEA Administrative	93.670	8,176,171	87,287	597,754	6,381	1,188,000	12,683	23.42
BEA Active	8.000	1,174,217	146,777	22,250	2,781	96,000	12,000	22.37
BEA Total	101.670	9,350,388	91,968	620,004	6,098	1,284,000	12,629	23.29
Certificated Total	101.670	9,350,388	91,968	620,004	6,098	1,284,000	12,629	23.29
Instructional for Funding Purposes	93.670	8,176,171	87,287	597,754	6,381	1,188,000	12,683	23.42
Instructional for Compliance Purposes	93.670	8,176,171	87,287	597,754	6,381	1,188,000	12,683	23.42

**WA HE LUT Indian School Agency (34901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.000	712,454	71,245	25,646	2,565	103,197	10,320	20.67
55	2.000	68,342	34,171	8,499	4,250	974	487	20.14
58								
K-3 BEA Instructional	3.500	199,842	57,098			35,469	10,134	17.69
4-6 BEA Instructional	3.375	266,677	79,015			36,143	10,709	23.88
7-8 BEA Instructional	3.125	245,935	78,699			31,585	10,107	19.58
K-12 BEA Instructional	10.000	712,454	71,245			103,197	10,320	20.67
BEA	10.000	712,454	71,245	25,646	2,565	103,197	10,320	20.67
Instructional	11.000	775,796	70,527	24,145	2,195	104,171	9,470	20.64
Administrative	1.000	5,000	5,000	10,000	10,000			16.38
Active	12.000	780,796	65,066	34,145	2,845	104,171	8,681	20.61
Certificated Total	12.000	780,796	65,066	34,145	2,845	104,171	8,681	20.61
Instructional for Funding Purposes	11.000	775,796	70,527	24,145	2,195	104,171	9,470	20.64
Instructional for Compliance Purposes	11.000	775,796	70,527	24,145	2,195	104,171	9,470	20.64

**Wahkiakum School District (35200)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	26.957	2,007,956	74,487	62,724	2,327	328,644	12,191	25.28
02	0.350	19,096	54,560			4,200	12,000	25.47
31	1.147	90,702	79,078	34,563	30,133	13,764	12,000	25.28
51	0.441	31,318	71,016	2,650	6,009	5,292	12,000	25.46
52	0.500	41,144	82,288			6,000	12,000	25.17
55	0.175	9,547	54,554	15,735	89,914	2,100	12,000	25.47
71				13,406				
74				6,088				
79				105				
K-12 Program 02 Instructional	0.350	19,096	54,560			4,200	12,000	25.47
Program 31 Instructional	1.147	90,702	79,078	34,563	30,133	13,764	12,000	25.28
K-3 BEA Instructional	8.076	564,934	69,952	2,169	269	96,912	12,000	25.30
4-6 BEA Instructional	5.191	358,730	69,106	7,771	1,497	62,292	12,000	25.37
7-8 BEA Instructional	3.077	223,653	72,685	1,330	432	36,924	12,000	25.30
9-12 BEA Instructional	9.910	738,879	74,559	53,010	5,349	124,080	12,521	25.35
K-12 BEA Instructional	26.254	1,886,196	71,844	64,280	2,448	320,208	12,197	25.34
BEA	28.454	2,117,754	74,427	97,287	3,419	346,608	12,181	25.28



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	27.370	1,968,205	71,911	127,121	4,645	333,600	12,189	25.33
Administrative	2.000	219,954	109,977			24,000	12,000	24.79
Other	0.200	11,604	58,020	8,150	40,750	2,400	12,000	25.41
Active	29.570	2,199,763	74,392	135,271	4,575	360,000	12,175	25.28
Certificated Total	29.570	2,199,763	74,392	135,271	4,575	360,000	12,175	25.28
Instructional for Funding Purposes	27.370	1,968,205	71,911	127,121	4,645	333,600	12,189	25.33
Instructional for Compliance Purposes	27.370	1,968,205	71,911	127,121	4,645	333,600	12,189	25.33

**Wahluke School District (13073)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	126.500	9,727,647	76,898	485,290	3,836	1,518,000	12,000	23.50
21	15.000	1,029,491	68,633	28,568	1,905	180,000	12,000	22.44
31	9.400	641,556	68,251	70,163	7,464	112,800	12,000	23.32
34	5.000	380,708	76,142	40,795	8,159	60,000	12,000	23.32
51	3.540	236,294	66,750	5,773	1,631	42,480	12,000	24.23
52				4,855				
53	0.249	29,906	120,104			3,600	14,458	18.89
55	14.620	1,096,691	75,013	44,952	3,075	175,440	12,000	23.34
58				76,308				
65	6.522	514,976	78,960	20,901	3,205	79,680	12,217	22.37
79				9,000				
89				3,400				
97	1.000	156,000	156,000			12,000	12,000	20.85
Program 21 Instructional	14.000	925,491	66,107	28,568	2,041	168,000	12,000	22.50
Program 21 Administrative	1.000	104,000	104,000			12,000	12,000	21.94
K-12 Program 21 Instructional	13.910	916,769	65,907			166,920	12,000	22.49
Program 31 Instructional	8.400	545,036	64,885	70,163	8,353	100,800	12,000	23.25

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.000	96,520	96,520			12,000	12,000	23.76
Program 34 Instructional	5.000	380,708	76,142	40,795	8,159	60,000	12,000	23.32
K-3 BEA Instructional	45.378	3,316,935	73,096			544,536	12,000	23.17
4-6 BEA Instructional	30.080	2,276,133	75,669			360,960	12,000	23.46
7-8 BEA Instructional	17.814	1,275,906	71,624			213,768	12,000	23.81
9-12 BEA Instructional	35.228	2,468,668	70,077			422,736	12,000	23.54
K-12 BEA Instructional	128.500	9,337,642	72,666			1,542,000	12,000	23.43
BEA	141.900	10,905,911	76,856	596,248	4,202	1,702,800	12,000	23.44
Instructional	166.500	12,027,576	72,238	769,647	4,623	1,998,000	12,000	23.34
Administrative	15.331	1,785,693	116,476	17,858	1,165	186,000	12,132	23.14
Other				2,500				
Active	181.831	13,813,269	75,968	790,005	4,345	2,184,000	12,011	23.31
Certificated Total	181.831	13,813,269	75,968	790,005	4,345	2,184,000	12,011	23.31
Instructional for Funding Purposes	166.500	12,027,576	72,238	769,647	4,623	1,998,000	12,000	23.34
Instructional for Compliance Purposes	166.500	12,027,576	72,238	769,647	4,623	1,998,000	12,000	23.34

**Waitsburg School District (36401)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.050	1,074,409	66,941	56,010	3,490	192,600	12,000	23.66
21	0.600	54,724	91,207	4,426	7,377	7,200	12,000	22.75
24	0.500	41,506	83,012			6,000	12,000	22.77
31	0.933	78,011	83,613	13,004	13,938	11,196	12,000	23.07
34	0.167	13,966	83,629	380	2,275	2,004	12,000	23.09
51	0.070	9,253	132,186			840	12,000	22.70
55	0.080	10,575	132,188			960	12,000	22.70
88	0.100	4,404	44,040	137	1,370	1,200	12,000	23.98
97	0.500	66,092	132,184			6,000	12,000	22.70
Program 21 Instructional	0.500	41,506	83,012	4,426	8,852	6,000	12,000	22.77
Program 21 Administrative	0.100	13,218	132,180			1,200	12,000	22.70
K-12 Program 21 Instructional	0.500	41,506	83,012	3,595	7,190	6,000	12,000	22.77
Program 31 Instructional	0.933	78,011	83,613	13,004	13,938	11,196	12,000	23.07
Program 34 Instructional	0.167	13,966	83,629	380	2,275	2,004	12,000	23.09
K-3 BEA Instructional	4.375	232,159	53,065	12,016	2,747	52,500	12,000	23.98
4-6 BEA Instructional	3.375	231,162	68,492	17,359	5,143	40,500	12,000	23.53
7-8 BEA Instructional	2.467	140,908	57,117	7,186	2,913	29,604	12,000	23.62

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	5.783	433,811	75,015	32,221	5,572	69,396	12,000	23.45
K-12 BEA Instructional	16.000	1,038,040	64,878	68,782	4,299	192,000	12,000	23.60
K-12 BEA Administrative	0.900	95,300	105,889			10,800	12,000	23.97
BEA	17.650	1,232,478	69,829	69,394	3,932	211,800	12,000	23.56
Instructional	17.100	1,125,456	65,816	73,957	4,325	205,200	12,000	23.54
Administrative	1.900	227,484	119,728			22,800	12,000	23.22
Active	19.000	1,352,940	71,207	73,957	3,892	228,000	12,000	23.49
Certificated Total	19.000	1,352,940	71,207	73,957	3,892	228,000	12,000	23.49
Instructional for Funding Purposes	17.100	1,125,456	65,816	73,957	4,325	205,200	12,000	23.54
Instructional for Compliance Purposes	17.100	1,125,456	65,816	73,957	4,325	205,200	12,000	23.54

**Walla Walla Public Schools (36140)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	263.189	20,881,651	79,341	1,065,722	4,049	3,167,613	12,036	22.93
02	22.980	1,932,846	84,110	57,161	2,487	274,709	11,954	21.97
03	4.380	315,674	72,072	8,564	1,955	54,077	12,346	21.82
21	51.176	3,717,479	72,641			626,422	12,241	22.53
31	14.670	1,035,082	70,558	43,852	2,989	176,289	12,017	23.36
34	2.200	171,363	77,892	8,455	3,843	24,237	11,017	23.14
45	5.500	415,701	75,582	29,242	5,317	66,094	12,017	22.34
51	5.473	418,748	76,512	13,862	2,533	65,769	12,017	23.95
52	0.700	51,899	74,141	1,577	2,253	8,412	12,017	22.84
55	9.668	703,999	72,817	24,341	2,518	116,180	12,017	22.99
58				257,489				
61	2.000	116,938	58,469	1,519	760	24,034	12,017	23.52
65	6.557	516,290	78,739	17,170	2,619	78,795	12,017	22.61
74	3.112	256,149	82,310	9,667	3,106	40,065	12,874	22.58
79	0.500	38,981	77,962	10,728	21,456	6,009	12,017	23.67
97	1.500	293,881	195,921	1,500	1,000	18,026	12,017	18.94
K-12 Program 02 Instructional	18.963	1,488,034	78,470			238,453	12,575	22.00
Program 21 Instructional	49.575	3,558,714	71,784			614,405	12,393	22.51

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 21 Administrative	1.000	124,652	124,652			12,017	12,017	23.17
K-12 Program 21 Instructional	47.471	3,399,515	71,612			588,797	12,403	22.51
Program 31 Instructional	14.170	972,505	68,631	43,852	3,095	170,281	12,017	23.39
Program 31 Administrative	0.500	62,577	125,154			6,009	12,017	22.79
Program 34 Instructional	2.200	171,363	77,892	8,455	3,843	24,237	11,017	23.14
K-3 BEA Instructional	96.402	7,269,912	75,412			1,159,977	12,033	23.38
4-6 BEA Instructional	61.422	4,646,597	75,650			739,645	12,042	22.86
7-8 BEA Instructional	40.131	3,052,672	76,068			478,898	11,933	22.98
9-12 BEA Instructional	90.564	6,868,864	75,845			1,103,300	12,183	22.54
K-12 BEA Instructional	288.519	21,838,045	75,690			3,481,821	12,068	22.94
BEA Instructional	314.419	25,046,198	79,659	1,214,496	3,863	3,781,044	12,025	22.80
Administrative	366.004	27,485,956	75,097	1,546,349	4,225	4,434,288	12,115	22.89
Other	23.893	3,131,941	131,082	4,500	188	287,122	12,017	22.20
Other	2.107	126,274	59,931			13,303	6,314	12.42
Active	392.004	30,744,171	78,428	1,550,849	3,956	4,734,713	12,078	22.79
K-12 Program 21 Contracted	0.558	31,677	56,769					
On Leave	1.000	88,397	88,397			12,017	12,017	21.77

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	393.605	30,866,681	78,420	1,550,849	3,940	4,746,730	12,060	22.79
Instructional for Funding Purposes	366.605	27,520,069	75,067	1,546,349	4,218	4,434,288	12,096	22.89
Instructional for Compliance Purposes	366.004	27,485,956	75,097	1,546,349	4,225	4,434,288	12,115	22.89



**Wapato School District (39207)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	167.127	13,606,408	81,414	756	5	3,169,070	18,962	24.84
21	21.850	1,640,073	75,061	510	23	402,120	18,404	23.64
24	1.000	97,226	97,226			19,800	19,800	24.76
31	11.673	910,417	77,993			221,360	18,963	24.87
34	3.050	261,271	85,663			60,122	19,712	24.82
51	9.080	717,135	78,980	558	61	175,344	19,311	24.84
52	0.100	14,705	147,050	120	1,200	1,455	14,549	24.21
53	1.280	113,380	88,578	168	131	23,850	18,633	24.80
55	12.243	961,109	78,503	26,186	2,139	238,752	19,501	24.85
64	1.600	127,511	79,694			31,680	19,800	24.84
65	2.650	246,377	92,972	390	147	48,914	18,458	24.81
68	0.880	71,511	81,263			17,424	19,800	24.83
74	0.500	39,652	79,304			9,900	19,800	24.85
97	3.000	493,178	164,393	10,200	3,400	48,924	16,308	23.29
Program 21 Instructional	21.000	1,532,826	72,992			391,920	18,663	23.56
Program 21 Administrative	0.850	107,247	126,173	510	600	10,200	12,000	24.79
K-12 Program 21 Instructional	18.780	1,381,748	73,576			366,564	19,519	23.41
Program 31 Instructional	11.473	883,095	76,972			218,472	19,042	24.87

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.200	27,322	136,610			2,888	14,442	24.83
Program 34 Instructional	3.000	254,441	84,814			59,400	19,800	24.82
Program 34 Administrative	0.050	6,830	136,600			722	14,442	24.83
K-3 BEA Instructional	53.060	4,031,314	75,977			1,021,494	19,252	24.87
4-6 BEA Instructional	35.290	2,565,941	72,710			682,836	19,349	24.89
7-8 BEA Instructional	28.485	2,173,797	76,314			571,923	20,078	24.87
9-12 BEA Instructional	49.355	3,921,146	79,448			948,736	19,223	24.85
K-12 BEA Instructional	166.190	12,692,198	76,372			3,224,989	19,405	24.86
K-12 BEA Administrative	2.000	275,431	137,716			28,904	14,452	24.80
BEA	184.850	15,271,274	82,614	10,956	59	3,499,477	18,931	24.79
Instructional	214.033	16,284,884	76,086	25,688	120	4,148,400	19,382	24.74
Administrative	22.000	3,015,069	137,049	13,200	600	320,315	14,560	24.47
Active	236.033	19,299,953	81,768	38,888	165	4,468,715	18,933	24.70
Certificated Total	236.033	19,299,953	81,768	38,888	165	4,468,715	18,933	24.70
Instructional for Funding Purposes	214.033	16,284,884	76,086	25,688	120	4,148,400	19,382	24.74
Instructional for Compliance Purposes	214.033	16,284,884	76,086	25,688	120	4,148,400	19,382	24.74

**Warden School District (13146)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	50.765	3,612,444	71,160	173,692	3,421	616,380	12,142	24.24
21	8.700	630,547	72,477	19,716	2,266	106,800	12,276	24.34
22	0.300	25,890	86,300	1,295	4,317	6,000	20,000	24.68
24	0.500	40,636	81,272	1,219	2,438	6,000	12,000	24.48
31	2.993	220,483	73,666	30,403	10,158	35,916	12,000	25.03
34	0.140	9,506	67,900			1,680	12,000	25.46
51	2.368	209,034	88,274	20,085	8,482	28,416	12,000	24.24
53	0.350	37,142	106,120			4,200	12,000	24.14
55	2.250	217,984	96,882	5,675	2,522	27,000	12,000	24.18
64	0.300	24,374	81,247	812	2,707	3,600	12,000	24.30
65	2.034	154,918	76,164	3,585	1,763	24,408	12,000	24.36
74	0.050	5,306	106,120			600	12,000	24.14
97	1.250	170,758	136,606			15,000	12,000	23.85
Program 21 Instructional	7.800	542,465	69,547	19,716	2,528	96,000	12,308	24.36
Program 21 Administrative	0.900	88,082	97,869			10,800	12,000	24.19
K-12 Program 21 Instructional	6.260	412,609	65,912	14,145	2,260	75,120	12,000	24.37
Program 31 Instructional	2.943	215,177	73,115	30,403	10,331	35,316	12,000	25.05

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	0.050	5,306	106,120			600	12,000	24.14
Program 34 Instructional	0.140	9,506	67,900			1,680	12,000	25.46
K-3 BEA Instructional	15.600	907,866	58,197	26,506	1,699	187,200	12,000	24.59
4-6 BEA Instructional	7.620	476,212	62,495	14,503	1,903	91,440	12,000	24.52
7-8 BEA Instructional	12.114	914,520	75,493	29,829	2,462	145,368	12,000	24.37
9-12 BEA Instructional	14.764	1,105,180	74,856	48,581	3,291	177,168	12,000	24.50
K-12 BEA Instructional	50.098	3,403,778	67,942	119,419	2,384	601,176	12,000	24.49
K-12 BEA Administrative	2.900	353,121	121,766			36,000	12,414	24.08
BEA	55.148	4,013,191	72,771	204,095	3,701	668,976	12,131	24.28
Instructional	64.600	4,500,636	69,669	256,482	3,970	780,000	12,074	24.46
Administrative	6.900	816,814	118,379			84,000	12,174	24.05
Other	0.500	41,572	83,144			12,000	24,000	9.18
Active	72.000	5,359,022	74,431	256,482	3,562	876,000	12,167	24.29
Certificated Total	72.000	5,359,022	74,431	256,482	3,562	876,000	12,167	24.29
Instructional for Funding Purposes	64.600	4,500,636	69,669	256,482	3,970	780,000	12,074	24.46
Instructional for Compliance Purposes	64.600	4,500,636	69,669	256,482	3,970	780,000	12,074	24.46



**Washougal School District (06112)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	149.930	12,009,292	80,099	1,286,237	8,579	1,819,004	12,132	25.53
02	3.956	372,544	94,172	24,473	6,186	46,656	11,794	25.07
14				11,513				
21	30.769	2,370,254	77,034	270,076	8,778	382,960	12,446	26.21
24	4.723	393,460	83,307	37,798	8,003	59,040	12,501	25.21
31	10.948	882,460	80,605	128,038	11,695	159,504	14,569	25.90
34	2.226	190,848	85,736	22,842	10,261	26,712	12,000	25.26
51	3.748	295,319	78,794	67,612	18,039	44,868	11,971	25.36
52	0.640	48,962	76,503	3,843	6,005	7,608	11,888	25.20
55	4.882	373,850	76,577	29,250	5,991	60,648	12,423	25.26
58				45,786				
64				628				
65	1.000	80,893	80,893	6,972	6,972	12,000	12,000	25.20
97	2.000	317,999	159,000	39,732	19,866	24,000	12,000	23.01
98	0.250	33,670	134,680	1,828	7,312	3,000	12,000	24.37
K-12 Program 02 Instructional	2.956	246,727	83,467	11,974	4,051	36,000	12,179	25.12
Program 21 Instructional	29.769	2,232,259	74,986	246,077	8,266	372,960	12,528	26.31
Program 21 Administrative	1.000	137,995	137,995	3,025	3,025	10,000	10,000	24.57

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	28.770	2,138,228	74,321	70,618	2,455	360,972	12,547	26.37
Program 31 Instructional	10.324	798,286	77,323	105,862	10,254	152,016	14,725	26.05
Program 31 Administrative	0.624	84,174	134,894	4,570	7,324	7,488	12,000	24.37
Program 34 Instructional	2.100	174,014	82,864	18,555	8,836	25,200	12,000	25.34
Program 34 Administrative	0.126	16,834	133,603	916	7,270	1,512	12,000	24.37
K-3 BEA Instructional	50.731	3,741,792	73,758	325,077	6,408	608,832	12,001	25.27
4-6 BEA Instructional	30.940	2,254,480	72,866	58,863	1,902	370,428	11,972	25.15
7-8 BEA Instructional	25.585	1,951,354	76,269	92,649	3,621	316,560	12,373	26.03
9-12 BEA Instructional	46.054	3,636,416	78,960	130,038	2,824	596,400	12,950	26.02
K-12 BEA Instructional	153.310	11,584,042	75,560	644,767	4,206	1,892,220	12,342	25.61
K-12 BEA Administrative				10,511				
BEA	169.060	13,773,143	81,469	1,501,322	8,880	2,075,876	12,279	25.48
Instructional	198.072	15,008,785	75,774	1,777,180	8,972	2,449,344	12,366	25.69
Administrative	17.000	2,360,766	138,869	44,524	2,619	196,656	11,568	24.69
Other				9,454				
Active	215.072	17,369,551	80,762	1,831,158	8,514	2,646,000	12,303	25.56
On Leave				145,470				

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	215.072	17,369,551	80,762	1,976,628	9,191	2,646,000	12,303	25.56
Instructional for Funding Purposes	198.072	15,008,785	75,774	1,777,180	8,972	2,449,344	12,366	25.69
Instructional for Compliance Purposes	198.072	15,008,785	75,774	1,777,180	8,972	2,449,344	12,366	25.69



**Washtucna School District (01109)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	10.967	780,081	71,130	23,900	2,179	131,604	12,000	23.94
21	0.333	27,665	83,078	461	1,384	3,996	12,000	23.10
31	0.700	53,103	75,861	9,385	13,407	8,400	12,000	23.77
55				597				
97	0.423	50,000	118,203	2,778	6,567	5,040	11,915	28.39
Program 21 Instructional	0.333	27,665	83,078	461	1,384	3,996	12,000	23.10
K-12 Program 21 Instructional	0.333	27,665	83,078	461	1,384	3,996	12,000	23.10
Program 31 Instructional	0.700	53,103	75,861	885	1,264	8,400	12,000	23.77
K-3 BEA Instructional	2.460	167,573	68,119	2,794	1,136	29,520	12,000	26.76
4-6 BEA Instructional	2.111	143,358	67,910	2,391	1,133	25,332	12,000	22.13
7-8 BEA Instructional	1.565	110,233	70,436	1,838	1,174	18,780	12,000	23.41
9-12 BEA Instructional	4.531	317,020	69,967	15,445	3,409	54,372	12,000	23.82
K-12 BEA Instructional	10.667	738,184	69,203	22,468	2,106	128,004	12,000	24.00
K-12 BEA Administrative	1.423	145,000	101,897	5,095	3,580	17,040	11,975	24.93
BEA	12.090	883,184	73,051	36,063	2,983	145,044	11,997	24.14
Instructional	11.000	765,849	69,623	23,526	2,139	132,000	12,000	23.96

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	1.423	145,000	101,897	5,095	3,580	17,040	11,975	24.93
Other				8,500				
Active	12.423	910,849	73,320	37,121	2,988	149,040	11,997	24.11
Certificated Total	12.423	910,849	73,320	37,121	2,988	149,040	11,997	24.11
Instructional for Funding Purposes	11.000	765,849	69,623	23,526	2,139	132,000	12,000	23.96
Instructional for Compliance Purposes	11.000	765,849	69,623	23,526	2,139	132,000	12,000	23.96

**Waterville School District (09209)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	17.947	1,279,897	71,315	3,001	167	218,796	12,191	23.57
31	3.000	184,799	61,600	16,155	5,385	36,000	12,000	23.99
51	0.500	43,089	86,178	6,639	13,278	6,000	12,000	23.74
55	1.000	72,844	72,844	5,000	5,000	12,000	12,000	23.00
65	0.240	19,804	82,517			2,880	12,000	23.21
74				2,000				
79	0.627	38,110	60,781			7,524	12,000	24.20
97	0.400	53,563	133,908	3,600	9,000	4,800	12,000	23.55
Program 31 Instructional	3.000	184,799	61,600	16,155	5,385	36,000	12,000	23.99
K-3 BEA Instructional	4.079	304,774	74,718			48,948	12,000	24.05
4-6 BEA Instructional	3.969	239,535	60,351			51,060	12,865	24.14
7-8 BEA Instructional	2.334	189,240	81,080			28,008	12,000	22.69
9-12 BEA Instructional	8.965	534,582	59,630	17,956	2,003	107,580	12,000	23.47
K-12 BEA Instructional	19.347	1,268,131	65,547	17,956	928	235,596	12,177	23.60
BEA	21.347	1,518,259	71,123	22,756	1,066	259,596	12,161	23.62
Instructional	21.714	1,441,978	66,408	31,595	1,455	264,000	12,158	23.59
Administrative	2.000	250,128	125,064	4,800	2,400	24,000	12,000	23.73

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Active	23.714	1,692,106	71,355	36,395	1,535	288,000	12,145	23.61
Certificated Total	23.714	1,692,106	71,355	36,395	1,535	288,000	12,145	23.61
Instructional for Funding Purposes	21.714	1,441,978	66,408	31,595	1,455	264,000	12,158	23.59
Instructional for Compliance Purposes	21.714	1,441,978	66,408	31,595	1,455	264,000	12,158	23.59

**Wellpinit School District (33049)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	28.299	2,236,919	79,046	14,375	508	351,120	12,408	21.60
02				38,211				
03	3.392	305,487	90,061	37,884	11,169	37,200	10,967	21.89
21	2.000	159,340	79,670	31,002	15,501	24,000	12,000	22.80
31	3.140	222,205	70,766	775	247	37,680	12,000	22.87
52	0.600	42,432	70,720			7,200	12,000	20.68
55	0.400	37,271	93,178			4,800	12,000	20.58
58	0.500	46,589	93,178	48,098	96,196	6,000	12,000	20.58
97	1.000	174,700	174,700	31,880	31,880	12,000	12,000	18.09
K-12 Program 02 Instructional				38,211				
Program 21 Instructional	2.000	159,340	79,670	22,033	11,017	24,000	12,000	22.80
Program 21 Administrative				8,969				
K-12 Program 21 Instructional	2.000	159,340	79,670	22,033	11,017	24,000	12,000	22.80
Program 31 Instructional	3.140	222,205	70,766			37,680	12,000	22.87
Program 31 Administrative				775				
K-3 BEA Instructional	10.659	753,380	70,680			139,440	13,082	22.67
4-6 BEA Instructional	5.980	487,854	81,581			71,760	12,000	21.38

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	3.530	284,899	80,708			42,360	12,000	20.52
9-12 BEA Instructional	11.662	900,753	77,238	75,320	6,459	138,912	11,912	22.29
K-12 BEA Instructional	31.831	2,426,886	76,243	75,320	2,366	392,472	12,330	22.03
K-12 BEA Administrative	2.000	205,388	102,694	15,925	7,963	21,528	10,764	18.87
BEA	35.831	2,939,311	82,033	123,125	3,436	438,000	12,224	21.47
Instructional	35.331	2,712,518	76,774	145,451	4,117	434,472	12,297	22.02
Administrative	4.000	512,425	128,106	56,774	14,194	45,528	11,382	19.13
Active	39.331	3,224,943	81,995	202,225	5,142	480,000	12,204	21.51
Certificated Total	39.331	3,224,943	81,995	202,225	5,142	480,000	12,204	21.51
Instructional for Funding Purposes	35.331	2,712,518	76,774	145,451	4,117	434,472	12,297	22.02
Instructional for Compliance Purposes	35.331	2,712,518	76,774	145,451	4,117	434,472	12,297	22.02

**Wenatchee School District (04246)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	370.826	30,375,435	81,913	1,724,558	4,651	4,494,612	12,121	23.09
02	21.471	1,758,729	81,912	110,333	5,139	262,800	12,240	22.85
21	67.249	5,055,356	75,174	323,884	4,816	827,400	12,304	22.93
24	5.750	408,523	71,047	18,114	3,150	69,000	12,000	25.45
31	22.150	1,751,550	79,077	188,591	8,514	277,764	12,540	23.41
34	5.126	456,543	89,064	28,314	5,524	64,512	12,585	22.75
45	10.200	732,400	71,804	85,592	8,391	122,400	12,000	24.11
51	9.970	870,302	87,292	74,512	7,474	121,236	12,160	22.31
52	3.481	293,307	84,259	14,015	4,026	48,000	13,789	22.43
53	2.910	213,136	73,243	7,897	2,714	34,920	12,000	22.77
55	23.406	1,848,935	78,994	89,264	3,814	286,800	12,253	23.02
56	0.600	54,979	91,632	2,332	3,887	12,000	20,000	23.96
58				948,627				
64	1.354	132,021	97,504	6,088	4,496	16,248	12,000	22.32
65	13.276	1,169,838	88,117	57,454	4,328	159,312	12,000	21.70
74	4.000	336,992	84,248	16,346	4,087	48,000	12,000	23.66
79	2.583	216,433	83,791	24,056	9,313	30,996	12,000	22.18
97	2.000	361,853	180,927	48,732	24,366	24,000	12,000	20.60

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	19.221	1,479,081	76,951	10,253	533	235,800	12,268	22.96
Program 21 Instructional	63.750	4,696,810	73,675	305,675	4,795	793,800	12,452	22.88
Program 21 Administrative	2.800	313,488	111,960	1,500	536	33,600	12,000	23.78
K-12 Program 21 Instructional	54.400	3,983,655	73,229	24,289	446	670,800	12,331	22.62
Program 26, 56, and 59 Instructional	0.600	54,979	91,632	2,332	3,887	12,000	20,000	23.96
Program 31 Instructional	21.270	1,630,554	76,660	182,036	8,558	267,204	12,562	23.38
Program 31 Administrative	0.880	120,996	137,495			10,560	12,000	23.86
Program 34 Instructional	5.006	440,043	87,903	26,510	5,296	63,072	12,599	22.72
Program 34 Administrative	0.120	16,500	137,500			1,440	12,000	23.86
K-3 BEA Instructional	139.118	10,795,372	77,599	11,632	84	1,674,900	12,039	23.29
4-6 BEA Instructional	85.823	6,777,367	78,969	1,527	18	1,045,824	12,186	23.12
7-8 BEA Instructional	64.324	4,996,418	77,676			784,800	12,201	22.94
9-12 BEA Instructional	112.508	8,673,130	77,089	73,016	649	1,380,564	12,271	22.90
K-12 BEA Instructional	401.773	31,242,287	77,761	86,175	214	4,886,088	12,161	23.09
K-12 BEA Administrative	1.000	156,023	156,023			12,000	12,000	23.01



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
BEA	431.773	35,436,510	82,072	2,186,120	5,063	5,246,088	12,150	23.08
Instructional	529.653	41,117,118	77,630	3,230,040	6,098	6,468,000	12,212	23.01
Administrative	33.000	4,550,483	137,893	75,510	2,288	396,000	12,000	23.09
Other	1.000	140,411	140,411	1,500	1,500	12,000	12,000	23.75
Active	563.653	45,808,012	81,270	3,307,050	5,867	6,876,000	12,199	23.02
K-12 Program 21 Contracted	0.676	43,621	64,528					
On Leave	2.000	183,262	91,631	461,659	230,830	24,000	12,000	23.84
Certificated Total	566.352	46,036,332	81,286	3,768,709	6,654	6,900,000	12,183	23.02
Instructional for Funding Purposes	529.752	41,107,197	77,597	3,227,708	6,093	6,456,000	12,187	23.01
Instructional for Compliance Purposes	529.053	41,062,139	77,614	3,227,708	6,101	6,456,000	12,203	23.01

**West Valley School District (Spokane) (32363)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	160.759	12,921,515	80,378	547,641	3,407	1,965,912	12,229	22.12
02	20.800	1,763,969	84,806	56,091	2,697	250,188	12,028	23.10
21	28.860	2,094,691	72,581	18,888	654	356,520	12,353	22.00
24	5.000	398,600	79,720			60,000	12,000	22.03
31	13.650	1,129,253	82,729	3,673	269	163,800	12,000	21.90
34	5.050	366,973	72,668	214	42	60,600	12,000	22.19
51	4.650	353,946	76,117			55,800	12,000	22.05
52	0.500	45,550	91,100			6,000	12,000	22.20
55	12.615	1,028,384	81,521	4,252	337	151,380	12,000	23.37
58				67,498				
65	2.150	150,753	70,118	128	60	25,800	12,000	21.76
74	0.500	45,550	91,100			6,000	12,000	22.20
88	0.500	38,529	77,058	86	172	6,000	12,000	22.66
97	2.000	250,727	125,364	22,533	11,267	24,000	12,000	19.50
K-12 Program 02 Instructional	18.248	1,419,990	77,816	45,907	2,516	223,776	12,263	22.60
Program 21 Instructional	27.960	1,972,930	70,563	18,118	648	345,720	12,365	21.97
Program 21 Administrative	0.900	121,761	135,290	770	856	10,800	12,000	22.59
K-12 Program 21 Instructional	25.171	1,762,200	70,009	13,318	529	307,452	12,215	21.76

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	13.400	1,094,480	81,678	3,459	258	160,800	12,000	21.88
Program 31 Administrative	0.250	34,773	139,092	214	856	3,000	12,000	22.59
Program 34 Instructional	4.800	332,200	69,208			57,600	12,000	22.15
Program 34 Administrative	0.250	34,773	139,092	214	856	3,000	12,000	22.59
K-3 BEA Instructional	58.201	4,352,065	74,776	51,030	877	727,704	12,503	22.47
4-6 BEA Instructional	35.667	2,668,213	74,809	36,136	1,013	430,500	12,070	22.30
7-8 BEA Instructional	28.942	2,139,947	73,939	59,434	2,054	346,920	11,987	21.62
9-12 BEA Instructional	61.472	4,862,295	79,098	111,854	1,820	747,864	12,166	21.75
K-12 BEA Instructional	184.282	14,022,520	76,093	258,454	1,402	2,252,988	12,226	22.05
K-12 BEA Administrative	11.000	1,534,823	139,529	11,128	1,012	132,000	12,000	23.23
BEA	202.259	16,432,437	81,245	630,152	3,116	2,464,500	12,185	22.16
Instructional	236.982	17,898,030	75,525	338,253	1,427	2,895,588	12,219	22.11
Administrative	19.052	2,599,310	136,432	65,626	3,445	224,412	11,779	22.81
Other	1.000	91,100	91,100	317,125	317,125	12,000	12,000	22.51
Active	257.034	20,588,440	80,100	721,004	2,805	3,132,000	12,185	22.20
Certificated Total	257.034	20,588,440	80,100	721,004	2,805	3,132,000	12,185	22.20
Instructional for Funding Purposes	236.982	17,898,030	75,525	338,253	1,427	2,895,588	12,219	22.11

Salary and Benefits by Program for 2020-2021

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	236.982	17,898,030	75,525	338,253	1,427	2,895,588	12,219	22.11

**West Valley School District (Yakima) (39208)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	232.847	19,474,175	83,635	1,724,609	7,407	2,795,899	12,007	24.18
03	1.000	82,270	82,270	31,079	31,079	12,000	12,000	24.27
21	30.350	2,275,661	74,981	230,629	7,599	377,601	12,442	24.54
24	8.600	703,151	81,762	69,998	8,139	108,000	12,558	24.36
31	13.150	1,122,848	85,388	94,171	7,161	157,653	11,989	24.02
34	12.890	1,057,934	82,074	95,993	7,447	154,680	12,000	24.29
51	2.030	192,853	95,001	16,680	8,217	24,360	12,000	24.17
52	0.820	66,511	81,111	6,282	7,661	9,840	12,000	24.34
55	6.000	537,746	89,624	50,789	8,465	72,000	12,000	24.23
58				179,463				
65	1.400	117,088	83,634	9,827	7,019	16,800	12,000	24.23
74	1.120	94,474	84,352	8,059	7,196	13,440	12,000	24.37
79	0.430	41,225	95,872	3,104	7,219	5,049	11,742	21.55
97	2.000	445,056	222,528			23,936	11,968	19.81
Program 21 Instructional	29.800	2,199,671	73,814	226,830	7,612	371,001	12,450	24.58
Program 21 Administrative	0.550	75,990	138,164	3,799	6,907	6,600	12,000	23.50
K-12 Program 21 Instructional	25.400	1,842,986	72,559	3,782	149	318,201	12,528	24.62
Program 31 Instructional	12.100	973,423	80,448	94,171	7,783	145,053	11,988	24.21

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Administrative	1.050	149,425	142,310			12,600	12,000	22.61
Program 34 Instructional	12.180	954,932	78,402	93,644	7,688	146,160	12,000	24.44
Program 34 Administrative	0.710	103,002	145,073	2,349	3,308	8,520	12,000	22.75
K-3 BEA Instructional	89.994	6,776,953	75,304			1,078,543	11,985	24.19
4-6 BEA Instructional	50.990	4,104,985	80,506	7,137	140	614,222	12,046	24.35
7-8 BEA Instructional	38.000	3,044,454	80,117			455,523	11,987	24.43
9-12 BEA Instructional	62.903	5,119,870	81,393			755,945	12,018	24.37
K-12 BEA Instructional	241.887	19,046,262	78,740	7,137	30	2,904,232	12,007	24.31
BEA	261.887	22,182,283	84,702	1,945,852	7,430	3,144,168	12,006	24.10
Instructional	291.637	22,936,807	78,648	2,455,149	8,419	3,519,322	12,067	24.33
Administrative	21.000	3,274,185	155,914	17,013	810	251,936	11,997	22.67
Other				48,521				
Active	312.637	26,210,992	83,838	2,520,683	8,063	3,771,258	12,063	24.14
Certificated Total	312.637	26,210,992	83,838	2,520,683	8,063	3,771,258	12,063	24.14
Instructional for Funding Purposes	291.637	22,936,807	78,648	2,455,149	8,419	3,519,322	12,067	24.33
Instructional for Compliance Purposes	291.637	22,936,807	78,648	2,455,149	8,419	3,519,322	12,067	24.33



**White Pass School District (21303)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	22.455	1,794,169	79,901	43,484	1,936	271,340	12,084	23.28
21	2.000	151,871	75,936	3,375	1,688	24,000	12,000	23.43
24	0.120	5,901	49,175			2,232	18,600	37.04
31	1.922	164,062	85,360	14,252	7,415	23,064	12,000	22.00
34	0.383	33,391	87,183	2,734	7,138	4,596	12,000	22.09
51	0.342	30,272	88,515	4,947	14,465	4,104	12,000	20.81
55	0.658	58,770	89,316			7,896	12,000	20.81
58				36,710				
88	0.524	25,788	49,214			9,768	18,641	37.04
97	1.000	127,306	127,306	6,250	6,250	12,000	12,000	22.83
Program 21 Instructional	2.000	151,871	75,936	3,375	1,688	24,000	12,000	23.43
K-12 Program 21 Instructional	1.870	141,464	75,649	3,375	1,805	22,440	12,000	23.39
Program 31 Instructional	1.922	164,062	85,360			23,064	12,000	22.00
Program 34 Instructional	0.383	33,391	87,183			4,596	12,000	22.09
K-3 BEA Instructional	4.641	363,020	78,220	1,858	400	52,836	11,385	21.93
4-6 BEA Instructional	3.330	243,996	73,272			39,960	12,000	25.37
7-8 BEA Instructional	4.043	314,342	77,750	794	196	48,564	12,012	21.92



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	8.619	670,218	77,761	15,379	1,784	107,436	12,465	22.93
K-12 BEA Instructional	20.633	1,591,576	77,137	18,031	874	248,796	12,058	22.82
K-12 BEA Administrative	3.860	376,298	97,487			47,000	12,176	24.78
BEA	25.760	2,118,928	82,257	66,720	2,590	311,000	12,073	23.13
Instructional	24.277	1,864,178	76,788	69,598	2,867	296,796	12,225	23.01
Administrative	4.860	503,604	103,622			59,000	12,140	24.25
Other	0.267	23,748	88,944	3,916	14,667	3,204	12,000	22.02
Active	29.404	2,391,530	81,333	73,514	2,500	359,000	12,209	23.24
On Leave				38,238				
Certificated Total	29.404	2,391,530	81,333	111,752	3,801	359,000	12,209	23.24
Instructional for Funding Purposes	24.277	1,864,178	76,788	69,598	2,867	296,796	12,225	23.01
Instructional for Compliance Purposes	24.277	1,864,178	76,788	69,598	2,867	296,796	12,225	23.01

**White River School District (27416)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	193.400	14,989,926	77,507	1,395,818	7,217	2,336,800	12,083	24.39
12	1.000	91,247	91,247			12,000	12,000	20.84
21	40.415	2,802,562	69,345	244,177	6,042	440,760	10,906	23.40
24	1.000	55,146	55,146	2,757	2,757	12,000	12,000	23.93
26				2,911				
31	13.700	969,602	70,774	133,771	9,764	164,400	12,000	24.51
34	1.550	143,150	92,355	17,162	11,072	18,600	12,000	23.77
51	1.350	91,031	67,430	4,551	3,371	16,200	12,000	25.15
55	0.370	22,254	60,146	3,089	8,349	4,440	12,000	24.19
58				93,895				
64				5,000				
65	1.750	125,604	71,774	7,301	4,172	21,000	12,000	27.35
88	2.150	159,220	74,056	7,961	3,703	31,800	14,791	23.86
97	2.000	302,254	151,127	80,360	40,180	24,000	12,000	23.20
Program 21 Instructional	36.130	2,464,296	68,206	230,084	6,368	426,360	11,801	23.51
Program 21 Administrative	1.200	149,962	124,968	14,093	11,744	14,400	12,000	23.52
K-12 Program 21 Instructional	33.130	2,240,750	67,635			390,360	11,783	23.36

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 26, 56, and 59 Instructional				2,911				
Program 31 Instructional	12.950	886,203	68,433	128,577	9,929	155,400	12,000	24.56
Program 31 Administrative	0.750	83,399	111,199	5,194	6,925	9,000	12,000	23.91
Program 34 Instructional	1.300	115,350	88,731	12,868	9,898	15,600	12,000	23.74
Program 34 Administrative	0.250	27,800	111,200	4,294	17,176	3,000	12,000	23.91
K-3 BEA Instructional	70.598	5,010,075	70,966			857,440	12,145	24.47
4-6 BEA Instructional	34.052	2,373,165	69,692			411,960	12,098	24.87
7-8 BEA Instructional	34.850	2,615,465	75,049	3,401	98	420,600	12,069	23.96
9-12 BEA Instructional	52.350	3,944,187	75,343			628,200	12,000	24.85
K-12 BEA Instructional	191.850	13,942,892	72,676	3,401	18	2,318,200	12,083	24.54
BEA	210.650	16,404,932	77,878	1,627,111	7,724	2,543,800	12,076	24.36
Instructional	235.600	16,951,690	71,951	1,795,090	7,619	2,842,000	12,063	24.38
Administrative	20.000	2,612,002	130,600	203,663	10,183	240,000	12,000	23.36
Active	255.600	19,563,692	76,540	1,998,753	7,820	3,082,000	12,058	24.25
K-12 Program 21 Contracted	3.085	188,304	61,039					
Certificated Total	258.685	19,751,996	76,355	1,998,753	7,727	3,082,000	11,914	24.23

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	238.685	17,139,994	71,810	1,792,179	7,509	2,842,000	11,907	24.36
Instructional for Compliance Purposes	235.600	16,951,690	71,951	1,792,179	7,607	2,842,000	12,063	24.38

**White Salmon Valley School District (20405)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	67.970	5,124,153	75,388	373,133	5,490	884,000	13,006	25.32
02				85				
12				2,555				
31	3.750	268,830	71,688	30,808	8,215	75,000	20,000	24.61
51	1.000	76,003	76,003	9,469	9,469	12,000	12,000	25.30
52	0.825	49,001	59,395	3,314	4,017	12,000	14,545	25.91
55	1.000	79,453	79,453	11,902	11,902	12,000	12,000	25.24
58				89,808				
64				16,807				
74				2,430				
79				3,920				
97	0.750	109,515	146,020			9,000	12,000	19.93
K-12 Program 02 Instructional				85				
Program 31 Instructional	3.500	232,325	66,379	30,808	8,802	72,000	20,571	25.37
Program 31 Administrative	0.250	36,505	146,020			3,000	12,000	19.93
K-3 BEA Instructional	20.004	1,509,617	75,466	100,225	5,010	252,000	12,597	25.29
4-6 BEA Instructional	14.936	1,055,631	70,677	71,228	4,769	182,416	12,213	24.93

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
7-8 BEA Instructional	9.863	737,348	74,759	46,082	4,672	127,584	12,936	25.27
9-12 BEA Instructional	21.667	1,518,950	70,104	148,651	6,861	334,000	15,415	25.50
K-12 BEA Instructional	66.470	4,821,546	72,537	366,186	5,509	896,000	13,480	25.28
K-12 BEA Administrative	5.000	534,932	106,986	10,002	2,000	60,000	12,000	25.73
BEA	72.470	5,502,498	75,928	404,026	5,575	968,000	13,357	25.16
Instructional	68.470	4,977,002	72,689	505,191	7,378	920,000	13,437	25.28
Administrative	6.825	729,953	106,953	15,202	2,227	84,000	12,308	24.41
Active	75.295	5,706,955	75,795	520,393	6,911	1,004,000	13,334	25.17
On Leave				23,838				
Certificated Total	75.295	5,706,955	75,795	544,231	7,228	1,004,000	13,334	25.17
Instructional for Funding Purposes	68.470	4,977,002	72,689	505,191	7,378	920,000	13,437	25.28
Instructional for Compliance Purposes	68.470	4,977,002	72,689	505,191	7,378	920,000	13,437	25.28



**Wilbur School District (22200)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	16.578	1,142,726	68,930	38,605	2,329	202,980	12,244	23.34
21	2.000	133,558	66,779	5,478	2,739	24,000	12,000	23.00
31	1.370	104,699	76,423			16,440	12,000	23.03
34	0.330	26,019	78,845			3,960	12,000	21.33
51	0.385	27,140	70,494			4,620	12,000	22.49
55	0.503	31,238	62,103			12,000	23,857	20.29
58				36,333				
74				3,000				
Program 21 Instructional	2.000	133,558	66,779	5,478	2,739	24,000	12,000	23.00
K-12 Program 21 Instructional	2.000	133,558	66,779			24,000	12,000	23.00
Program 31 Instructional	1.370	104,699	76,423			16,440	12,000	23.03
Program 34 Instructional	0.330	26,019	78,845			3,960	12,000	21.33
K-3 BEA Instructional	5.141	374,845	72,913			61,692	12,000	22.39
4-6 BEA Instructional	2.139	122,236	57,146			25,668	12,000	23.13
7-8 BEA Instructional	1.252	90,388	72,195	1,826	1,458	15,024	12,000	23.37
9-12 BEA Instructional	8.606	574,902	66,802	29,779	3,460	107,316	12,470	23.81



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	17.138	1,162,371	67,824	31,605	1,844	209,700	12,236	23.24
K-12 BEA Administrative	1.000	101,467	101,467			12,000	12,000	23.71
BEA	18.278	1,273,444	69,671	38,605	2,112	223,380	12,221	23.27
Instructional	20.026	1,354,307	67,627	76,416	3,816	250,320	12,500	23.13
Administrative	1.000	101,467	101,467			12,000	12,000	23.71
Other	0.140	9,606	68,614	7,000	50,000	1,680	12,000	22.25
Active	21.166	1,465,380	69,233	83,416	3,941	264,000	12,473	23.16
Certificated Total	21.166	1,465,380	69,233	83,416	3,941	264,000	12,473	23.16
Instructional for Funding Purposes	20.026	1,354,307	67,627	76,416	3,816	250,320	12,500	23.13
Instructional for Compliance Purposes	20.026	1,354,307	67,627	76,416	3,816	250,320	12,500	23.13

**Willapa Valley School District (25160)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	22.190	1,644,509	74,110	274,510	12,371	254,280	11,459	23.02
21	2.350	190,781	81,183			29,256	12,449	22.23
31	1.800	122,207	67,893	19,199	10,666	21,600	12,000	24.61
51	0.360	27,375	76,042			4,320	12,000	22.71
55	0.630	48,389	76,808			18,360	29,143	24.77
58				11,186				
65	0.060	3,458	57,633			720	12,000	22.43
74	0.060	3,600	60,000			720	12,000	21.85
97	1.450	167,549	115,551	5,000	3,448	18,744	12,927	23.64
Program 21 Instructional	2.000	157,687	78,844			24,000	12,000	22.05
Program 21 Administrative	0.350	33,094	94,554			5,256	15,017	22.95
K-12 Program 21 Instructional	2.000	157,687	78,844			24,000	12,000	22.05
Program 31 Instructional	1.800	122,207	67,893	19,199	10,666	21,600	12,000	24.61
K-3 BEA Instructional	6.020	418,180	69,465	76,752	12,750	72,240	12,000	23.19
4-6 BEA Instructional	2.000	147,534	73,767	69,422	34,711	24,000	12,000	22.70
7-8 BEA Instructional	3.240	269,104	83,057	3,523	1,087	38,880	12,000	22.54
9-12 BEA Instructional	9.780	725,498	74,182	53,711	5,492	117,360	12,000	22.79

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 BEA Instructional	21.040	1,560,316	74,160	203,408	9,668	252,480	12,000	22.84
BEA	25.440	1,934,265	76,032	298,709	11,742	294,624	11,581	23.18
Instructional	24.150	1,800,825	74,568	259,594	10,749	300,600	12,447	22.89
Administrative	3.750	403,939	107,717	5,000	1,333	47,400	12,640	24.70
Other	1.000	3,104	3,104	23,976	23,976			8.12
Active	28.900	2,207,868	76,397	288,570	9,985	348,000	12,042	23.17
On Leave				21,325				
Certificated Total	28.900	2,207,868	76,397	309,895	10,723	348,000	12,042	23.17
Instructional for Funding Purposes	24.150	1,800,825	74,568	259,594	10,749	300,600	12,447	22.89
Instructional for Compliance Purposes	24.150	1,800,825	74,568	259,594	10,749	300,600	12,447	22.89

**Wilson Creek School District (13167)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	9.890	581,800	58,827	12,166	1,230	118,680	12,000	25.81
21	1.000	73,016	73,016	19,638	19,638	12,000	12,000	26.13
31	1.630	132,297	81,164	7,123	4,370	19,560	12,000	22.35
34	0.310	25,161	81,165	361	1,165	3,720	12,000	22.68
51	0.150	10,630	70,867	1,938	12,920	1,800	12,000	26.26
55	0.850	58,058	68,304	1,575	1,853	10,200	12,000	26.36
65	0.110	7,874	71,582			1,320	12,000	26.18
71	0.060	4,870	81,167			720	12,000	21.34
97	0.850	84,272	99,144			12,000	14,118	23.28
Program 21 Instructional	1.000	73,016	73,016	1,622	1,622	12,000	12,000	26.13
Program 21 Administrative				18,016				
K-12 Program 21 Instructional	1.000	73,016	73,016	1,622	1,622	12,000	12,000	26.13
Program 31 Instructional	1.630	132,297	81,164	7,123	4,370	19,560	12,000	22.35
Program 34 Instructional	0.310	25,161	81,165	361	1,165	3,720	12,000	22.68
K-3 BEA Instructional	3.090	188,041	60,855	4,501	1,457	37,080	12,000	25.57
4-6 BEA Instructional	1.500	116,574	77,716	1,726	1,151	18,000	12,000	25.97
7-8 BEA Instructional	0.460	32,991	71,720			5,520	12,000	23.61

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
9-12 BEA Instructional	6.780	401,652	59,241	11,485	1,694	81,360	12,000	24.60
K-12 BEA Instructional	11.830	739,258	62,490	17,712	1,497	141,960	12,000	24.99
BEA	12.680	823,530	64,947	19,650	1,550	153,960	12,142	24.79
Instructional	14.000	893,706	63,836	22,847	1,632	168,000	12,000	25.17
Administrative	0.850	84,272	99,144	19,954	23,475	12,000	14,118	23.28
Active	14.850	977,978	65,857	42,801	2,882	180,000	12,121	24.98
Certificated Total	14.850	977,978	65,857	42,801	2,882	180,000	12,121	24.98
Instructional for Funding Purposes	14.000	893,706	63,836	22,847	1,632	168,000	12,000	25.17
Instructional for Compliance Purposes	14.000	893,706	63,836	22,847	1,632	168,000	12,000	25.17

**Winlock School District (21232)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	35.875	2,445,555	68,169	40,484	1,128	398,522	11,109	23.35
02	1.000	82,694	82,694			12,000	12,000	23.71
21	4.708	290,849	61,778			58,141	12,349	24.13
31	3.290	280,718	85,325	6,717	2,042	29,880	9,082	22.10
34	0.470	40,592	86,366			2,040	4,340	21.48
51	0.270	19,266	71,356	11,500	42,593	3,240	12,000	22.87
55	0.160	13,819	86,369			1,920	12,000	22.75
58				10,593				
65	0.900	41,257	45,841			10,800	12,000	23.27
97	1.000	130,000	130,000			18,504	18,504	23.17
K-12 Program 02 Instructional	1.000	82,694	82,694			12,000	12,000	23.71
Program 21 Instructional	4.708	290,849	61,778			58,141	12,349	24.13
K-12 Program 21 Instructional	4.708	290,849	61,778			58,141	12,349	24.13
Program 31 Instructional	3.190	269,218	84,394	6,717	2,106	29,880	9,367	22.04
Program 31 Administrative	0.100	11,500	115,000					23.59
Program 34 Instructional	0.470	40,592	86,366			2,040	4,340	21.48
K-3 BEA Instructional	14.554	935,161	64,255	11,244	773	152,101	10,451	23.00

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
4-6 BEA Instructional	3.500	236,319	67,520	299	85	42,181	12,052	23.07
7-8 BEA Instructional	7.230	503,251	69,606	3,300	456	83,160	11,502	22.98
9-12 BEA Instructional	12.450	859,328	69,022	21,503	1,727	141,000	11,325	22.93
K-12 BEA Instructional	37.734	2,534,059	67,156	36,346	963	418,442	11,089	22.98
K-12 BEA Administrative	1.901	209,500	110,205			12,000	6,312	23.72
BEA	41.635	2,979,559	71,564	47,201	1,134	460,946	11,071	23.21
Instructional	43.772	2,899,250	66,235	69,294	1,583	492,543	11,252	23.10
Administrative	3.901	445,500	114,201			42,504	10,896	24.61
Active	47.673	3,344,750	70,160	69,294	1,454	535,047	11,223	23.28
Certificated Total	47.673	3,344,750	70,160	69,294	1,454	535,047	11,223	23.28
Instructional for Funding Purposes	43.772	2,899,250	66,235	69,294	1,583	492,543	11,252	23.10
Instructional for Compliance Purposes	43.772	2,899,250	66,235	69,294	1,583	492,543	11,252	23.10

**Wishkah Valley School District (14117)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	13.890	1,095,442	78,866	59,250	4,266	166,680	12,000	24.37
21	1.100	77,193	70,175			13,200	12,000	24.59
31	1.221	76,011	62,253	1,165	954	16,704	13,681	20.75
34	0.535	33,203	62,062			7,416	13,862	20.16
52				2,500				
97	1.000	100,000	100,000	1,077	1,077	12,000	12,000	19.35
Program 21 Instructional	1.100	77,193	70,175			13,200	12,000	24.59
K-12 Program 21 Instructional	1.100	77,193	70,175			13,200	12,000	24.59
Program 31 Instructional	1.221	76,011	62,253	1,165	954	16,704	13,681	20.75
Program 34 Instructional	0.535	33,203	62,062			7,416	13,862	20.16
K-3 BEA Instructional	4.143	295,195	71,252	34,516	8,331	49,716	12,000	24.45
4-6 BEA Instructional	4.000	309,168	77,292			48,000	12,000	25.57
7-8 BEA Instructional	1.907	151,323	79,351			22,884	12,000	22.42
9-12 BEA Instructional	4.596	350,470	76,255	9,672	2,104	58,200	12,663	22.55
K-12 BEA Instructional	14.646	1,106,156	75,526	44,188	3,017	178,800	12,208	23.82
BEA	16.646	1,304,656	78,377	61,492	3,694	202,800	12,183	23.54



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional	15.746	1,183,349	75,152	44,188	2,806	192,000	12,194	23.87
Administrative	2.000	198,500	99,250			24,000	12,000	22.04
Other				12,734				
Active	17.746	1,381,849	77,868	56,922	3,208	216,000	12,172	23.60
On Leave				7,070				
Certificated Total	17.746	1,381,849	77,868	63,992	3,606	216,000	12,172	23.60
Instructional for Funding Purposes	15.746	1,183,349	75,152	44,188	2,806	192,000	12,194	23.87
Instructional for Compliance Purposes	15.746	1,183,349	75,152	44,188	2,806	192,000	12,194	23.87

**Wishram School District (20094)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	8.601	628,139	73,031	74,131	8,619	109,200	12,696	23.72
31	0.630	47,834	75,927			7,560	12,000	25.79
52	0.120	6,730	56,083			1,440	12,000	25.13
55	0.550	30,848	56,087			6,600	12,000	25.13
69	0.100	5,609	56,090			1,200	12,000	25.13
97	0.500	58,032	116,064			6,000	12,000	24.35
Program 31 Instructional	0.630	47,834	75,927			7,560	12,000	25.79
K-3 BEA Instructional	1.981	152,535	76,999	38,195	19,281	29,760	15,023	21.38
4-6 BEA Instructional	1.000	75,928	75,928	10,611	10,611	12,000	12,000	24.46
7-8 BEA Instructional	3.150	214,539	68,108			37,800	12,000	25.06
9-12 BEA Instructional	2.600	174,939	67,284	21,427	8,241	31,200	12,000	24.47
K-12 BEA Instructional	8.731	617,941	70,776	70,233	8,044	110,760	12,686	23.82
K-12 BEA Administrative	1.000	116,064	116,064			12,000	12,000	24.35
BEA	9.731	734,005	75,430	74,131	7,618	122,760	12,615	23.90
Instructional	9.501	661,128	69,585	74,131	7,802	120,000	12,630	23.90
Administrative	1.000	116,064	116,064			12,000	12,000	24.35
Active	10.501	777,192	74,011	74,131	7,059	132,000	12,570	23.97

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Certificated Total	10.501	777,192	74,011	74,131	7,059	132,000	12,570	23.97
Instructional for Funding Purposes	9.501	661,128	69,585	74,131	7,802	120,000	12,630	23.90
Instructional for Compliance Purposes	9.501	661,128	69,585	74,131	7,802	120,000	12,630	23.90

**Woodland School District (08404)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	121.666	9,339,347	76,762	561,361	4,614	1,462,773	12,023	23.77
02	6.086	435,427	71,546	4,582	753	94,936	15,599	23.44
14				52,257				
21	19.144	1,458,717	76,197	39,776	2,078	241,025	12,590	23.75
24	1.968	175,284	89,067			23,616	12,000	20.39
31	3.450	274,411	79,539	19,615	5,686	51,495	14,926	23.72
34	0.700	51,253	73,219			8,438	12,054	24.45
51	1.584	126,175	79,656	9,600	6,061	19,708	12,442	20.93
52				24,280				
55	3.755	293,868	78,260	66,169	17,622	40,201	10,706	23.47
58				111,237				
65	0.782	61,897	79,152			9,810	12,545	22.67
74	0.584	40,572	69,473			7,013	12,008	24.57
97	1.000	181,000	181,000			12,000	12,000	22.88
K-12 Program 02 Instructional	5.936	413,299	69,626	4,582	772	93,136	15,690	23.43
Program 21 Instructional	18.344	1,340,699	73,087	39,776	2,168	231,425	12,616	23.76
Program 21 Administrative	0.800	118,018	147,523			9,600	12,000	23.59
K-12 Program 21 Instructional	17.360	1,254,875	72,285	39,776	2,291	219,617	12,651	23.74

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	3.300	252,283	76,449	19,615	5,944	49,582	15,025	23.73
Program 31 Administrative	0.150	22,128	147,520			1,913	12,750	23.59
Program 34 Instructional	0.650	43,877	67,503			7,800	12,000	24.60
Program 34 Administrative	0.050	7,376	147,520			638	12,750	23.59
K-3 BEA Instructional	43.966	3,048,891	69,347	196,370	4,466	535,673	12,184	24.30
4-6 BEA Instructional	27.545	1,977,394	71,788	2,332	85	339,831	12,337	23.86
7-8 BEA Instructional	17.895	1,239,245	69,251	131,728	7,361	222,821	12,452	23.40
9-12 BEA Instructional	33.096	2,638,795	79,732	189,572	5,728	402,390	12,158	23.22
K-12 BEA Instructional	122.502	8,904,325	72,687	521,429	4,256	1,500,715	12,251	23.74
K-12 BEA Administrative	7.400	957,500	129,392			92,327	12,477	23.84
BEA Instructional	132.902	10,281,438	77,361	585,558	4,406	1,629,642	12,262	23.74
BEA Administrative	149.519	10,942,820	73,187	824,748	5,516	1,832,487	12,256	23.64
BEA Other	10.200	1,404,040	137,651			126,527	12,405	23.67
BEA Active	1.000	91,091	91,091	12,445	12,445	12,000	12,000	24.28
BEA On Leave	160.719	12,437,951	77,389	837,193	5,209	1,971,014	12,264	23.65
BEA On Leave				51,684				
Certificated Total	160.719	12,437,951	77,389	888,877	5,531	1,971,014	12,264	23.65

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	149.519	10,942,820	73,187	824,748	5,516	1,832,487	12,256	23.64
Instructional for Compliance Purposes	149.519	10,942,820	73,187	824,748	5,516	1,832,487	12,256	23.64

**Yakama Nation Tribal Compact (39901)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	15.000	943,485	62,899			25,925	1,728	8.30
9-12 BEA Instructional	12.000	727,477	60,623			19,196	1,600	8.23
K-12 BEA Instructional	12.000	727,477	60,623			19,196	1,600	8.23
K-12 BEA Administrative	3.000	216,008	72,003			6,729	2,243	8.55
BEA	15.000	943,485	62,899			25,925	1,728	8.30
Instructional	12.000	727,477	60,623			19,196	1,600	8.23
Administrative	3.000	216,008	72,003			6,729	2,243	8.55
Active	15.000	943,485	62,899			25,925	1,728	8.30
Certificated Total	15.000	943,485	62,899			25,925	1,728	8.30
Instructional for Funding Purposes	12.000	727,477	60,623			19,196	1,600	8.23
Instructional for Compliance Purposes	12.000	727,477	60,623			19,196	1,600	8.23

**Yakima School District (39007)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	697.686	57,119,308	81,870	5,114,029	7,330	8,379,048	12,010	22.10
02	3.200	285,233	89,135	29,954	9,361	38,400	12,000	20.36
03	2.350	210,801	89,703	14,482	6,163	28,200	12,000	21.82
21	146.593	11,367,697	77,546	1,114,099	7,600	1,765,800	12,046	21.92
24	17.800	1,284,436	72,159	96,985	5,449	211,200	11,865	21.50
31	53.400	4,259,866	79,773	381,824	7,150	640,800	12,000	21.71
34	14.900	1,225,167	82,226	122,541	8,224	178,800	12,000	22.60
45	19.500	1,651,035	84,668	115,216	5,909	240,000	12,308	22.92
51	34.153	3,059,903	89,594	464,872	13,611	409,836	12,000	21.72
52	6.197	543,389	87,686	46,542	7,510	74,364	12,000	20.43
53	0.250	35,764	143,056	375	1,500	3,000	12,000	22.63
55	41.998	3,481,693	82,901	302,790	7,210	503,976	12,000	21.20
56	4.000	359,972	89,993	29,334	7,334	48,000	12,000	21.57
58	0.760	71,854	94,545	25,307	33,299	9,120	12,000	21.58
64	1.004	94,540	94,163	8,570	8,536	12,048	12,000	16.65
65	19.946	1,755,862	88,031	138,188	6,928	239,352	12,000	21.87
74	1.150	113,338	98,555	8,375	7,283	13,800	12,000	21.05
79	4.600	351,143	76,335	37,821	8,222	55,200	12,000	21.12
97	5.900	1,000,278	169,539	88,546	15,008	70,800	12,000	19.03



Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 02 Instructional	2.900	243,080	83,821			34,800	12,000	20.07
Program 21 Instructional	130.343	10,011,031	76,805	1,086,792	8,338	1,570,800	12,051	20.67
Program 21 Administrative	5.250	693,285	132,054	5,040	960	63,000	12,000	22.14
K-12 Program 21 Instructional	112.661	8,603,655	76,368			1,352,400	12,004	20.64
Program 26, 56, and 59 Instructional	4.000	359,972	89,993	29,334	7,334	48,000	12,000	21.57
Program 31 Instructional	52.400	4,118,786	78,603	380,224	7,256	628,800	12,000	21.68
Program 31 Administrative	1.000	141,080	141,080	1,600	1,600	12,000	12,000	22.74
Program 34 Instructional	13.900	1,082,164	77,854	118,098	8,496	166,800	12,000	22.56
Program 34 Administrative	1.000	143,003	143,003	600	600	12,000	12,000	22.94
K-3 BEA Instructional	234.281	18,093,485	77,230			2,811,580	12,001	22.23
4-6 BEA Instructional	152.047	11,348,161	74,636	100	1	1,830,902	12,042	22.38
7-8 BEA Instructional	104.291	8,114,976	77,811	300	3	1,251,761	12,003	22.20
9-12 BEA Instructional	235.467	18,542,616	78,748	315	1	2,831,604	12,025	21.70
K-12 BEA Instructional	726.086	56,099,238	77,263	715	1	8,725,848	12,018	22.08
BEA Instructional	796.936	65,751,688	82,506	5,866,592	7,361	9,576,048	12,016	22.05
Instructional	983.387	76,600,044	77,894	7,611,228	7,740	11,817,744	12,017	21.78

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Administrative	79.000	10,778,107	136,432	166,309	2,105	948,000	12,000	21.88
Other	1.000	135,208	135,208	1,200	1,200	12,000	12,000	22.76
Active	1,063.387	87,513,359	82,297	7,778,737	7,315	12,777,744	12,016	21.79
K-12 Program 21 Contracted	11.000	663,381	60,307			132,000	12,000	
On Leave	1.000	94,539	94,539	361,113	361,113	12,000	12,000	20.54
Certificated Total	1,075.387	88,271,279	82,083	8,139,850	7,569	12,921,744	12,016	21.95
Instructional for Funding Purposes	990.387	76,903,453	77,650	7,581,894	7,655	11,901,744	12,017	21.96
Instructional for Compliance Purposes	979.387	76,240,072	77,845	7,581,894	7,741	11,769,744	12,017	21.78

**Yelm School District (34002)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	284.376	22,196,882	78,055	2,310,556	8,125	3,478,800	12,233	23.75
02	5.000	449,622	89,924	53,410	10,682	60,000	12,000	21.84
21	43.505	3,192,375	73,379	231,771	5,327	550,800	12,661	27.16
24	10.000	698,176	69,818	48,635	4,864	120,000	12,000	23.96
31	17.700	1,401,513	79,182	284,522	16,075	214,800	12,136	23.12
34	1.700	115,064	67,685	16,176	9,515	20,400	12,000	23.02
51	3.998	336,997	84,291	5,618	1,405	47,976	12,000	23.93
52	3.000	255,396	85,132	4,256	1,419	36,000	12,000	21.57
55	5.502	460,945	83,778	10,784	1,960	66,024	12,000	23.65
58				127,051				
65	1.000	70,814	70,814	3,934	3,934	12,000	12,000	19.34
74	1.100	95,052	86,411	11,355	10,323	13,200	12,000	19.73
97	1.000	186,035	186,035	30,100	30,100	12,000	12,000	21.22
K-12 Program 02 Instructional	5.000	449,622	89,924			60,000	12,000	21.84
Program 21 Instructional	32.605	2,407,461	73,837	193,795	5,944	420,000	12,881	23.20
Program 21 Administrative	1.900	249,191	131,153	25,891	13,627	22,800	12,000	23.17
K-12 Program 21 Instructional	28.600	2,134,830	74,644			348,000	12,168	23.47

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Program 31 Instructional	16.800	1,278,732	76,115	273,306	16,268	204,000	12,143	23.11
Program 31 Administrative	0.900	122,781	136,423	9,646	10,718	10,800	12,000	23.19
Program 34 Instructional	1.600	101,422	63,389	14,930	9,331	19,200	12,000	23.00
Program 34 Administrative	0.100	13,642	136,420	1,072	10,720	1,200	12,000	23.19
K-3 BEA Instructional	107.284	7,797,709	72,683			1,319,256	12,297	24.17
4-6 BEA Instructional	41.666	2,923,793	70,172			506,400	12,154	23.76
7-8 BEA Instructional	61.517	4,641,789	75,455	1,981	32	753,048	12,241	23.68
9-12 BEA Instructional	76.309	6,053,767	79,332	306	4	931,296	12,204	23.07
K-12 BEA Instructional	286.776	21,417,058	74,682	2,287	8	3,510,000	12,240	23.68
BEA	309.776	24,349,116	78,602	2,694,764	8,699	3,786,000	12,222	23.64
Instructional	343.881	25,730,314	74,823	2,482,367	7,219	4,224,000	12,283	23.59
Administrative	24.000	3,099,716	129,155	317,331	13,222	288,000	12,000	23.39
Other	2.000	142,561	71,281	16,760	8,380	24,000	12,000	28.36
Active	369.881	28,972,591	78,329	2,816,458	7,614	4,536,000	12,263	23.58
K-12 Program 21 Contracted	7.000	424,681	60,669			84,000	12,000	
On Leave				321,710				
Certificated Total	377.881	29,458,871	77,958	3,138,168	8,305	4,632,000	12,258	23.95

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Funding Purposes	351.881	26,216,594	74,504	2,482,367	7,055	4,320,000	12,277	24.00
Instructional for Compliance Purposes	343.881	25,730,314	74,823	2,482,367	7,219	4,224,000	12,283	23.59

**Zillah School District (39205)**

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
01	67.990	4,886,045	71,864	227,023	3,339	817,648	12,026	23.17
21	6.800	486,934	71,608	21,294	3,131	81,600	12,000	23.38
24	1.990	113,906	57,239			23,880	12,000	23.39
31	2.230	156,419	70,143	12,042	5,400	26,760	12,000	23.28
51	1.481	103,757	70,059	15,979	10,789	17,772	12,000	23.89
52				29,718				
55	2.189	172,238	78,683	78,550	35,884	26,268	12,000	21.85
58				6,288				
64				29,718				
65	1.990	140,314	70,510			23,880	12,000	24.84
69	0.800	52,868	66,085			9,600	12,000	24.30
71				13,393				
74	0.132	16,274	123,288	2,774	21,015	1,392	10,545	19.37
79	0.600	49,317	82,195	208,007	346,678	12,000	20,000	24.75
97	1.100	159,750	145,227	16,961	15,419	13,200	12,000	18.73
99	0.250	37,500	150,000	6,000	24,000	3,000	12,000	18.55
Program 21 Instructional	6.450	439,684	68,168	21,294	3,301	77,400	12,000	23.91
Program 21 Administrative	0.350	47,250	135,000			4,200	12,000	19.14

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
K-12 Program 21 Instructional	6.450	439,684	68,168	21,294	3,301	77,400	12,000	23.91
Program 31 Instructional	1.980	126,967	64,125	12,042	6,082	23,760	12,000	23.29
Program 31 Administrative	0.250	29,452	117,808			3,000	12,000	23.23
K-3 BEA Instructional	19.790	1,373,228	69,390	1,900	96	240,480	12,152	23.77
4-6 BEA Instructional	13.440	904,944	67,332	3,435	256	168,048	12,504	22.69
7-8 BEA Instructional	11.319	724,025	63,965	51,037	4,509	126,328	11,161	23.56
9-12 BEA Instructional	19.671	1,358,763	69,074	122,329	6,219	237,552	12,076	22.78
K-12 BEA Instructional	64.220	4,360,960	67,907	178,701	2,783	772,408	12,028	23.19
K-12 BEA Administrative	6.000	681,504	113,584	47,995	7,999	72,000	12,000	23.09
BEA	71.320	5,202,214	72,942	256,026	3,590	857,608	12,025	23.02
Instructional	79.520	5,406,044	67,983	581,648	7,314	960,808	12,083	23.31
Administrative	8.032	969,278	120,677	73,730	9,180	96,192	11,976	21.69
Other				12,369				
Active	87.552	6,375,322	72,818	667,747	7,627	1,057,000	12,073	23.06
Certificated Total	87.552	6,375,322	72,818	667,747	7,627	1,057,000	12,073	23.06
Instructional for Funding Purposes	79.520	5,406,044	67,983	581,648	7,314	960,808	12,083	23.31

Program	FTE	Base Salary Total	Base Salary Average	Other Salary Total	Other Salary Average	Insurance Benefits Total	Insurance Benefits Average	Mandatory Benefits Avg Rate
Instructional for Compliance Purposes	79.520	5,406,044	67,983	581,648	7,314	960,808	12,083	23.31